

HAWAII LABORER



Official Publication of the Laborers' International Union of North America, Local 368

STRAIGHT TALK WITH THE BUSINESS MANAGER

A Time For Thanksgiving

Twenty months ago our lives took an unexpected and unimaginable turn. There was confusion and skepticism. There was fear and uncertainty. But above all else, there was an overriding personal drive to keep our loved ones, co-workers and ourselves healthy and safe. This year – perhaps more than any other – we give thanks to be able to celebrate the holidays together,

hopefully in a less restrictive way than a year ago. This year, we have many reasons to be truly thankful.

To You, Our Members

We give thanks to our members who answered the call to keep our state's economy up and running over these turbulent months of shutdowns, reopenings and restrictions. You heeded public health recommendations and masked up, kept socially distanced when possible, and practiced personal hygiene and new safety protocols on the job. Without the building and construction industry, Hawaii's economic picture for sure would have been a dark one. Thanks to you, our industry was able to do the job asked of us, perhaps building a threshold that will open the door to better days ahead.

To Our Union Staff

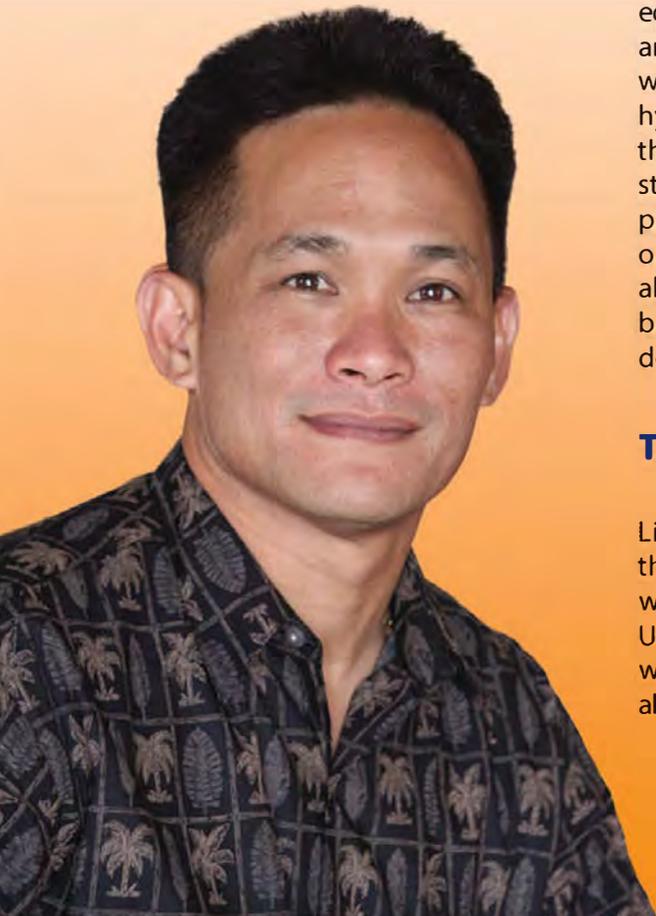
We are thankful to be a part of LiUNA and Local 368. Speaking for those of us on your Executive Board as well as the staff who serve you at the Union Hall, we are grateful to be here when we are needed most. We are always prepared to fight for you and to

serve your best interests. Even so, the pandemic presented us with a list of new challenges, as you can well imagine. I am personally grateful for our dedicated and competent team who spent countless hours to ensure you had the answers and resources you needed so you and your family could get through the unprecedented crisis.

To Those Vaccinated

Our thanks also to the great majority of you who answered another call – the call to get vaccinated to help our state reach “herd immunity.” That is the point where a sufficient percentage of our population would be immune to COVID-19 in order to stop its spread, especially to those most vulnerable in our community – the elderly and those with compromised immune systems. Your act of solidarity, compassion and humanity is truly something for which all Hawaii can be thankful. As we go to press with this newsletter, the state is about 71% vaccinated. If you have not already gotten your vaccination, I strongly ask that you please consider doing so. And be sure to get a booster shot, if and when it is recommended.

(continued on page 2)



Building A Better Tomorrow!

A Time For Renewal & Rebuilding

If you're someone who needs yet another reason to get vaccinated, we offer this: Hawaii is once again "Open For Business." The state began to officially welcome visitors back to our shores on November 1. Even during the pandemic, Hawaii was viewed as a "safe" place to visit, so the decision to discourage visitors from coming here as COVID-19 cases surged across the nation undoubtedly created pent-up demand.

As visitors return, business will kick into high gear for hotels, restaurants and stores, and more jobs will be created for workers across all sectors! We look forward to a robust economic resurgence for the state. Local 368 members, stand ready to work!

Vaccinations Required

On the national landscape, if President Joe Biden's \$1.2 trillion infrastructure proposal passes, it will bring our islands much-needed, federally funded projects – which mean more construction jobs for our members! While that's great news, let me emphasize this one important point: You will not be permitted to work on a federal project if you are not vaccinated against

COVID-19! In addition, many companies, private developers and project owners are also requiring that workers be vaccinated. Please, make sure you are vaccinated so you can take advantage of these work opportunities!

Help Us Protect Your Job

It would be a shame to lose a work opportunity that could pay your bills, feed your family and provide you with generous fringe benefits. But it could be even worse. Would you really want to run the risk of causing your Local 368 brothers and sisters to lose those work opportunities all together? That's exactly what's at stake. The jobs could go to non-union workers or members of other unions, undermining our future negotiating position.

Local 368 works hard to provide jobs for our members. We don't just train you to do the work. We also work behind the scenes to protect our jurisdiction so we're able to say, "Hands off! This job belongs to Local 368!" The only way we can back that up is with you being available to actually do the work! You must be job ready!

Let's Build a New Future

Although COVID-19 did a big time job of inflicting uncertainty around the world, don't continue to let it cloud your optimism for the present or your dreams for the future. The reopening of our tourism industry this month signals a hope-filled return to a more normal life for Hawaii and our union members, families and communities. There is so much we have to look forward to and so much for us to do. Together, we can accomplish whatever we set our hearts and minds to do. Together, let's do what President Biden says and "Build Back Better!"

Holiday of Hope

Finally, we're beginning to see the light at the end of this 20-month-long dark tunnel of time. A new day has begun. Looking back, if there's one thing this pandemic has taught us, it is to have faith in our Creator as well as one another. We are grateful to have shared the support and care between Local 368, its members and our members' families. So at this very special time of year, let us all join together – virtually – in celebration of the holidays with a shared spirit of Hope, Unity, Peace and Love. May your holidays this year be especially Blessed!

What You Need to Know About Being Fully Vaccinated

FULLY VACCINATED: A person is **not** "fully vaccinated" until 14 days after their last required dose of the COVID-19 vaccination.

- **Pfizer (2 Doses):** Considered to be fully vaccinated 14 days **AFTER** the **second dose**.
- **Moderna (2 Doses):** Considered to be fully vaccinated 14 days **AFTER** the **second dose**.
- **Johnson & Johnson (1 Dose):** Considered to be fully vaccinated 14 days **AFTER** the first and only dose. (Limited availability, contact your Dr. or medical care provider for availability.)

Timing is IMPORTANT!

Another thing to consider is the mandatory wait time between doses for multi-dose vaccine regimens like Pfizer and Moderna.

- **Pfizer:** 21 day wait time between the first and second dose, **PLUS** 14 days after the second dose to be considered "fully vaccinated."
(Total time for Pfizer to be "fully vaccinated" = 35 days)

- **Moderna:** 28 day wait time between the first and second dose, **PLUS** 14 days after the second dose to be considered "fully vaccinated."
(Total time for Moderna to be "fully vaccinated" = 42 days)

Different mandates have different requirements. Where "fully vaccinated" is required, the above timelines become critically important as to whether you will be **READY TO WORK** and **READY TO EARN** when it is your turn to go to a mandate-covered project. If you wait until the last minute, you may be left behind!

Where to get vaccinated

You can get vaccinated at COVID-19 Pop-Up Vaccination Events or COVID-19 Vaccination Clinics conveniently located on all islands. Visit the State of Hawaii's vaccine website at hawaiiicovid19.com/vaccine for the event or clinic nearest you. Or simply, check with your neighborhood pharmacies, such as CVS Longs, Costco, 5 Minute Pharmacy in Waipahu, Aiea Medical Pharmacy or the Bay Clinics on the Big Island.

Advanced Leeward Outpatient Healthcare Access (ALOHA) Project & More To Come

The Hawaii Community Development Authority approved the development and construction of a new state-of-the-art veterans' outpatient facility at Kalaeloa in West Oahu. The Hawaii Laborers' Union, Local 368 was active in the approval of this project by lobbying in support of this much-needed VA Clinic for residents of the Leeward coast.

Once completed the VA Clinic will provide primary care, physical therapy, dental, female veterans care, mental health, audiology, and other services. The 88,675-square-foot, multi-specialty clinic will provide convenient access for all veterans living and working in West Oahu.

With construction expected to begin by the end of 2021, this Certified Green Building will help alleviate traffic and open more than 500 parking spaces while also creating 400 construction jobs and more than 200 permanent jobs at the facility.

Bipartisan Infrastructure Framework

In Washington, D.C., negotiations continue on the final passage of the \$1.2 trillion Bipartisan Infrastructure Framework Bill. LiUNA members across the country, including those right here in Hawaii with Local 368, continue to lobby our respective congressional delegations to pass the Bipartisan Infrastructure Framework.

Local 368 members have been mailing postcards, signing onto petition emails, and calling their respective representatives in Congress, urging them to vote in favor of the bill. The Bipartisan Infrastructure Framework is the single largest investment in roads, highways and bridges in a generation and will create hundreds of thousands of good jobs nationwide and here in Hawaii for decades to come.

Looking Ahead to 2022 - An Election Year

As we close out 2021 and look to 2022, the Hawaii Laborers' Union continues to lobby for more projects that are at various stages of the approval process - fighting for good-paying union jobs!

With 2022 around the corner, we want to remind our Local 368 members of the importance of registering to vote and having your voice heard by participating in our democracy come election time.

Next year we will have the opportunity to endorse and help elect candidates who will support Local 368 members by creating more good-paying union jobs. If you haven't already, please contact the Union Hall at 808-841-5877 or stop by the Hall and we can help you get registered to vote!



**ELECTIONS
2022**

Local 368 Wins \$4,000 Payday For Three Members

Three Local 368 members were recently presented with checks – each for \$4,000 – after the Union won grievances filed on their behalf. The Union protects the rights of its members by enforcing the terms of the labor agreements it negotiates. Members should also know and understand their rights. Please contact your field representative should you have any questions about your contract.



Cruz Urquidi, with Peter Ganaban, far left, and Local 368 field representative Orlando Paeste:

"I didn't think anything would come of this, but then I thought, 'Why not?' So I gave it a shot."



Reuben Kaahunui, with Joby North, II, far left, and Martin Aranaydo:

"I would just like to thank everybody. I never expected this."



Yeoland Tamapua, with Joby North, II, Martin Aranaydo and Orlando Paeste:

"Honestly, I was skeptical. Now I know the Union is there for me. You guys came through. I'm glad to see you guys had my back."

Congratulations, 2021 LIUEEF Scholarship Recipients!



Ardyn Hamane with her parents, Cheryl and Ronald Caffery, are congratulated by Peter Ganaban.



Jennifer Kimura receives her scholarship award from Peter Ganaban.



Justus-Josiah Acoba gets a congratulatory shaka from Scholarship Committee member Luther Back.

Local 368 is committed to building a stronger today and brighter tomorrow. As part of that vision, the Union is pleased to announce that five applicants were selected to receive the 10th annual LIUEEF Scholarship this past July.

The scholarships are presented each year to help fund the academic goals of Local 368 members' children or dependents who choose to further their education beyond high school. This year's winners are:

- **Ardyn Hamane** (1st time winner): Daughter of Ronald and Cheryl Caffery. Ronald is a Local 368 member employed with FV Coluccio Construction Co.

Ardyn is a 2021 graduate of Mililani High School with 3.8 (U), 4.0 (W) GPA. She has been accepted at the University of Portland in Oregon, Creighton University in Nebraska, and Pacific Lutheran University in Washington, where she will be studying Nursing.

- **Jennifer Kimura** (1st time winner): Daughter of Joy Kimura, who is

employed at Hawaii LECET.

Jennifer is a 2021 graduate of Henry J. Kaiser High School with a 4.176 GPA. She has been accepted at the University of Hawaii at Manoa, where she will study Kinesiology, Health & Exercise Science.

- **Justus-Josiah Acoba** (1st time winner): Son of Joseph and Mary Jean Acoba. Joseph is a Local 368 member employed with Royal Contracting Co., Ltd.

Justus-Josiah is a 2021 graduate of Wallace Rider Farrington High School with a 4.036 GPA. He has been accepted to the University of Hawaii at Manoa and Loyola University in Chicago, where he will study Healthcare Administration.

- **Kandi Respicio** (2nd time winner): Daughter of Alberto and Buenafe Respicio. Alberto is a proud Local 368 retiree and was last employed with Delta Construction.

Kandi is a 2020 graduate of James Campbell High School and is cur-

rently attending Creighton University, where she studies Social Work, Pre-Medicine and carries a 3.25 GPA.

- **Taj Joaquin** (2nd time winner): Daughter of Jonathan and Ti'a Joaquin. Jonathan is a Local 368 member employed with GP Roadway Solutions.

Taj is a 2020 graduate of Kamehameha Schools and is currently attending Brigham Young University, where she studies Public Health and carries a 3.79 GPA.

Local 368 encourages all members with children or dependents who choose to continue their education to check our website periodically in 2022 for the opening of the 2022 LIUEEF Scholarship Application process. Past recipients are also encouraged to apply again in 2022.

The Union extends its congratulations to each of the 2021 LIUEEF Scholarship recipients, and we wish them all the best of luck and success in the pursuit of their educational aspirations and goals!



Kandi Respicio and her family celebrate a second scholarship award with Peter Ganaban and Luther Beck.



Taj Joaquin receives her second award from Scholarship Committee member Russell Napihaa on Maui.

Training Schedule

Oahu

To register please contact **Pie Orillo, Darren Lanford, Sandie Maeda, or Francis Tau'a** at (808) 455-7979, Monday through Friday, 8:00 am to 4:30 pm; All Classes are subject to change. Please view our web site at <https://hiltp.org> for training updates.

CONSTRUCTION

Date	Day	Course	Time/Instructor
Nov. 1, 3, 8, 10	Mon, Wed	Basic Sewer Pipe Laying (40 hrs)	5:00 pm-8:00 pm Portable 1
Nov. 15, 17 Nov. 6, 13, 20	Mon, Wed Sat		5:00 pm-8:00 pm 7:00 am-3:30 pm
Nov. 9, 10	Tue, Wed	Mason Tender (24 hrs)	5:00 pm-8:00 pm Portable 2
Nov. 16, 18 Nov. 20	Tue, Thu Sat		5:00 pm-8:00 pm 7:00 am-1:30 pm
Nov. 15, 17	Wed, Thu	Advance Water Phase I (18 hrs)	5:00 pm-8:00 pm Classroom 1
Nov. 22, 23 Nov. 29, Dec. 1	Mon, Tue, Mon, Wed		5:00 pm-8:00 pm 5:00 pm-8:00 pm
Nov. 22, 23	Mon, Tue	Basic Water Pipe Laying (40 hrs)	5:00 pm-8:00 pm Portable 1
Nov. 29, Dec. 1 Dec. 6, 8, 13, 15 Dec. 4, 11	Mon, Wed Mon, Wed Sat		5:00 pm-8:00pm 5:00 pm-8:00pm 7:00 am-3:30 pm
Dec. 1, 2, 8, 9	Wed, Thu	Concrete, forming, placement placement, finishing (40 hrs)	5:00 pm-8:00 pm Portable 2
Dec. 15, 16 Dec. 4, 11, 18	Wed, Thu Sat		5:00 pm-8:00 pm 7:00 am-3:30 pm
Dec. 7, 9	Tue, Thu	Rigging & Signaling (20 hrs)	5:00 pm-8:00 pm Classroom 1
Dec. 14, 16 Dec. 18	Tue, Thu Sat		5:00 pm-8:00 pm 7:00 am-3:30 pm

SAFETY & EQUIPMENT

Date	Day	Course	Time/Instructor
Nov. 2	Tue	Fall Protection (4 hrs)	4:30 pm-8:30 pm Portable 2
Nov. 4	Thu	Scaffold User Refresher (4 hrs)	4:30 pm-8:30 pm Portable 1
Nov. 6	Sat	Rough Terrain Forklift Refresher (3 hrs)	5:00 pm-8:00 pm Portable 2
Nov. 8, 10	Mon, Wed	Rigging Refresher (6 hrs)	5:00 pm-8:00 pm Classroom 1
Nov. 16, 18	Tue, Thu	OSHA 10 (10 hrs)	4:30 pm-8:30 pm Classroom 1
Dec. 6, 8	Mon, Wed	OSHA 10 (10 hrs)	5:00 pm-8:00 pm Classroom 1
Dec. 13, 15 Dec. 18	Mon, Wed Sat		5:00 pm-8:00 pm 7:00 am-3:30 pm Portable1
		Aerial Boom/Scissors Lift (8 hrs)	

ENVIRONMENTAL

Date	Day	Course	Time/Instructor
Nov. 1, 3	Mon, Wed	Hazardous Waste Worker Refresher (8hrs)	4:30 pm-8:30 pm Classroom 1
Nov. 6, 13, 20	Sat	Hazardous Worker Initial (40 hrs)	7:00 am-3:30 pm Classroom 1
Dec. 4, 11	Sat		7:00 am-3:30 pm
Dec. 29, 30	Mon, Tue	Asbestos Worker Refresher (8 hrs)	4:30 pm-8:30 pm Portable 2
Dec. 6, 7	Mon, Tue	Asbestos Supervisor Refresher (8 hrs)	4:30 pm-8:30 pm Portable 2

Hilo/Kona

To register please call **Lamar Derego** at (808)-329-1590 or (808) 217-0459, Monday through Friday, between the hours of 7:00 am and 3:30 pm. Or check our website at <https://hiltp.org>. Classes will be held at Laborers, Local 368 Hilo/Laborers Apprenticeship & Training, 749 Mililani Street or Laborers, Local 368 Kona/Laborers Apprenticeship & Training, 73-4171 Huliko Drive, Kona.

Date	Day	Course	Time/Instructor
Jan 8	Sat	First Aid, CPR, AED (6 hrs)	8:00 am-2:00 pm L. Derego
Jan. 15, 22, 29 Feb. 5, 12	Sat Sat	Basic Sewer Pipe Laying (40 hrs)	7:00 am-3:30 pm L. Derego
Feb. 19	Sat	Asbestos Supervisor Refresher (8 hrs)	7:00 am-3:30 pm L. Derego
Mar. 5	Sat	Fall Protection/Scaffold User (8 hrs)	7:00 am-3:30 pm L. Derego
Mar. 12	Sat	Fall Protection/Scaffold User (8 hrs)	7:00 am-3:30 pm L. Derego
Mar. 19, 26 Apr. 2	Sat Sat	Rigging & Signaling (20 hrs)	7:00 am-3:30 pm L. Derego
Apr. 9	Sat	Aerial Boom/Scissors Lift (8 hrs)	7:00 am-3:30 pm L. Derego
Apr. 9	Sat	Aerial Boom/Scissors Lift (8 hrs)	7:00 am-3:30 pm L. Derego

Kauai

To register please call **Lamar Derego** at (808)-329-1590 or (808) 217-0459, Monday through Friday, between the hours of 7:00 am and 3:30 pm, or log on to our website at <https://hiltp.org>. Classes will be held at Kauai Community College, Room TBA.

Date	Day	Course	Time/Instructor
Jan. 29 Feb. 5, 12 Feb. 19, 26	Sat Sat Sat	Basic Sewer Pipe Laying (40 hrs)	7:00 am-3:30 pm C. Naone
Apr. 3	Sat	First Aid, CPR, AED (6 hrs)	8:30 am-2:30 pm L. Derego
Apr. 30	Sat	Fall Protection/Scaffold User (8 hrs)	8:30 am-2:30 pm L. Derego
May 7	Sat	Back & Nutrition (3 hrs)	8:30 am-11:30 pm L. Derego
May 7 May 14	Sat Sat	OSHA 10 (10 hrs)	12:00 pm-3:00 pm L. Derego
May 21	Sat	Fire Watch/Respiratory Protection (6 hrs)	8:30 pm-2:30 pm L. Derego
May 28	Sat	Asbestos/Lead Awareness (6 hrs)	8:30 pm-2:30 pm L. Derego

Maui

To register please call **Lamar Derego** at (808)-329-1590 or (808) 217-0459, Monday through Friday, between the hours of 7:00 am and 3:30 pm, or log on to our website at <https://hiltp.org>. Classes will be held at Laborers, Local 368/Laborers Apprenticeship & Training, 811 Kolu St. #102, Wailuku.

Date	Day	Course	Time/Instructor
Feb. 26	Sat	First Aid, CPR, AED (6 hrs)	8:30 am-2:30 pm L. Derego



In Memoriam

The Hawaii Laborers' Union, Local 368 extends its heartfelt condolences to the family and friends of the members we lost between May 2020 and October 2021. We will remember them always with pride, gratitude and fond Aloha.

AKO, VALENTINE

AGPAOA, MONICO

BADUA, ROGELIO

BAUTISTA JR, RICHARD

BELTRAN, HILARIO

BENIGNO, FRED

BEYER, RANDALL

BONILLA, JUANITO

BOWDEN-KAUKA, DANE

BUMANGLAG, JAIME

BURKE, DOUGLAS

BUTIN, FILOMENO

CACAYORIN, FRED

CASIO, LIBRADO

CHONG, MATTHEW

CORDEIRO, DREW

CRUZ, BARTOLOME

DAMO, RICARDO

DE MOTTA SR, DONALD

DELA CRUZ, AGRIPINO

FOTU, VILIAMI

GALANTO, JOSE

GALARIO, ARSENIO

GALVIZO, GULLERDO

GASPAR, DENNIS

GUIEB, IRENIO

GUZON, CONSTANCIO

HANKS, GREG

HELLIANGAO, ALBERTO

IBOS, ORLANDO

JOSUE, MIGUEL

KALI, JOSEPH

KEALOHA, ROBERT

LACTAOEN, CLETO

LAGAT, CANDIDO

LARDIZABAL, ALFRED

LELEIWI JR, JAMES

LITTLEFIELD, EDITH

LOPEZ, SAMUEL

LOPEZ, TONY

MADARIAGA, MAXIMO

MINUTE, FUATAI DOUGLAS

MOIHA, LAWRENCE

MORTON III, EDGAR

NAONE, WILLIAM

NAPUUNOA, JULIAN

ONNAGAN, SEVERIANO

PACARIEM, NOEL

PARRAS, IRINEO

PASCUA, JERRY

PATTERSON, ROBERT

PELERAS, STAFFORD

PIA, CHARLES

PLACE JR, STEPHEN

RAMIL, DOMINADOR

RINGOR, BEN

SAGUCIO, ARTEMIO

SAGUIBO, ELEANOR

SAGUIBO, ROBERT

SANTOS, RUSSELL

SARMIENTO, ARTEMIO

SPOTKAEFF, NICHOLAS

THOMAS, RODNEY

TURNER, STEVE

VALDEZ, DANTE

YAP, GORDON

The 'Hawaii Laborer' is the official publication of the Laborers' International Union of North America, Local 368
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Orlando Paeste
Executive Board



Joseph Yaw
Executive Board



Esther K. Aila
Auditor



Russell Napihaa
Auditor



Mark Travalino
Auditor



Martin Aranaydo
Sergeant-at-Arms

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*Wishing you and yours
 the merriest Christmas
 &
 the brightest New Year!*

**In faith & solidarity,
 LiUNA, Local 368**