

STATE OF HAWAII

PUBLIC EMPLOYMENT RELATIONS BOARD

In the Matter of )  
 )  
 GEORGE R. ARIYOSHI, Governor )  
 of the State of Hawaii; )  
 FRANK F. FASI, Mayor of the )  
 City and County of Honolulu; )  
 HERBERT T. MATAYOSHI, Mayor )  
 of the County of Hawaii; )  
 CLARO R. CAPILI, SR., Acting )  
 Mayor of the County of Maui; )  
 and EDUARDO E. MALAPIT, Mayor )  
 of the County of Kauai, )  
 )  
 Petitioners, )  
 )  
 and )  
 )  
 UNITED PUBLIC WORKERS, )  
 LOCAL 646, AFSCME, AFL-CIO, )  
 )  
 Exclusive )  
 Representative.)

Case No. S-01-11

Decision No. 119

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDERS

Public employers George R. Ariyoshi, Governor, State of Hawaii; Frank F. Fasi, Mayor, City and County of Honolulu; Herbert T. Matayoshi, Mayor, Hawaii County; Claro R. Capili, Sr., Acting Mayor, Maui County; and Eduardo E. Malapit, Mayor, Kauai County (hereafter petitioners or employers) petitioned this Board to conduct an investigation, pursuant to the authority conferred upon it by Subsection 89-12 of the Hawaii Revised Statutes (hereafter HRS), to determine whether a strike by State and county employees in collective bargaining unit 1 (nonsupervisory employees in blue collar positions) would present an imminent or present danger to the health and safety of the public and to set requirements that must be complied with to avoid or remove any such danger.

Hearings on the petition were held from September 25 through October 16, 1979. All parties were present and participated in the investigation. The investigation was conducted as a contested case pursuant to Section 91-1, HRS. Based upon the entire record developed during said investigation, the Board makes the following:

FINDINGS OF FACT

The petitioners are public employers within the meaning of Subsection 89-2(9), HRS.

The respondent United Public Workers, Local 646, AFSCME, AFL-CIO (hereafter UPW), is the exclusive representative, as defined in Subsection 89-2(10), HRS, of all State and county employees who are in collective bargaining unit 1 (nonsupervisory employees in blue collar positions).

There are approximately 7,722 such employees. The numbers of such employees employed by each jurisdiction is:

State of Hawaii	4,555
City and County of Honolulu	2,286
Hawaii County	346
Maui County	324
Kauai County	211

Negotiations for a new contract for Unit 1 employees commenced on October 18, 1978. On June 22, 1979, the UPW filed a Notice of Impasse with this Board. The Board ruled that an impasse existed in said negotiations and appointed a mediator to assist the parties. Mediation failed to resolve the dispute and a fact finding panel was appointed by the Board pursuant to Subsection 89-11(b)(2). The panel's recommendations were accepted in part and rejected in part by both the employers and the UPW.

On October 10, 1979, Henry B. Epstein, UPW State Director, submitted the following letter to this Board:

October 10, 1979

Mr. Mack H. Hamada, Chairman  
Public Employment Relations Board  
State of Hawaii  
550 Halekauwila Street  
Honolulu, Hawaii 96813

Dear Mr. Hamada:

As required by Section 89-12(b), this is to advise your Board that the United Public Workers, AFSCME Local 646, as the exclusive representative of Unit 1, intends to strike on or after October 22, 1979 if a satisfactory agreement is not negotiated before that date.

Sincerely,

/s/ Henry B. Epstein

Henry B. Epstein  
State Director

This notice of the UPW's intention to strike has not been rescinded or revoked.

It is extremely likely that a strike by Unit 1 employees will occur on or about October 22, 1979.

The employers presented this Board with a voluminous record of impressive detail to substantiate the allegations set forth in their petition in which they asked that a number of Unit 1 employees be required to work during the threatened strike because, it was alleged, if they did not perform their usual work, or were not available to work in emergencies, the Unit 1 strike would present an imminent or present danger to public health and safety.

The case presented by the employers has convinced this Board that the withholding during a strike of a number of services performed by Unit 1 employees will create an imminent or present danger to the health and safety of the public.

Specific findings follow:

## HOSPITALS

There are 13 hospitals in the County/State Hospitals system operated by the State of Hawaii, with 1,140 licensed beds, servicing an average of 849 patients daily.

Additionally, the State operates Waimano Training School and Hospital, Hawaii State Hospital and Kalaupapa Hospital (and Leahi Leprosy Program). Unit 1 employees prepare, and in some cases, transport meals for the patients in all of these hospitals, clean the hospitals and the equipment therein, do the hospital laundry and maintain the physical plants, including boilers and hospital vehicles. In certain facilities, they are responsible for picking up and delivering medical supplies, laundry and rubbish. Several hospitals have wells or independent water supply systems, cisterns and sewage treatment plants. Unit 1 employees maintain all of these facilities in working condition.

The Board finds that the total withdrawal of the above services during a strike by Unit 1 employees would present an imminent and present danger to the health and safety of the patients in the hospitals and that the staffing requirements set forth in the orders herein must be met in order to remove such danger to health and safety.

Failure to provide prescribed diets could result in severe illness, even death, for some patients. Unsanitary conditions could lead to infection and even death.

The hospitals are places where the chronically and acutely ill and injured, including certain persons who are incapacitated, are housed, even isolated, for long or short periods of time. The facilities must be kept clean and safely operational and the patients must be adequately

and properly fed, cleansed and protected from the spread of infection.

#### VECTOR SURVEILLANCE AND CONTROL

The vector control program operated by the State's Department of Health is designed to monitor and, to the extent possible, eliminate vectors including rats, mosquitoes and flies, and venomous arthropods (bees, wasps, centipedes, scorpions). Unit 1 employees in the program perform tasks vital to public health and safety such as spraying for mosquitoes and trapping and poisoning rats and mice. The mechanical repair worker maintains in working order equipment necessary to the performance of these tasks.

A cessation of all Unit 1 services in the vector control program would permit a significant increase in the vector population with a concomitant increase in the threat of exposing the public to vector borne diseases such as yellow fever, dengue fever, enteric diseases, encephalitis, rat bite fever, murine typhus and leptospirosis.

The Board finds that the total withdrawal of Unit 1 services in the vector control program would present an imminent or present danger to public health and safety and that the staffing requirements contained in the orders herein must be met to remove such danger.

#### DEPARTMENT OF TRANSPORTATION: AIRPORTS

The State of Hawaii, through its Department of Transportation, operates eight air carrier airports, five general aviation airports and a heliport. Unit 1 employees perform the following work at airports which this Board regards as essential to public health and safety: maintenance, repair, and operation of the Sewage Treatment Plant

at Lyman Field, maintenance of electrical power systems for navigational aids and communications, inspection and cleaning of runways, taxiways and aprons to prevent debris and foreign objects from entering aircraft engines, repairing emergency vehicles and other airport machinery and emergency building maintenance.

The Board finds that the total withdrawal of these services by striking Unit 1 employees would present an imminent or present danger to the health and safety of the public and that the staffing requirements set forth in the orders must be met to remove such danger.

The employers have asked that Unit 1 employees be required to clean all restrooms at the airports. The Board finds, however, upon the record presented in this case, that the threat to health and safety presented by unclean restrooms in public buildings generally can be substantially reduced if the Department of Transportation will close at least one-half of the male and female restroom facilities at any airport which has more than one such self contained facility for each sex, and if only those restrooms which remain open are cleaned and supplied daily with toilet paper, paper towels and hand soap. The Board's orders reflect this finding.

#### HARBORS

There are six deep-draft, two medium-draft and several small boat harbors and ramps operated by the State's Department of Transportation. Unit 1 employees working at the harbors perform the following work which the Board finds to be essential to public health and safety: electrical work to keep navigational aids, lights and reefer power outlets functioning in harbors; transporting port pilots to and from

ships entering or leaving the harbors; providing fresh water and fuel to ships; and repairing waterlines used to supply potable water to ships and boats and repairing malfunctioning or clogged drains, toilets and basins, and repairing ruptured sprinkler and fire fighting waterlines.

The Board finds that the total withdrawal of these services by striking Unit 1 employees would present an imminent or present danger to public health and safety and that the staffing requirements set forth in the orders herein must be met to remove such danger.

The employers have asked the Board to order Unit 1 employees to provide refuse collection services at the Harbors. While accumulating refuse may present a threat of danger to public health or safety, the Board is not satisfied, upon the record before it, that such danger is either imminent or present. The Board will order an appropriate monitoring to be made to determine when accumulated refuse does present a danger to public health or safety and when it is satisfied that such danger exists will order the refuse to be collected and appropriately removed.

The employers have asked that Unit 1 employees be required to clean restrooms at the Harbors. The Board incorporates with respect to Harbors the same findings and requirement it made respecting restrooms at airports.

#### HIGHWAYS

The State Department of Transportation maintains 866 miles of highways throughout the State and tens of thousands of street lights. Unit 1 employees perform the following tasks essential to the safety of the driving and

riding public: repair of street lights, removal of debris from highways, patching potholes (in the strike situation the employer has asked that only holes three inches or greater in depth be filled), trimming grass, shrubs and trees which obstruct the vision of motorists; repair of bridges, guard rails, and traffic signs; repair of electrically powered traffic signals, and patrolling highways for debris.

The Board finds that the withdrawal of these services because of a Unit 1 strike would present an imminent or present danger to public safety and further finds that the staffing requirements set forth in its orders must be met to remove such danger.

#### ANIMAL QUARANTINE AND ENTRY TESTING

The State, through its Department of Agriculture, operates an animal quarantine station at which are housed animals such as dogs, cats and certain large animals which are entering Hawaii from other areas and are required to be detained to assure that they are free of disease including rabies. The following tasks performed at the station by Unit 1 employees are deemed essential to the maintenance of public health and safety: feeding the animals, removing solid wastes from the animals, washing down kennels, medicating and observing the animals to detect disease, care of diseased animals, and maintenance of security at the station to prevent animals from escaping or being illegally removed.

There are several health or safety concerns connected with the keeping of the animals at the station. If the animals die through neglect, this will present a health hazard. Also, there is a very real possibility, if the animals are neglected or if their care falls below humane levels, that their owners



will engage in self-help methods to remove the animals from the station before the quarantine period has been completed. Presently, Hawaii is free of rabies. Such self-help rescues could release this disease into the community.

The Board finds that the total withdrawal of the above-described Unit 1 services during a strike would present an imminent or present danger to the health and safety of the public and that the staffing requirements set forth in the orders herein must be met in order to remove such danger.

#### CORRECTIONAL FACILITIES

There are eight correctional facilities operated by the State of Hawaii through its Department of Social Services and Housing which housed a total of 796 inmates as of October, 1979.

In addition, the State operates through its Judiciary Hale Ho'omalulu (Detention Home) with a daily average head count of 35-60 children. Unit 1 employees provide services in seven of the correctional facilities and in the Detention Home. In some facilities, they are responsible for meal preparation; also, under their supervision and instruction, inmates prepare and serve meals. In the Hawaii State Prison, a Unit 1 worker supervises and trains inmates in doing the laundry for the facility. In certain other facilities, Unit 1 employees also operate the boilers; do laundry; maintain the physical plant; and repair malfunctions of appliances, security, alarm, audio, and refrigeration systems, plumbing fixtures, and prison vehicles.

The Board finds that a complete withdrawal of these services during a strike by Unit 1 employees would cause an imminent or present danger to the health and safety of the inmates present in the facilities and to the community at

large. Consequently, the staffing requirements set forth in the orders herein must be met in order to avoid or remove this danger to health or safety.

#### PUBLIC HOUSING

The State's Department of Social Services and Housing maintains the Hawaii Housing Authority (HHA) whose mission it is to provide housing for members of the public who are not otherwise able to obtain rental accommodations. There is a total of 5,000 dwelling units in the various HHA projects which house a total of 16,819 persons. Of this number, 2,400 occupants are over 62 years of age and 8,000, or about 42 per cent, are under 17 years of age.

The employers have asked that Unit 1 personnel be required to perform the following tasks in order to maintain the HHA dwelling units and premises in a safe and sanitary condition: perform emergency carpentry, plumbing, electrical and masonry tasks; renovate empty units to make them available to person on the HHA waiting list, and perform preventive maintenance in occupied units, and collect refuse.

The Board finds that the total withdrawal of these services during a strike by Unit 1 employees would present an imminent or present danger to the health or safety of the public, particularly the residents of the HHA projects, and that the staffing requirements set forth in the orders herein must be met in order to avoid or remove such danger.

A word must be said about the finding that work on empty units may be required to be performed by the workers being ordered to work on emergencies also. HHA projects are designed to provide safe and clean housing for persons who cannot otherwise afford such housing. Readying empty units

to permit their rapid occupancy by persons on the HHA waiting list usually removes the new occupants from substandard, unsafe housing.

Also, the Board here finds that refuse accumulation cannot be tolerated in the projects to the same extent that it may be tolerated, for a time, in other areas. The evidence established that many times the children occupants of the project strew refuse about outside of proper containers and create immediate dangers by starting fires in items such as discarded mattresses so that a refuse accumulation in the projects cannot be permitted to build up.

DEPARTMENT OF EDUCATION

The State of Hawaii operates 230 schools, servicing a total of 168,393 students. Five of the schools are devoted to special education.

In all of these schools, employees in Unit 1 prepare and serve lunches, clean restrooms, and dispose of garbage from cafeterias, classrooms, and grounds. In the intermediate and high schools, they also clean shower and locker room facilities. Unit 1 employees also prepare breakfast and dinner daily at two schools where students board.

The Board finds that the failure to provide full restroom cleaning does not create an immediate, imminent or present danger to all school children. The Board determines that there is a more substantial likelihood that a lack of restroom sanitation will result in such danger to the health of elementary level children and to special education students due to their young age or capabilities. The orders herein reflect that finding. The normal service of restroom cleaning

at elementary and special schools will be maintained during a strike by Unit 1 employees. At intermediate and high schools, half of the restroom facilities are ordered to be closed and the remaining restroom facilities provided with toilet paper, paper towels, soap and a daily cleaning and trash pickup. The Board feels that the health of the intermediate and high school students will be adequately protected by these services. The State requests adequate staffing for normal meal services only at the special education schools and at the boarding schools. The Board finds that the State's request is reasonable due to the incapacities of students serviced at the special education facilities and due to the lack of alternative food services at the boarding schools.

DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES

Central Services Division

The Central Services Division of the Department of Accounting and General Services performs a number of house-keeping functions for State government including refuse collection, janitorial service, and grounds upkeep and repair and maintenance of public buildings including school buildings.

As it has in other instances herein, the Board finds that while refuse accumulation may present danger to public health or safety, the record in this case does not support a finding that the withholding of refuse collection services by Unit 1 employees will create immediately an imminent or present danger to public health or safety. If the strike goes on for a considerable length of time, the danger of accumulated refuse might then present an imminent or present danger and will be dealt with by the Board at that time.

The employer is, in the order portion of this decision, directed to shut down a number of restrooms in public buildings; as to those which remains open, the Board believes public health will be adequately protected if Unit 1 employees are required to see that restroom facilities in public buildings are cleaned daily and supplied with toilet paper, paper towels and hand soap.

Emergency plumbing, electrical and carpentry work must be performed by Unit 1 employees to remove danger to public safety. Based upon the record in this case, emergency blue collar work in the Central Services Division would consist of clearing plugged sewer lines and wastelines, repairing broken water lines and seriously malfunctioning plumbing fixtures; attending to burning ballasts; repairing faulty wiring, broken alarm systems, short circuits, and defective electrical connections; replacing broken window panes, and repairing dangerous structural defects, broken wooden stairs, and railings.

The staffing requirements to perform these tasks set forth in the orders herein are necessary to remove danger to public health or safety.

DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES

Central Motor Pool

The Central Motor Pool provides and maintains approximately 155 motor vehicles for use by authorized State employees. A number of these vehicles are used by State employees performing duties which have a direct bearing upon public health and safety. They are:

<u>Department of Health</u>	<u>No. of Vehicles</u>
Public Health Nursing	21
Sanitation	5
Social Services Placement	2
Mental Health	10
Communicable Disease - VD	1
Communicable Disease - Epidemiology	1
Sanitary Engineering	1
Food and Drug	2
Dental Hygiene	2
Administration	2
Crippled Children	1
Litter Control	1
Emergency Medical Services	1
Pollution and Technical Review	1
Environmental Health	1
County/State Hospital	1
Maternal and Child Health	1
State Health Planning & Dev. Agency	<u>1</u>
	55

Department of Social Services and Housing

HI Paroling Authority	1
Child Protective Services (CPS) I, II, III and Social Service Intake (SSI) Unit	4
Food Stamp-Outreach	<u>1</u>
	6

Unit 1 employees of the Central Motor Pool must be placed on a standby basis to service these vehicles if they should break down or require emergency repairs. Unit 1 employees, however, will not be required to perform routine maintenance or fueling services on these vehicles. These emergency repair requirements, if met according to the staffing pattern in the order, are adequate to remove danger to public health or safety.

DEPARTMENT OF LAND AND NATURAL RESOURCES

The State Forestry Division, Department of Land and Natural Resources, is responsible for all forest firefighting activities on 870,319 acres of State-owned lands and private lands within forest reserves and public shooting grounds. In

addition, the Department of Land and Natural Resources cooperates with both county and federal governments to perform similar firefighting functions on lands outside the reserves.

The responsibility for performing the above described firefighting function rests with Unit 1 employees. Unit 1 employees must be available to respond to any emergency forest fires which arise. Based upon the evidence in the record that the Unit 1 employees of the Department of Land and Natural Resources can be relied upon to report for duty when on call, the Board finds that placing the employees on call is sufficient to provide the necessary forest firefighting services to protect the public health and safety.

In addition, the Department of Land and Natural Resources maintains State parks in which restroom facilities are located. Unit 1 workers are responsible for the cleaning of the restroom facilities at the State parks. It is the Board's finding that danger to public health and safety, because of a failure to clean these restrooms during the Unit 1 strike, can be eliminated if these restrooms are closed to the public. If the facilities cannot be closed, the Board recommends that the public employers post warning signs of any possible health hazard resulting from the uncleanliness of the restroom facilities. The Board does not find that the public interest requires that striking Unit 1 employees be ordered to clean restrooms in these parks.

#### UNIVERSITY OF HAWAII SYSTEM

The University of Hawaii system consists of the Manoa, Hilo and West Oahu campuses and six community colleges.

Additionally, included within the University system are research programs at Leahi Hospital maintained by the

University of Hawaii Medical School and the Waikiki Aquarium. Unit 1 employees pick up rubbish and clean restroom and locker room facilities on all campuses. At the Manoa and Kauai campuses, they are also responsible for disposal of the refuse. At Leahi Hospital and the Manoa campus, Unit 1 employees perform additional maintenance duties such as operating boilers, feeding animals used in research, and cleaning animal cages. At the Aquarium, they maintain the life support system and feed and care for the marine animals.

The Board finds that the above-mentioned boiler and animal care services provided for the research programs are vital to the public health as such programs focus on diseases currently found in Hawaii. The Board also finds that the services provided to the Aquarium are essential to prevent death of the animals which could result in pollution of the waters surrounding the Aquarium. The Board is unable to determine that the failure to provide regular restroom cleaning to the University system causes an imminent and present danger to the health of the students. Accordingly, the Board feels that keeping half of the restrooms open, cleaning them, and supplying them with paper towels, toilet paper, and hand soap is adequate protection of the health of the students.

The University's request for refuse collection will be handled in the same manner as the county refuse pickup requests have been dealt with. Unit 1 employees will not, at the commencement of the strike, be expected to make refuse pickups.

#### HAWAIIAN HOME LANDS

The Board finds that the services of the water workers requested by the employer are necessary, as scheduled



in the order, to maintain water services at the Molokai housing projects of the Department of Hawaiian Home Lands.

MAUI DISTRICT HEALTH OFFICE

This Board finds that a Maintenance Mechanic must work on the schedule in the order, to maintain the essential vehicles for public health and safety in the Maui District Health Office.

COUNTY SEWER SYSTEMS

Each of the four counties of Honolulu, Hawaii, Maui, and Kauai provide sewer services consisting of over 80 sewage pump stations, 20 sewage treatment plants, and pumping services to numerous cesspools.

In addition, the Sewers-Waste-Water Treatment and Disposal Branch of the Department of Public Works, City and County of Honolulu, is responsible for operating and maintaining the ventilation and lighting systems within the Wilson Tunnel.

Unit 1 employees install, inspect, clean, and repair all sewer lines to prevent obstruction of the sewage flow. At the sewage pump stations and sewage treatment plants, these employees operate, monitor, maintain, and repair all plant machinery and physical facilities to insure that there is no leakage of sewage. In addition, they are available to provide emergency cesspool pumping services.

The Board finds that the total withdrawal of these services during a strike by Unit 1 employees would present an imminent or present danger to the health and safety of the community and that the staffing requirements set forth in the orders herein must be met in order to remove such danger to health and safety.

## COUNTY WATER SYSTEMS

Each of the four counties of Honolulu, Hawaii, Maui, and Kauai are responsible for the water supply system in their respective jurisdictions. The water service system includes locating and tapping water resources, transmission of water, storage of water, and finally delivery of water to the public.

Unit 1 employees function in all phases of the water system. They construct, maintain, and repair all water connections including pipelines, valves, hydrants, and meters. At the pump stations, water treatment plants, and filter stations, these employees operate, monitor, maintain, fix, and install all equipment including the physical facilities of these plants. At water treatment plants, all the feeding of chemicals and testing for chemical content, tepidity, and pH are done by Unit 1 workers. Additionally, they install, operate, and maintain all telecommunication equipment to control and monitor water distribution. Finally, Unit 1 workers must be available to respond to emergency breakdowns in water mains, reservoirs, or light fixtures.

The Board finds that the total withdrawal of these services during a strike by Unit 1 employees would present an imminent or present danger to the health and safety of the community and that the staffing requirements set forth in the orders herein must be met in order to remove such danger to health and safety.

## COUNTY REFUSE COLLECTION

All of the Counties are engaged in refuse collection and disposal.

The Board finds that the Counties' refuse disposal functions and facilities such as landfills, dumps, compactors

and incinerators must be operated notwithstanding a Unit 1 strike in order to remove danger to public health and safety and that the Unit 1 positions listed in the order must render their usual and customary services at those facilities in accord with the work schedule set forth in the order to remove danger to public health and safety.

However, as to the refuse collection function of the counties, the Board finds that the failure of Unit 1 employees to pick up refuse on their usual rounds will not result immediately at the commencement of the strike in either an imminent or a present danger to public health or safety. To be sure, as the strike continues for a number of days or weeks, the accumulation of refuse which will attract vectors and foster the increase of the vector population will, at some time, present an imminent or present danger to public health and safety and will result in this Board's setting requirements to remove that danger. The Board, in the order herein, places a responsibility upon the Department of Health to monitor the situation and report to it concerning the presence of danger to health resulting from a failure of Unit 1 employees to collect refuse as a result of their strike.

#### OTHER COUNTY FUNCTIONS

Unit 1 employees employed by the four counties perform other work essential to public health or safety. Some of these tasks must be performed on a fulltime basis. Others will be adequately taken care of if employees are available on a standby basis for emergencies. The Board's orders herein reflect the staffing necessary by Unit 1 employees to perform the following tasks in order to remove

danger to public health and safety: repair of damaged or malfunctioning traffic control devices, alarm and warning systems utilized by fire departments and civil defense agencies; maintenance and repair of fire apparatus, fire vehicles, fire equipment and appliances and of ambulances; feeding and care of zoo animals and the cleaning of their cages; emergency clearing and patching of highways (where requested by an employer in its petition herein); burials in county cemeteries; emergency repairs or maintenance of public buildings; opening river mouths on Kauai.

The counties maintain parks in which are located restroom facilities. It is the Board's finding that danger to public health and safety, because of a failure to clean these restrooms during the Unit 1 strike, can be eliminated if these restrooms are closed to the public. If the facilities cannot be closed, the Board recommends that the public employers post warning signs of any possible health hazard resulting from the uncleanliness of the restroom facilities. The Board does not find that the public interest requires that striking Unit 1 employees be ordered to clean restrooms in these parks.

#### CONCLUSIONS OF LAW

This case has been brought under Subsection 89-12(c), HRS, which states:

§89-12. Strikes, rights and prohibitions.

\* \* \*

(c) Where the strike occurring, or is about to occur, endangers the public health or safety, the public employer concerned may petition the board to make an investigation. If the board finds that there is imminent or present danger to the health and safety

of the public, the board shall set requirements that must be complied with to avoid or remove any such imminent or present danger.

The UPW asserts that the employers have failed to carry their burden of proving, in a temporal sense, that a Unit 1 strike would present an imminent or present danger to the public health or safety. Obviously, at the time a hearing is being conducted under Subsection 89-12(c), HRS, no one can demonstrate more than the fact that if the anticipated strike occurs it will present such danger. This Board is of the opinion that, except in these instances where the Board has found that no imminent or present danger will exist at the commencement of the strike, the employers adequately proved the substantial likelihood of danger to health and safety a Unit 1 strike would present should it occur. This Board is not required to sit passively by and wait for a strike to occur before it can reasonably conclude that a Unit 1 strike poses the kind of danger Subsection 89-12(c) was designed to remove or avoid.

In New Brighton Authority v. Local 155, 86 LRRM 2551 (1973), the Pennsylvania Court of Common Pleas heard the union's arguments that the employer had not proved that a strike by sewage plant employees would create a clear and present threat to the health of the community. The court stated at 86 LRRM 2551, 2553:

However, we do not believe that the legislature intended that the threat must become a reality before action can be taken to protect the health and safety of the public. If the threat to the health and safety of the citizens in the area of the discharge and further downstream is present, we must take action to prevent that threat from ripening into a reality. This is in accordance with the expressed legislature policy

that the guarantee of protection of the public's health, safety and welfare must be paramount.

We turn now to the UPW's apparent contention that a showing of imminent or present danger requires the employers to prove they have no viable contingency plans or that there are no persons other than the incumbents of the Unit 1 positions such as private contractors or employees in other units who can perform the necessary operations.

The court which decided the New Brighton Authority case, supra, dealt with a similar argument:

Defendants argue first, that in order to be eligible for the relief sought in this case, the public employer is required to show that it has exhausted all means of obtaining outside or nonunion employees to perform the duties in question and that it is absolutely necessary that the striking employees involved perform the necessary operations. No authority has been cited for this proposition and we do not understand such to be the law. 86 LRRM at 2552.

This Board concludes that by virtue of Subsection 89-12(c), HRS, it has jurisdiction over this matter and that the assertion of jurisdiction by it at the time of the filing of the petitions by the employers was not only proper but necessary given the overwhelming amount of material the employers presented in support of their petitions.

The Board further concludes that a strike by Unit 1 employees is about to occur, and that the withholding during said strike of the Unit 1 services which are the subject of the findings and orders herein, save and excepting those where a contrary finding has been made, will create an imminent or present danger to the health and safety of the public.

The performance of the services herein found to be essential to remove such danger must be done by Unit 1 incumbents of the job titles or positions listed in the orders. The Board finds the UPW's suggestion that private contractors or scabs or persons in wholly unrelated classifications should perform the work to be frivolous, unrealistic, and wholly divorced from the realities of the tensions and pressures which exist in a strike.

In the orders which follow, the Board has set forth numbers of persons who are required to perform the tasks, the performance of which the Board considers to be necessary to avoid or remove danger to public health or safety during a Unit 1 strike. These numbers serve as a maximum which the public employers may not exceed without the approval of this Board. They do not represent a minimum. If the employers can make do with less during the strike, they should do so. If, however, the employers discover that they need more people than they asked for and were given, then they are expected to report that fact immediately to this Board. The point of Subsection 89-12(c), HRS, is to protect the public health and safety from dangers caused by strikes. It is almost impossible to predict, with certainty, exactly what number of people may be required to work notwithstanding a strike to cover events which may occur in the future.

ORDERS

In view of the above findings of fact and conclusions of law, the Hawaii Public Employment Relations Board hereby orders that the following positions must be filled in the event of any strike or job action by Unit 1 employees:

STATE OF HAWAII

	No. Required	When Required
DEPARTMENT OF HEALTH		
Hilo Hospital		
A. Food Preparation		<u>7 days/week</u>
Asst. to the Dietitian	1	10:15a.m.-6:45p.m. (8 hrs)
Cook II	1	10a.m.-6:30p.m. (8 hrs)
Cook III	1	5:30a.m.-2p.m. (8 hrs)
Baker	1	7:30a.m.-4p.m. (8 hrs)
Kitchen Helper	7	(4) 6a.m.-2:30p.m. (8 hrs) (3) 11a.m.-7:30p.m. (8 hrs)
B. Housekeeping Services		
Janitor II	10	(9) 7a.m.-3:30p.m. (8 hrs); 7 days/week (1) 2:45p.m.-11:45p.m. (8 hrs); 5 days/week
C. Boiler Operations		
Bldg. Maint. Worker I (Also reported under Bldg. Maint.-General)	3	7a.m.-3:30p.m. (8 hrs); Monday-Friday
D. Laundry Services		
Laundry Helper	4	7a.m.-3:30p.m. (8 hrs); Monday-Friday
Laundry Worker I	4	(2) 6a.m.-2:30p.m. (8 hrs); Monday-Friday (2) 7a.m.-3:30p.m. (8 hrs); Monday-Friday
E. Building Maintenance		
Power Mower Operator	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
Honokaa Hospital		
A. Food Preparation		<u>7 days/week</u>
Cook II	1	6a.m.-1p.m. & 4:30p.m.-6p.m. (8 hrs)
Kitchen Helper	1	9:30a.m.-6p.m. (8 hrs)



		No. Required	When Required
B.	Refuse and Garbage Collection and Dumping		
	Truck Driver	1)	7:30a.m.-4:15p.m. (8 hrs); Monday-Friday
	General Laborer I & II	2)	
HHA IV			
A.	Building Maintenance		
	Bldg. Maint. Worker I	3	Standby
	Bldg. Maint. Worker II	1	Standby
B.	Refuse & Garbage Collection and Dumping		
	Truck Driver	1)	7:30a.m.-4:15p.m. (8 hrs); Monday-Friday
	General Laborer I & II	3)	
HHA - Hawaii			
A.	Building Maintenance		
	Bldg. Maint. Worker II	1	Standby
	Bldg. Maint. Worker I	1	Standby
	Bldg. Maint. Helper	1	Standby
HHA - Maui			
A.	Building Maintenance		
	Bldg. Maint. Worker II	1	Standby
	Bldg. Maint. Worker I	1	Standby
HHA - Kauai			
A.	Building Maintenance		
	Bldg. Maint. Worker I	1	Standby
	Bldg. Maint. Worker II	1	Standby
	Bldg. Maint. Helper	1	Standby
JUDICIARY			
Hale Ho'omalua			
A.	Food Preparation		
	Cook II	1	6a.m.-2p.m. (8 hrs); 7 days/week
	Cook III	1	10a.m.-6p.m. (8 hrs); 7 days/week

	No. Required	When Required
<b>Kohala Hospital</b>		
A. Food Preparation		<u>7 days/week</u>
Cook II	1	6 a.m.-1p.m. & 4:30p.m.-6p.m. (8 hrs)
B. Housekeeping Services		
Janitor II	1	6:30a.m.-3p.m. (8 hrs); 7 days/week
C. Laundry Services		
Laundry Worker I	1	6a.m.-2:30p.m. (8 hrs); Monday-Friday
D. Building Maintenance		
Bldg. Maint. Worker	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
<b>Kauai Veterans Hospital</b>		
A. Food Preparation		<u>7 days/week</u>
Cook II	2	(1) 6a.m.-2:30p.m. (8 hrs) (1) 8a.m.-4:30p.m. (8 hrs)
Kitchen Helper	2	(1) 6a.m.-2:30p.m. (8 hrs) (1) 9a.m.-6:30p.m. (8 hrs)
B. Housekeeping Services		
Janitor II	3)	7a.m.-3:30p.m. (8 hrs)
Janitor III	1)	7 days/week
C. Boiler Operations		
Bldg. Maint. Worker I (Also reported under Bldg. Maint.-General)	1	7a.m.-3:30p.m. (8 hrs) Monday-Friday + Standby
D. Laundry Services		
Laundry Helper	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday and 7a.m.-12p.m. (5 hrs); Sat.
E. Pick-up and Delivery of Medical Supplies, Laundry and Rubbish		
Maint. Helper (Courier)	1	7a.m.-11a.m. (4 hrs); Monday-Friday
F. Building Maintenance		
Bldg. Maint. Worker (Reported under Boiler)		
Bldg. Maint. Helper	1	6:30a.m.-3p.m. (8 hrs); Mon-Fri & 7a.m.-10a.m. 3p.m.-5p.m.; Sat-Sun

	No. Required	When Required
Samuel Mahelona Hospital		
<u>7 days/week</u>		
A. Food Preparation		
Cook I	1	7a.m.-3:30p.m. (8 hrs)
Cook II	1	9a.m.-5:30p.m. (8 hrs)
Cook III	1	6a.m.-2:30p.m. (8 hrs)
Kitchen Helper	4	(2) 6a.m.-2:30p.m. (8 hrs) (2) 10a.m.-6:30p.m. (8 hrs)
B. Housekeeping Services		
Janitor II	4	(2) 7a.m.-3:30p.m. (8 hrs); 7 days/week (1) 10a.m.-6:30p.m. (8 hrs); 5 days/week (1) 6:30a.m.-3p.m. (8 hrs); 5 days/week
C. Boiler Operations		
Bldg. Maint. Worker I	2	(1) 4a.m.-12:30p.m. (8 hrs); 7 days/week (1) Reported under Sewer Treatment Plant Oper.
D. Sewage Treatment Plant Operations		
Bldg. Maint. Worker I (Also tends Boiler)	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
E. Laundry Services		
Laundry Worker I	2)	7a.m.-3:30p.m. (8 hrs); Monday-Saturday
Laundry Helper	3)	
F. Pick-up and Delivery of Medical Supplies, Laundry and Rubbish		
Truck Driver (Med. Supplies and Fuel)	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
Truck Driver (Laundry)	1	7a.m.-3:30p.m. (8 hrs); Monday-Saturday
G. Building Maintenance		
Bldg. Maint. Worker I (Reported under Boiler)		
Bldg. Maint. Helper	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
Electrician	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
Maui Memorial Hospital		
A. Food Preparation		
<u>7 days/week</u>		
Cook I	1	9:30a.m.-6p.m. (8 hrs)
Cook II	1	9:30a.m.-6p.m. (8 hrs)
Cook III	1	6a.m.-2:30p.m. (8 hrs)

	No. Required	When Required
Dietary Aide	4	(1) 6:30a.m.-3p.m. (8 hrs) (1) 7a.m.-3:30p.m. (8 hrs)
Kitchen Helper	2	(2) 10:30a.m.-7p.m. (8 hrs) (1) 7a.m.-3:30p.m. (8 hrs) (1) 10:30a.m.-7p.m. (8 hrs)
B. Housekeeping Services		
Janitor II	6	(5) 6:30a.m.-3p.m. (8 hrs); 7 days/week (1) 12:30p.m.-9p.m. (8 hrs); 7 days/week
C. Boiler Operations		
Boiler Tender I	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
Bldg. Maint. Worker I	1	8a.m.-12 noon (4 hrs); Saturday-Sunday
D. Laundry Services		
Laundry Worker I	2)	6:30a.m.-3p.m. (8 hrs); Monday-Saturday
Laundry Helper I)	)	
Sewing Worker I )	6)	
E. Building Maintenance		
Bldg. Maint. Worker I	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
Kula Sanitorium		
A. Food Preparation		
		<u>7 days/week</u>
Cook II	2	(1) 5:30a.m.-2p.m. (8 hrs) (1) 9:30a.m.-6p.m. (8 hrs)
Dietary Aide	2	(1) 6:30a.m.-3p.m. (8 hrs) (1) 10a.m.-6:30p.m. (8 hrs)
Kitchen Helper	4	(2) 6:30a.m.-3p.m. (8 hrs) (2) 10a.m.-6:30p.m. (8 hrs)
Pantry Worker	1	6:30a.m.-3p.m. (8 hrs)
B. Housekeeping Services		
Janitor II	4	7a.m.-3:30p.m. (8 hrs); 7 days/week
C. Boiler Operations		
Mech. Equip. Attendant (Also reported under Bldg. Maint.)	2	(1) 4a.m.-12:30p.m. (8 hrs); 7 days/week (1) 1:30p.m.-10p.m. (8 hrs); 7 days/week

	No. Required	When Required
D. Pick-up & Delivery of Medical Supplies, Laundry and Rubbish		
Heavy Truck Driver	1	7:30a.m.-4p.m. (8 hrs); Monday-Friday
E. Building Maintenance		
Bldg. Maint. II	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
Mech. Equip. Attend. (Reported under Boiler)		
Maluhia Hospital		
A. Food Preparation <span style="float: right;"><u>7 days/week</u></span>		
Cook I	1	5:15a.m.-1:45p.m. (8 hrs)
Cook II	2	10a.m.-6:30p.m. (8 hrs)
Cook III	1	5:15a.m.-1:45p.m. (8 hrs)
Dietary Aide	4	(2) 5:45a.m.-1:45p.m. (8 hrs) (2) 10a.m.-6:30p.m. (8 hrs)
Kitchen Helper	2	(1) 6:30a.m.-3p.m. (8 hrs) (1) 10a.m.-6:30p.m. (8 hrs)
B. Housekeeping Services		
Janitor II	4	(3) 6a.m.-2:30p.m. (8 hrs); 7 days/week (1) 2p.m.-10:30p.m. (8 hrs); 7 days/week
C. Boiler Operations		
Boiler Tender	2	(1) 5a.m.-1:30p.m. (8 hrs); 7 days/week
D. Laundry Services		
Laundry Helper	2	7a.m.-3:30p.m. (8 hrs); 7 days/week
E. Building Maintenance		
Bldg. Maint. Worker	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
Leahi Hospital		
A. Food Preparation <span style="float: right;"><u>7 days/week</u></span>		
Cook I	1	8:45a.m.-5:30p.m. (8 hrs)
Cook II	2	(1) 6a.m.-2:45p.m. (8 hrs) (1) 9:45a.m.-6:30p.m. (8 hrs)
Kitchen Helper	11	(5) 6a.m.-2:45p.m. (8 hrs) (6) 9:45a.m.-6:30p.m. (8 hrs)

	No. Required	When Required
B. Housekeeping Services		
Janitor II	6	6:30a.m.-3:15p.m. (8 hrs); 7 days/week
C. Boiler Operations		
Steam Plant Operator	2	(1) 11p.m.-7a.m. (8 hrs); 7 days/week (1) 3p.m.-11p.m. (8 hrs); 7 days/week
Maintenance Mechanic	1	7:30a.m.-4p.m. (8 hrs); Wednesday-Sunday
D. Laundry Services		
Laundry Worker I	1)	6:30a.m.-3p.m. (8 hrs); 7 days/week
Laundry Helper I	2)	
E. Pick-up & Delivery of Medical Supplies, Laundry & Rubbish		
Storeroom Helper	1)	7a.m.-3:30p.m. (8 hrs); Monday-Friday
Truck Driver	1)	
F. Building Maintenance		
Electrician	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
Plumber I	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
Lanai Hospital		
A. Housekeeping		
Janitor II	1	6a.m.-10a.m. (4 hrs); 7 days/week
B. Boiler Operations		
Bldg. Maint. Worker I (Also reported under Bldg. Maint.)	.5	7a.m.-11a.m. (4 hrs); Monday-Friday
C. Building Maintenance		
Bldg. Maint. Worker I (Reported under Boiler)		

	No. Required	When Required
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Waimano Training School and Hospital

A. Water Services

Operates two wells (No City & County Backup)

Maint. Mechanic I )

Maint. Mechanic II) (Reported under Boiler Operations)

B. Food Preparation

Food Service Driver (Reported under Food Delivery)

Meat Cutter	1	5:30a.m.-2p.m. (8 hrs); 7 days/week
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Cook I	4)	These workers will be divided to cover two 8-hr. shifts (5:30a.m.-2p.m. & 10:30a.m.-7p.m.); 7 days/week
Cook II	4)	

Cook III	3	5:15a.m.-1:45p.m. & 10:30a.m.-7p.m.; 7 days/week
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Kitchen Helper	15	Same as Cook I and II
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C. Food Delivery at Sprawling Hospital Complexes

Food Service Driver	3	(1) 7a.m.-3:30p.m. (8 hrs); 5 days/week (1) 5:30a.m.-2p.m. (8 hrs); 7 days/week (1) 10:30a.m.-7p.m. (8 hrs); 7 days/week
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D. Housekeeping Services

Janitor II	12)	7:45a.m.-4:15p.m. (8 hrs); 7 days/week
Janitor III	1)	

E. Boiler Operations

Maint. Mechanic II	1	4a.m.-12noon, 7 days/week
Maint. Mechanic I	1	10a.m.-6p.m., 7 days/week

F. Sewage Treatment Plant Operations

Plumber I (Reported under Bldg. Maint.)

G. Laundry Services

Laundry Worker II	5	7:45a.m.-4:15p.m. (8 hrs); Monday-Saturday
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H. Pick-up & Delivery of Medical Supplies, Laundry & Rubbish

Equipment Operator II	1)	7:45a.m.-11:45a.m. (4hrs); Monday-Saturday
Heavy Truck Driver	1)	
Groundskeeper II	1)	

	No. Required	When Required
I. Building Maintenance		
Carpenter II	1	7:45a.m.-4:15p.m. (8 hrs); Mon-Fri + Standby
Electrician I	1	7:45a.m.-3:45p.m. (8 hrs); Mon-Fri + Standby
Plumber I	1	7:45a.m.-4:15p.m. (8 hrs); Mon-Fri + Standby
J. Repair Essential Vehicles		
Automotive Mechanic II	1	7:45a.m.-4:15p.m. (8 hrs); Mon-Fri + Standby
Hawaii State Hospital		
A. Water Services		
Operates one well (primary) (City & County System Backup)		
Plumber I	1	6:45a.m.-3:15p.m. (8 hrs); Mon-Fri + Standby
B. Food Preparation		
Meat Cutter	.5	6a.m.-10am. (4hrs); 7 days/week These workers will be divided to cover two 8-hr. shifts (6a.m.-2:30p.m. & 9:30a.m.- 6p.m.); 7 days/week
Cook I	2)	
Cook II	2)	
Cook III	2)	
Kitchen Helper II	2)	
Food Service Driver (Reported under Food Delivery)		
C. Food Delivery		
Food Service Driver	3	*8 hrs; 7 days/week; 2 shifts
D. Housekeeping Services		
Janitor II	12	(8) 6:45a.m.-3:15p.m. (8 hrs); Monday-Friday (4) 6:45a.m.-3:15p.m. (8 hrs); Saturday & Sunday
Sewing Worker I	1	6:45a.m.-3:15p.m. (8 hrs); Monday-Friday
E. Boiler Operations		
Maint. Mechanic I	1	6:45a.m.-3:15p.m. (8 hrs); Monday-Friday
F. Laundry Services		
Laundry Worker II	1	6:45a.m.-3:15p.m. (8 hrs); Monday-Friday

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\*Crew will be divided to cover two 8-hour shifts (6a.m.-2:30p.m., and 9:30a.m.-6p.m.)



	No. Required	When Required
G. Pick-up & Delivery of Medical Supplies, Laundry & Rubbish		
Heavy Truck Driver	1)	6:45a.m.-10:45a.m. (4 hrs); Mon-Fri + Standby
General Laborer	1)	
H. Building Maintenance		
Carpenter II	1	6:45a.m.-3:15p.m. (8 hrs); Mon-Fri + Standby
Electrician I	1	6:45a.m.-3:15p.m. (8 hrs); Mon-Fri + Standby
Plumber I (Reported under Water Services)		
I. Repair Essential Vehicles		
Automotive Mechanic II	1	6:45a.m.-3:15p.m. (8 hrs); Mon-Fri + Standby
J. Repair Machinery at Institutions		
Maintenance Mechanic	1	6:45a.m.-3:15p.m. (8 hrs); Monday-Friday
Kalaupapa		
A. Water Services		
Plumber I	1	7a.m.-3:45p.m. (8 hrs); Mon-Fri + Standby on weekends
Bulldozer Opt/Laborer	1	
General Laborer II	3	
B. Food Preparation		
Cook II	2)	These workers will be divided to cover two 8-hr. shifts (5a.m.-1:20p.m. & 9a.m.-5:30p.m.); 7 days/week
Cook III	1)	
Kitchen Helper I	2)	
C. Housekeeping Services		
Janitor II	2	5a.m.-11a.m. (6 hrs); Monday-Friday
D. Sewage Treatment		
Plumber I (Reported under Water Services)		
E. Pick-up & Delivery of Medical Supplies, Laundry and Rubbish		
Light Truck Driver	1)	7 a.m.-11a.m. (4 hrs); Mon-Fri + Standby
General Laborer II	1)	

	No. Required	When Required
F. Building Maintenance		
Carpenter I	1	7a.m.-3:45p.m. (8 hrs); Mon-Fri + Standby
Electrician II	1	7a.m.-3:45p.m. (8 hrs); Mon-Fri + Standby
Plumber I (Reported under Water Services)		
G. Repair of Essential Vehicles		
Automotive Mechanic I	1	7a.m.-3:45p.m. (8 hrs); Mon-Fri + Standby
Leahi (Leprosy Program)		
A. Housekeeping Services		
Janitor II	1	6:45a.m.-12:45p.m. (6 hrs); Monday-Friday
B. Pick-up & Delivery of Medical Supplies, Laundry & Rubbish		
Light Truck Driver	1	7:30a.m.-11:30a.m. (4 hrs); Mon-Fri + Standby
Vector Control Division		
A. Vector Control		
<u>Shafter Flats</u>		
Vector Control Worker II	4)	7:45a.m.-4:30p.m. (8 hrs);
Vector Control Worker I	4)	Monday-Friday
<u>Hilo, Hawaii</u>		
Vector Control Worker II	1)	7:45a.m.-4:30p.m. (8 hrs);
Vector Control Worker I	3)	Monday-Friday
<u>Honokaa</u>		
Vector Control Worker II	1)	7:45a.m.-4:30p.m. (8 hrs);
Vector Control Worker I	2)	Monday-Friday
<u>Kona</u>		
Vector Control Worker I	1	7:45a.m.-4:30p.m. (8 hrs); Monday-Friday
<u>Kahului, Maui</u>		
Vector Control Worker II	2)	7:45a.m.-4:30p.m. (8 hrs);
Vector Control Worker I	4)	Monday-Friday
<u>Lihue, Kauai</u>		
Vector Control Worker II	2)	7:45a.m.-4:30p.m. (8 hrs);
Vector Control Worker I	2)	Monday-Friday

	No. Required	When Required
B. Repair Essential Vehicles		
<u>Vector Control-Shafter Flats</u>		
Mechanical Repairman	1	7:45a.m.-4:30p.m. (8 hrs); Monday-Friday

Maui District Health Office

A. Repair of Essential Vehicles		
Automotive Mechanic I	1	Standby

DEPARTMENT OF TRANSPORTATION  
(AIRPORTS DIVISION)

Honolulu International Airport

A. Provide Electricity to Critical Airport Navigational Aids		
Electrician Helper )	3	(1) 7a.m.-3:30p.m. (8 hrs); 7 days/week
Electrician I )		(1) 3p.m.-11:30p.m. (8 hrs); 7 days/week
Electrician II )		(1) 11p.m.-7:30a.m. (8 hrs); 7 days/week
B. Maintain Runways, Taxiways, Aprons at Airport		
Street Sweeper Airport	1	6a.m.-2:30p.m. (8 hrs); 7 days/week
C. Clean Restrooms		
Janitors II & III	4	<u>7 days/week</u>
Foreign Arrival		(2) 1st shift (actual hours*)
		(2) 2nd shift ( " " )
Domestic		(4) 1st shift ( " " )
	(4) 2nd shift ( " " )	
Inter-Island	(2) 1st shift ( " " )	
	(2) 2nd shift ( " " )	
D. Repair Emergency Vehicles		
Automotive Mechanic II )	1	Standby
Automotive Mechanic I )		
Automotive Mechanic Helper )		
E. Building Maintenance		
Bldg. Maint. Wkr. I & II	2	Standby
Plumber I	1	Standby
Plumber Helper	1	Standby
F. Repair Machinery at Institutions		
Maintenance Mechanic I	1	Standby

\*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.

	No. Required	When Required
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Lyman Field

- |   |   |   |
|---|---|---|
| A. Provide Electricity to Critical Airport Navigational Aid Facilities and Communication Center |   |   |
| Electrician I )   |   | 7a.m.-3:30p.m. (8 hrs);<br>Monday-Friday  |
| Electrician II )  | 1 |   |
| B. Maintain Runways, Taxiways, Aprons at Airports   |   |   |
| Equipment Operator II   | 1 | 7a.m.-3:30p.m. (8 hrs);<br>Monday-Friday  |
| C. Clean Restrooms  |   |   |
| Janitor II & III  | 2 | <u>7 days/week</u><br>(1) 1st shift (actual hours**) )<br>(1) 2nd shift ( " " ) |
| D. Repair Emergency Vehicles  |   |   |
| Maint. Mechanic I   | 1 | Standby   |
| E. Building Maintenance   |   |   |
| Carpenter I   | 1 | Standby   |
| F. Sewage Treatment Plant Operations  |   |   |
| General Laborer II  | 1 | 7a.m.-9a.m. (2 hrs); Mon-Fri  |

Ke-ahole Airport

- |   |   |   |
|---|---|---|
| A. Provide Electricity to Critical Airport Navigational Aid Facilities and Communication Center |   |   |
| Electrician I   | 1 | Standby   |
| B. Maintain Runways, Taxiways, Aprons at Airports   |   |   |
| General Laborer II  | 1 | Standby   |
| Groundskeeper I   | 1 | Standby   |
| C. Clean Restrooms  |   |   |
| Janitor II & III  | 2 | (1) 1st shift (actual hours**) )<br>(1) 2nd shift ( " " ) |
| D. Repair Emergency Vehicles  |   |   |
|   | * | Standby   |
| E. Building Maintenance   |   |   |
| Airport Oprn. & Maint.<br>Worker I  | 3 | Standby   |

\*Reported under "Provide Electricity. . .Center"

\*\*Time required to clean restrooms and replenish toilet paper, paper towels, and soap in restrooms that remain open to the public.

	No. Required	When Required
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Waimea-Kohala Airport

- A. Provide Electricity to Critical Airport Navigational Aid Facilities and Communication Center

Airport Oprn. & Maint. Wkr. I & III	1	Standby
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- B. Maintain Runways, Taxiways Aprons at Airports \* Standby

- C. Clean Restrooms \*\* Standby

- D. Repair Emergency Vehicles \* Standby

- E. Building Maintenance \* Standby

Kahului Airport

- A. Provide Electricity to Critical Airport Navigational Aid Facilities and Communication Center

Electrician I	1	Standby
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- B. Maintain Runways, Taxiways, Aprons at Airports

Equipment Operator IV	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
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- C. Clean Restrooms

Janitor II & III	2	(1) 1st shift (actual hours***) (1) 2nd shift ( " " )
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- D. Repair Emergency Vehicles

Automotive Mechanic	1	Standby
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- E. Building Maintenance

Bldg. Maint. Worker I	1	Standby
Bldg. Maint. Helper	1	Standby
Carpenter I	1	Standby

Lihue Airport

- A. Provide Electricity to Critical Airport Navigational Aid Facilities and Communication Center

Electrician I	1	Standby
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\*Reported under "Provide Electricity. . .Center"

\*\*Requires half of this figure to be male and the other half female

\*\*\*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.

	No. Required	When Required
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B. Maintain Runways, Taxiways, Aprons at Airports

Equipment Operator I	1	Standby
General Laborer II	1	Standby

C. Clean Restrooms

Janitor II & III	2	(1) 1st shift (actual hours***) (1) 2nd shift ( " " )
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D. Repair Emergency Vehicles

Automotive Mechanic	1	Standby
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E. Building Maintenance

Bldg. Maint. Worker I	2	Standby
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Lanai Airport

A. Provide Electricity to Critical Airport Navigational Aid Facilities and Communication Center

Airport Operations & Maint. Worker I & III	1	Standby
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B. Maintain Runways, Taxiway, Aprons at Airports	*	Standby
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C. Clean Restrooms	**	Standby
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D. Repair Emergency Vehicles	*	Standby
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E. Building Maintenance	*	Standby
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Molokai Airport

A. Provide Electricity to Critical Airport Navigational Aid Facilities and Communication Center

Airport Operations & Maint. Worker I	1	Standby
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B. Maintain Runways, Taxiways, Aprons at Airports	*	Standby
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C. Clean Restrooms	**	Standby
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D. Building Maintenance	*	Standby
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\*Reported under "Provide Electricity. . .Center"

\*\*Requires half of this figure to be male and the other half female

\*\*\*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.

	No. Required	When Required
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(HARBORS DIVISION)

Oahu District

A. Harbors Navigational Aids		
Electrician II	1	Standby - individual to be placed on standby 24 hours on and 24 hours off
Electrician I	1	
B. Clean Restrooms		
Janitor II	5	(actual hours*) Mon-Fri
C. Building Maintenance		
Plumber II	1	Standby - individual to be placed on standby 24 hours on and 24 hours off
Plumber I	1	
D. Motor Boat Services (Take Port Pilots to ships)		
Boat Operator I	2	Standby - individual to be placed on standby 24 hours on and 24 hours off
E. Water & Fuel Services for Ships Arriving at Honolulu Harbor		
Water & Oil Line Operator	2	Standby - individual to be placed on standby 24 hours on and 24 hours off

Hawaii District

A. Clean Restrooms		
General Laborer II(Hilo)	1	(actual hours*) Mon., Wed., Fri.

Kauai District

A. Clean Restrooms		
Bldg. Maint. Helper	1	(actual hours*) Mon., Wed., Fri.

Maui District

A. Clean Restrooms		
General Laborer II	1	(actual hours*) Mon., Wed., Fri.

Kauai District

A. Clean Restrooms		
General Laborer II	1	(actual hours*) Mon., Wed., Fri.

\*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.

	No. Required	When Required
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(HIGHWAYS DIVISION)

A. Repair Street Lights and Appurtenances

Highway Lighting Wkr. II	1	Standby
Highway Lighting Wkr. I	1	Standby

B. Highway Maintenance Due to Emergencies

Oahu District

Debris Hazard Control Light Truck Driver	2	(1) 6:45a.m.-3:15p.m. (8 hrs); Sunday-Thursday (1) 6:45a.m.-3:15p.m. (8 hrs); Tuesday-Saturday
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Honolulu Baseyard

Equip. Optr. IV	1	Standby
Equip. Optr. III	1	Standby
Heavy Truck Driver	3	Standby
Truck Driver-Laborer	1	Standby
Bridge Maint. Wkr. I	2	Standby
Automotive Mech. I	1	Standby
Welder I	1	Standby
Gen. Laborer II	6	Standby

Aiea Baseyard

Truck Driver	1	Standby
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Hauula Baseyard

Truck Driver	1	Standby
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Kaneohe Baseyard

Truck Driver	1	Standby
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Wahiawa Baseyard

Truck Driver	1	Standby
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Waianae Baseyard

Truck Driver	1	Standby
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Hawaii District

Hilo Baseyard

Automotive Mech. I	1	Standby
Equip. Optr. IV	1	Standby
Equip. Optr. III	2	Standby
Heavy Truck Driver	2	Standby
Truck Driver-Laborer	1	Standby

Ka'u Baseyard

Truck Driver-Laborer	1	Standby
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South Kona Baseyard

Truck Driver-Laborer	1	Standby
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North Kona Baseyard

Truck Driver-Laborer	1	Standby
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	No. Required	When Required
Honokaa Baseyard		
Truck Driver Laborer	1	Standby
Kohala-Waimea Baseyard		
Equip. Optr. IV	1	Standby
Equip. Optr. III	1	Standby
Heavy Truck Driver	1	Standby
<u>Maui District</u>		
Kahului Baseyard		
Equip. Optr. III	1	Standby
Equip. Optr. II	2	Standby
Automotive Mech. I	1	Standby
Electronic Traffic Signal Tech.	1	Standby
Motor Grader Optr. I	1	Standby
Gen. Laborer II	1	Standby
Keanae Baseyard		
Equip. Optr. III	1	Standby
Equip. Optr. II	1	Standby
Molokai Baseyard		
Equip. Optr. III	1	Standby
Truck Driver	2	Standby
Gen. Laborer II	1	Standby
Lanai Baseyard		
Truck Driver-Laborer	1	Standby
<u>Kauai District</u>		
Kapaa Baseyard		
Equip. Optr. IV	1	Standby
Equip. Optr. II	1	Standby
Heavy Truck Driver	1	Standby
Bridge Maint. Wkr. II	1	Standby
Automotive Mech. I	1	Standby
Gen. Laborer II	2	Standby

DEPARTMENT OF AGRICULTURE

Animal Quarantine Station

A. Rabies Section

Quarantine Animal Caretaker II	9	8a.m.-5p.m. (8 hrs); Monday-Friday 7a.m.-4p.m. (8 hrs); Saturday-Sunday
Quarantine Animal Caretaker III	6	8a.m.-5p.m. (8 hrs); Monday-Friday 7a.m.-4p.m. (8 hrs); Saturday-Sunday
General Laborer	1	6a.m.-2p.m. (7 hrs); Monday-Friday 5:30a.m.-1:30p.m. (7 hrs); Saturday-Sunday

	No. Required	When Required
B. Large Animal & Night Security		
Quarantine Animal Caretaker II	2	8a.m.-5p.m. (8 hrs); Monday-Friday

DEPARTMENT OF SOCIAL SERVICES AND HOUSING  
(CORRECTIONS DIVISION)

Hawaii State Prison

A. Food Preparation		
Cook III	3	(1) 4a.m.-12noon (8 hrs); Tuesday-Saturday (1) 10a.m.-6p.m. (8 hrs); Sun., Mon., Thurs., Fri., & Sat. (1) 4a.m.-12 noon (8 hrs); Sun., Mon., & Sat. 10a.m.-6p.m. (8 hrs); Tues., & Wed.
B. Boiler Operations		
Electrician II (Reported under Bldg. Maint.)		
C. Laundry Services		
Laundry Worker II	1	6:45a.m.-3:30p.m. (8 hrs); Monday-Friday
D. Repair Machinery at Institutions		
Maint. Mechanic II	1	*6:45a.m.-3:30p.m. (8 hrs); Mon-Fri + Standby
E. Building Maintenance		
Electrician II	1	*6:45a.m.-3:30p.m. (8 hrs); Mon-Fri + Standby

Hawaii Youth Correctional Facility

A. Food Preparation		
Cook III	2	(1) 7a.m.-3p.m. (8 hrs); Sunday-Thursday (1) 7a.m.-3p.m. (8 hrs); Tuesday-Saturday
B. Boiler Operations		
Plumber I	1	Standby for emergencies

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\*In the event of an emergency, e.g. inmate disturbance being declared, the employee will be placed on standby.

	No. Required	When Required
C. Building Maintenance		
Plumber I	1	*Standby
Bldg. Maint. Worker I	1	*7:30a.m.-4:15p.m. (8 hrs); Mon-Fri + Standby
Halawa Correctional Facility		
A. Food Preparation		
Cook III	3	(Same as Hawaii State Prison)
B. Building Maintenance		
Bldg. Maint. Worker I	1	*7:45a.m.-4:30p.m. (8 hrs); Mon-Fri + Standby
Hawaii Community Correctional Center		
A. Food Preparation		
Cook III	1	5:30a.m.-1:30p.m. (8 hrs); Monday-Friday
B. Building Maintenance		
Bldg. Maint. Worker I	1	*7a.m.-3p.m. (8 hrs); Mon-Fri + Standby
Kulani		
A. Food Preparation		
Cook II	1	7a.m.-3p.m. (8 hrs); Monday-Friday
B. Building Maintenance		
Bldg. Maint. Worker I	1	*7a.m.-3p.m. (8 hrs); Mon-Fri + Standby
Kauai Community Correctional Center		
A. Building Maintenance		
Bldg. Maint. Worker I	1	*7:45a.m.-4:30p.m. (8 hrs); Mon-Fri + Standby
Maui Community Correctional Center		
A. Building Maintenance		
Bldg. Maint. Worker I	1	*7a.m.-3:30p.m. (8 hrs); Mon-Fri + Standby

\*In the event of an emergency, e.g. inmate disturbance being declared, the employee will be placed on standby.

	No. Required	When Required
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(HAWAII HOUSING AUTHORITY)

Kauai

A. Sewage Treatment Plant Operations

Bldg. Maint. Worker II  
(Reported under Bldg.  
Maint.-General)

B. Cesspool Maintenance

Bldg. Maint. Helper )  
Bldg. Maint. Worker I ) (Reported under Bldg.  
Bldg. Maint. Worker II) Maintenance activity)

Central Maintenance - Oahu

A. Building Maintenance

Bldg. Maint. Worker II	1	Standby
Bldg. Maint. Worker I	1	Standby
Plumber I	1	Standby

HHA I

A. Building Maintenance

Bldg. Maint. Worker II	1	Standby
Bldg. Maint. Worker I	1	Standby

B. Refuse & Garbage Collecting  
and Dumping

Truck Driver	1)	7:30a.m.-4:15p.m. (8 hrs); Monday-Friday
General Laborer I	1)	

HHA II

A. Building Maintenance

Bldg. Maint. Worker II	1	Standby
Bldg. Maint. Worker I	1	Standby

B. Refuse & Garbage Collection  
and Dumping

Truck Driver	1)	7:30a.m.-4:15p.m. (8 hrs); Monday-Friday
General Laborer I & II	2)	

HHA III

A. Building Maintenance

Bldg. Maint. Worker II	1	Standby
Bldg. Maint. Worker I	1	Standby

	No. Required	When Required
B. Housekeeping Services		
Janitor II	2	7a.m.-3:30p.m. (8 hrs); 7 days/week
C. Boiler Operations		
Bldg. Maint. Worker I (Also reported under Bldg. Maint.-General)	1	7a.m.-3:30p.m. (8 hrs); 7 days/week
D. Building Maintenance		
Bldg. Maint. Worker I (Reported under Boiler)		
Ka'u Hospital		
A. Food Preparation		
Cook I	1	9:30a.m.-6p.m. (8 hrs); 7 days/week
B. Housekeeping Services		
Janitor II	1	6:30a.m.-3p.m. (8 hrs); 7 days/week
C. Building Maintenance		
Bldg. Maint. Worker	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday
Kona Hospital		
A. Food Preparation		
Cook II	1	<u>7 days/week</u> 6:30a.m.-1p.m. & 4p.m.-6p.m. (8 hrs)
Kitchen Helper	2	6:30a.m.-1p.m. & 4p.m.-6p.m. (8 hrs)
B. Housekeeping		
Janitor II	3	6:45a.m.-3:15p.m. (8 hrs); 7 days/week
C. Laundry Services		
Laundry Worker I	1)	6:30a.m.-3p.m. (8 hrs); 7 days/week
Laundry Helper	1)	
D. Building Maintenance		
Bldg. Maint. Worker	1	7a.m.-3:30p.m. (8 hrs); Monday-Friday + Standby

	No. Required	When Required
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DEPARTMENT OF EDUCATION

A. School Food Preparation Services

Honolulu District	4.0 FTE*	8a.m.-12noon; Mon-Fri
Central District	1.0 FTE	8a.m.-12noon; Mon-Fri
Leeward District	1.5 FTE	8a.m.-12noon; Mon-Fri
Windward District	0.5 FTE	8a.m.-12noon; Mon-Fri
Hawaii District	0.5 FTE	8a.m.-12noon; Mon-Fri
Maui District	0.5 FTE	8a.m.-12noon; Mon-Fri
Kauai District	0.5 FTE	8a.m.-12noon; Mon-Fri
Hawaii School for the Deaf and Blind	3.0 FTE	6a.m.-6:30p.m.; 7 days/wk
Lahainaluna High School	3.0 FTE	6a.m.-7p.m.; 7 days/wk

The above staffing requirements are based on the following:

1. Lunch service will be provided for:
  - a) Severely multiply handicapped students
  - b) Classes of special education students
  - c) Boarding students at Lahainaluna
2. All other students will be responsible to provide their own bag lunches and beverages
3. One (1) Food Service Driver is needed to service Pohukaina School.

B. Clean School Restroom Facilities

Honolulu District	57.38 FTE	Will vary in accordance with individual school requirements
Central District	36.06 FTE	Will vary in accordance with individual school requirements
Leeward District	31.63 FTE	Will vary in accordance with individual school requirements
Windward District	25.38 FTE	Will vary in accordance with individual school requirements
Hawaii District	22.88 FTE	Will vary in accordance with individual school requirements
Maui District	15.00 FTE	Will vary in accordance with individual school requirements
Kauai District	10.44 FTE	Will vary in accordance with individual school requirements
Hawaii School for the Deaf and Blind	3.00 FTE	
Pohukaina School	2.00 FTE	

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\*School Food Service Managers will determine cooks or helpers to be used within their daily hourly allocation.

	No. Required	When Required
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DEPARTMENT OF ACCOUNTING AND  
GENERAL SERVICES

Central Services Division (Oahu)

A. Clean Restrooms (Public buildings w/heavy traffic)		
Janitor	13.25(mandays)	(actual hours*)
B. Building Maintenance		
School Repairs & Maint.-Oahu		
Carpenter II	3)	Standby
Carpenter I	)	
Electrician I.	4	Standby
Plumber I	4	Standby
Repairs & Alterations (public buildings)		
Carpenter I	2	Standby
Electrician I	2	Standby
Plumber I	2)	Standby
Plumber II	)	

Central Services Division (Maui)

A. Clean Restrooms		
Janitor (inc. Molokai-1)	1	(actual hours*) Mon-Fri
B. Building Maintenance		
Bldg. Maint. Worker II (Molokai)	1	Standby
Carpenter I	1	Standby
Electrician I (Kahului)	1	Standby
Electrician II (Kahului)	)	
Plumber I (Kahului)	1)	Standby
Plumber II (Kahului)	)	

Central Services Division (Hawaii)

A. Clean Restrooms (Public building w/heavy traffic)		
Janitor II (Honokaa)	.15	(actual hours*) Mon-Fri
Groundskeeper I (So. Kohala)	.15	(actual hours*) Mon-Fri
Janitor II (Capt. Cook)	.25	(actual hours*) Mon-Fri
Janitor II (Hilo)	1	(actual hours*) Mon-Fri
Janitor II (Ka'u)	.15	(actual hours*) Mon-Fri

\*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.

	No. Required	When Required
B. Building Maintenance		
Bldg. Maint. Worker II (Ka'u)	1	Standby
Carpenter I (Honokaa- Kohala-Kona)	1	Standby
Carpenter I (Hilo)		Standby
Electrician I	1	Standby
Plumber I (Hilo-Honokaa- Plumber II Kona-Kohala)	1)	Standby
Central Services Division (Kauai)		
A. Clean Restrooms (Public buildings with heavy traffic)		
Janitor II	1	(actual hours*) Mon-Fri
B. Building Maintenance		
Bldg. Maint. Worker I	1	Standby
Electrician I	1)	Standby
Bldg. Maint. Worker I	1)	Standby
Plumber I (Kalaheo)	1	Standby
Central Pool		
Automotive Mechanic I	1	10a.m.-6:45p.m. (8 hrs); Monday-Friday
Automotive Mechanic Helper	1	4:30a.m.-1:15p.m. (8 hrs); Monday-Friday
DEPARTMENT OF LAND AND NATURAL RESOURCES		
Forest Firefighting		
Lihue, Kauai		
General Laborer I	1	On call
Equipment Operator	2	On call
Auto Mechanic I	1	On call
Forestry Worker	8	On call
Hilo, Hawaii		
Mechanical Repair Worker	1	On call
Truck Repair Worker	1	On call
Equipment Operator	3	On call
Carpenter	1	On call
Auto Mechanic I	1	On call
Forestry Worker	11	On call
Kahului, Maui		
Nursery Worker	1	On call
Bulldozer Operator I	1	On call
Forestry Worker	7	On call

\*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.



	No. Required	When Required
Hoolehua, Molokai		
Bulldozer Operator	1	On call
Forestry Worker	1	On call
Makiki, Oahu		
Nursery Worker	1	On call
Forestry Worker	8	On call
Kamuela, Hawaii (Central Tree Nursery)		
Equipment Operator I	1	On call
Forestry Worker	2	On call
Parks		
A. Water Services (Kokee State Park)		
Park Caretaker	1	7:30a.m.-12:30p.m. (5 hrs); 7 days/week + Standby
DEPARTMENT OF HAWAIIAN HOME LANDS		
Water Services (Molokai) (Hoolehua & Kalamaula Homesteads)		
Water Maint. Helper	1)	12noon-4p.m. (4 hrs); 7 days/week
Water Maint. Worker	)	
UNIVERSITY OF HAWAII		
Aquarium		
A. Animals (Feeding & Care)		
Aquarist II & III	1	7:45a.m.-4:30p.m. (8 hrs); Monday-Friday
B. Repair Aquariums, Pumps & Related Equipment		
Maint. Mechanic I	1	Standby
Laboratory (School of Medicine)		
Animal Caretaker (Leahi Hospital)	1	7:45a.m.-4:30p.m. (8 hrs); Monday-Friday
Animal Caretaker (Manoa Campus)	1	7:45a.m.-4:30p.m. (8 hrs); Monday-Friday
Manoa Campus		
A. Clean Restrooms		
Janitor II & III	12	(actual hours*) Mon-Fri

\*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.

	No. Required	When Required
B. Boiler Operations		
(Snyder Hall, Biomedical Science, Food Science & Technology, Jefferson Hall, Klum Gym & Swimming Pool)		
Steam Plant Operator/ Repairer	3	(1) 7:30a.m.-4p.m. (8 hrs) (1) 3:30p.m.-12a.m. (8 hrs) (1) 11:30p.m.-8a.m. (8 hrs) Monday-Friday
Honolulu Community College		
Clean Restrooms		
Janitor II & III	4	(2) (actual hours*) Mon-Fri (2) (actual hours*) Mon-Thurs., & Sat.
Kapiolani Community College		
Clean Restrooms (Pensacola and Diamond Head campuses)		
Janitor II & III	3.5	(actual hours*) Mon-Fri
Windward Community College		
Clean Restrooms		
Janitor II	1	(actual hours*) Mon-Fri
Leeward Community College		
Clean Restrooms		
Janitor II	3	(actual hours*) Mon-Fri
Maui Community College		
Clean Restrooms		
Janitor II	1	(actual hours*) Mon-Fri
Kauai Community College		
A. Clean Restrooms		
Janitor II	1)	(actual hours*) Mon-Fri
Janitor III	1)	
B. Sewage Treatment Plant Operations		
Bldg. Maint. Worker I	1	6:30a.m.-3:15p.m. (8 hrs); Monday-Friday

\*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.

No.  
Required

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When Required

Hilo Campus & Community College

Clean Restrooms

Janitor II

3

(actual hours\*) Mon-Fri

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\*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.

CITY AND COUNTY OF HONOLULU

	No. Required	When Required
BOARD OF WATER SUPPLY		
A. Water Plant Maintenance Mechanic		
Honolulu District	1	Regular duty
Windward District	1	Regular duty
Leeward District	1	Regular duty
Island wide	1	Regular duty
B. Lead Pipefitter		
Honolulu	1	Regular duty (each shift)
Windward	2	Regular duty (day) + Standby for emergencies
Leeward	2	Regular duty (day) + Standby for emergencies
Central	1	Regular duty (day) + Standby for emergencies
C. Pipefitter		
Honolulu	1	Regular duty (each shift)
D. Water Systems Operator I		
	1	1 day a week
DEPARTMENT OF PUBLIC WORKS		
A. Sewer Services		
Sewer Maint. Repairers		
5-day week schedule	1	Regular duty
7-day week schedule	2	Regular duty + standby for emergencies
Sewer Maint. Helpers		
5-day week schedule	2	Regular duty
7-day week schedule	4	Regular duty + Standby for emergencies
Senior Plant Electrician	1	Standby for emergencies
Plant Electrician	1	Standby for emergencies
Lead Sewage Plant Maint. Mech.	2	Standby for emergencies
Sewage Plant Maint. Mech.	2	Standby for emergencies
Sewage Treatment Plant		
Operator I		
7 days a week	31	Regular duty
2 days a week	13	Regular duty
Sewage Pumping Plant		
Operators		
7 days a week	12	Regular duty
1 day a week	4	Regular duty

	No. Required	When Required
Lead Tunnel System Electrician		
7 days a week	1	Regular duty
Tunnel System Electricians		
7 days a week	2	Regular duty
2 days a week	1	Regular duty
Cesspool Pumping Equipment Operator I	4	Regular duty
Cesspool Worker	4	Regular duty
B. Automotive Services		
Heavy Vehicle Mechanic	3	Regular duty
Automotive Services Wkr.	3	Regular duty
Construction Equip. Mech.	1	Regular duty
Lubrication Worker	2	Regular duty
Fire Department (Automotive Services)		
Fire Equipment Mechanic	2	Regular duty
Police Department (Automotive Services)		
Automotive Mechanic	1	Regular duty
Service Station Attendant	2	Regular duty
DEPARTMENT OF TRANSPORTATION SERVICES		
Lead Traffic Signal Electrician	2	Regular duty; 1 on Standby for emergencies
Traffic Signal Electrician	2	Regular duty; 1 on Standby for emergencies
Lead Line Electrician	1	Standby for emergencies
Line Electrician	1	Standby for emergencies
Lead Alarm and Communications Electrician	1	Standby for emergencies
Alarm and Communications Electrician	1	Standby for emergencies
DEPARTMENT OF PARKS AND RECREATION		
A. Animal Care		
Animal Keeper I	7	Regular duty

COUNTY OF HAWAII

	No. Required	When Required
DEPARTMENT OF WATER SUPPLY		
District I (North and South Hilo, Puna and Ka'u)		
1. Water Plant Operator	3	Full time; 8 hrs/day 40 hrs/wk
2. Lead Water Plant Electrician-Mechanic	1	Standby
3. Water Plant Electrician- Mechanic (or Water Maint. Mechanic)	1	Standby
4. Water Plan Electrician- Mechanic Helper	1	Standby
5. Waterworks Keeper	1	Standby
6. Lead Pipefitter	2	Standby
7. Pipefitter	2	Standby
8. Lead Pipefitter (Ka'u)	1	4 hrs/day + Standby
9. Water Meter and Auto Mechanic	1	Standby
District II (Hamakua, North and South Kohala)		
1. Lead Water Treatment Works Operator	1	3 hrs/day + Standby on non-working days
2. Water Plant Electrician- Mechanic	1	4 hrs/day, 5 days/wk; Standby on weekends
3. Lead Pipefitter	1	Standby
4. Pipefitter	2	Standby
5. Water Works Helper	1	Standby
6. Pipefitter (Hamakua)	1	6 hrs/day, 5 days/wk; 2 hrs/day on weekends + Standby
7. Pipefitter (Kohala)	1	4 hrs/day, 5 days/wk; 3 hrs/day on weekends + Standby
District III (North and South Kona)		
1. Water Plant Electrician- Mechanic	2	Full time; 8 hrs/day 40 hrs/wk
2. Water Plant Operator	1	Full time; 8 hrs/day, 40 hrs/wk

	No. Required	When Required
3. Lead Pipefitter	1	Standby
4. Pipefitter	1	Standby
5. Waterworks Helper	2	Standby
Emergency Services		
1. Pipefitter (Hilo Baseyard)	2	Standby
2. Water Plant Maintenance Mechanic	1	Standby
3. Pipefitter (Ka'u)	1	Standby
4. Pipefitter (North and South Kohala)	1	Standby
5. Pipefitter (Honokaa)	1	Standby
6. Pipefitter (North and South Kona)	1	Standby
DEPARTMENT OF PUBLIC WORKS		
Sewer Services		
Hilo Treatment Plant & Sewage Pumping Stations		
1. Sewage Treatment Plant Operator II	2*	(actual hours**)
2. Sewer Maintenance Repairers	3	(actual hours**)
3. Sewage Plant Maintenance Mechanics	2	Standby
Kailua & Keauhou Sewage Treatment Plant and Sewage Pumping Stations		
1. Sewage Treatment Plant Operator II	3	(actual hours**)
2. Sewer Maintenance Repairers	2	Standby
Refuse and Garbage		
1. Sanitary Landfill Caretaker (one each for Hilo, Hamakua, Kohala, Puna, Kona, Ka'u)	5	Full time; 8 hrs/day, 40 hrs/wk.
2. Equipment Operator III (1 for Hamakua, 2 for Hilo, 2 for Kailua-Kona)	5	Full time; 8 hrs/day, 40 hrs/wk.
3. Equipment Operator III (Waimea and Ka'u)	2	(actual hours**) (from S. Kohala Road Dept.)

\*These two employees will also service the Kulaimano Treatment Plant  
 \*\*Time required to complete task.

	No. Required	When Required
<b>Repair Traffic Signals</b>		
1. Traffic Marker Signs Painter	1	Standby
2. Traffic Electrician	1	Standby
3. Traffic Maint. Electrician	1	Standby
<b>Emergency Services</b>		
1. Equipment Operator III	6 (one for each road district)	Standby
2. Equipment Operator II	6 (one for each road district)	Standby
3. Laborer II	6 (one for each road district)	Standby
4. Automotive Mechanic	1	Standby
5. Construction Equipment Mechanic	1	Standby
<b>Cemetary and Burial</b>		
1. Park Caretaker I	1	Standby
<b>Hawaii County Zoo</b>		
1. Zoo Animal Keeper	1	7 days a week; 8 hrs/day
<b>Plumbing</b>		
1. Plumber	1	Standby
<b>Sports Complex</b>		
1. Building Custodian Security Attendant	2	8 hrs/day, 2 times/week
<b>FIRE DEPARTMENT</b>		
<b>Automotive Services</b>		
Fire Equipment Mechanic	2	Standby



COUNTY OF MAUI

	No. Required	When Required
<b>SEWER OPERATIONS</b>		
Kahului, Wailuku, Paia		
1. Sewage Pumping Station Attendant (James F. Derego, PW-58)	1	8 hrs/day; Mon-Fri + Standby for Sat., Sun. and holidays
2. Assistant Sewage Treatment Plant Operator (Denis Y. Nishihara, PW-426 Manuel A. Pico, PW-425 Edward H. Souza, PW-417 Robert I. Tada, PW-423)	4	8 hrs/day; 7 days/wk.; Mon-Fri manned by 4; Sat., Sun. and holidays manned by 1 on overtime basis
3. Sewer Maintenance Helper* (Benjamin J. Corpus, PW-57 or Patrick Guerrero, PW-134)	1	7 days/wk., 4 trips/day
4. Sewer Treatment Plant Worker* (Milton F. Yamashiro, PW-428)	1	7 days/wk., 4 trips/day
Kihei		
1. Sewage Pumping Station Attendant (Reynolds Tavares, PW-56)	1	8 hrs/day, Mon-Fri; Standby on Sat., Sun. and holidays
2. Assistant Sewage Treatment Plant Operator (Daniel F. Clark, PW-430 Alan M. Rezentes, PW-420 Samuel J. Weimer, PW-424)	3	7 days/wk., Mon-Fri, manned by 3; Sat., Sun. and holidays manned by 1 on overtime basis
Lahaina		
1. Sewage Pumping Station Attendant (Sadao Wada, PW-60)	1	8 hrs/day, Wed.-Sun.
2. Assistant Sewage Treatment Plant Operator (Gary J. Gent, PW-416 or Richard B. Green, PW-429)**	3/5	1 man 3 times/week to assist Sewage Pumping Station Attendant above
Molokai		
1. Molokai Sewer System Operator (William Lum, PW-351)	1	8 hrs/day; Mon-Fri; Standby on Sat., Sun. and holidays

\*Temporarily reallocated to Equipment Operation III to drive trucks to dump sludge. These positions involved in plant maintenance when not driving truck.  
 \*\*In event Lahaina Treatment Plant opens during strike, both men will be placed on Standby.

	No. Required	When Required
2. Sewer Mechanic-Maint. Repairer (Howard Andraded, PW-62)	1	8 hrs/day; Mon.-Fri.; Standby during non-working hours
3. Sewer Maintenance Repairer I (Adam C. Gomes, PW-345) Harold J. Moniz, PW-61)	2	8 hrs/day; Mon.-Fri.; Standby during non-working hours

#### CESSPOOL PUMPING

##### Molokai

1. Street Sweeper-Laborer II (Moses Pauole, Jr., PW-389)	1	Standby
2. Laborer II (Dennis Borden, PW-373)	1	Standby

##### Wailuku - Lahaina

1. Equipment Operator II (Sachio Isagawa, PW-124)	1	Standby
2. Laborer II (Cesar Antonio, PW-378 - Temporary Assignment until vacant Cesspool Worker position is filled)	1	Standby

##### Makawao

1. Equipment Operator III (George C. Cabrera, PW-177)	1	Standby
2. Cesspool Worker (David G. Freitas, PW-201)	1	Standby

#### SANITARY LANDFILL OPERATION

##### Wailuku

1. Equipment Operator IV or Equipment Operator III to stockpile cover material for landfill operations	4	64 man hours/wk. (3 truck drivers, 1 loader operator on Sat. and Sun. for 8 hrs/day)
2. Landfill Dozer Operator (Charles H. Ferreira, PW-324)	1	8 hrs/day; 7 days/wk

##### Makawao

1. Equipment Operator IV (Alfred Cravalho, PW-113)	1	8 hrs/day; 7 days/wk
2. Equipment Operator IV	2	32 man hours/wk. ( 1 truck driver, 1 loader operator on Sat. and Sun. for 8 hrs/day)

	No. Required	When Required
Lahaina		
1. Landfill Dozer Operator (Alvin G. Auwae, PW-401 - Laborer II temporarily assigned to the Dozer Operator position PW-256)	1	8 hrs/day, Mon.-Fri., 4 hrs/day, Sat. and Sun.
2. Loader Operator (Toshiharu Nishimura, PW-255)	1	8 hrs/day; Mon.-Fri.
Hana		
Equipment Operator IV (Thomas Emmsley, Jr., PW-324)	1	8 hrs/day, Mon.-Fri.; 4 hrs/day, Sat. and Sun.
Molokai		
Equipment Operator IV (Henry H. Keanini, Sr., PW-285)	1	8 hrs/day, Mon.-Fri.; 4 hrs/day on Sun.
HIGHWAY MAINTENANCE		
Wailuku		
1. Equipment Operator III or Equipment Operator IV	3	Standby
2. Laborer	2	Standby
GARAGE		
Wailuku-Lahaina		
Cons. Equip. Mechanic (Denis Tengan, PW-83 Shigeru Nakamura, PW-84)	2	Standby
Makawao		
Auto Mech. I (George Kayatani, PW-96 or Nelson Jacintho, PW-405)	1	Standby
Hana		
Auto Mech. I (Joseph Oliveira, PW-99)	1	Standby
Molokai		
Auto Mech. I (Satoru Wada, PW-353)	1	Standby

	No. Required	When Required
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WATER SYSTEMS

Field Operations Division

- |   |   |  |
|---|---|--|
| 1. Pipefitter II<br>(John Kahaleloe, Sr.,<br>WW-41, Alfred Montalvo,<br>WW-30) (Wailuku and<br>Makawao)   | 2 | 8 hrs/day, 5 days/wk.<br>Standby on weekends |
| 2. Pipefitter I<br>(Alvin Nobriga, WW-118 -<br>Wailuku; Lawrence<br>Fernandez, WW-42 - Kula;<br>Clifford Merriles, WW-62 -<br>Lahaina; Rhinehardt K.<br>Place, WW-70 - Molokai) | 4 | 8 hrs/day, 5 days/wk.<br>Standby on weekends |
| 3. Pipefitter Helper<br>(Jerrymeyer Lono, WW-98 -<br>Hana; John Duoit, WW-91 -<br>Molokai)  | 2 | 8 hrs/day, 5 days/wk;<br>Standby on weekends |
| 4. Equipment Operator<br>(William Silva, WW-84 -<br>Waiakamoi Pump)   | 1 | 8-10 hrs/day, 6 days/wk;<br>+ Standby        |

Pump/Plant Operations Division

- |   |   |                                   |
|---|---|-----------------------------------|
| 1. Electrician<br>(Harry Dalapo, WW-133)  | 1 | 8 hrs/day, 5 days/wk<br>+ Standby |
| 2. Chlorinator Workers<br>(Alan Rickard, WW-107<br>Kelly Matsumoto, WW-130<br>Alexander Bersamin, WW-132) | 3 | 8 hrs/day, 5 days/wk<br>+ Standby |
| 3. Water Svc. Dist. Supvr. I<br>(Roland H. C. Chang, WW-65)   | 1 | 8 hrs/day, 5 days/wk<br>+ Standby |

Standby Crew for Major Emergency

- |                           |   |         |
|---------------------------|---|---------|
| 1. Equipment Operator III | 1 | Standby |
| 2. Welder Mechanic        | 1 | Standby |
| 3. Pipefitter II          | 1 | Standby |
| 4. Pipefitter I           | 1 | Standby |
| 5. Pipefitter Helper      | 1 | Standby |
| 6. Laborer I              | 1 | Standby |

Parks and Recreation

Maui Zoo

- |   |   |                      |
|---|---|----------------------|
| Zoo Animal Keeper<br>(Trainee, I or II) | 1 | 8 hrs/day; 7 days/wk |
|---|---|----------------------|

COUNTY OF KAUAI

	No. Required	When Required
<b>WATER</b>		
1. District Water Chief (Pos. No. 2415)	1	Full time
2. Lead Pipefitter	2	Standby
3. Laborer I	2	Standby
4. Plant Electrician	1	Standby
<b>SEWERS</b>		
1. Sewage Treatment Plant Operator	4	Full time
2. Sewage Treatment Plant Worker	4	Full time
3. Sewage Maintenance Worker	1	Standby
4. Sewage Plant Maintenance Mechanic	1	Standby
<b>SANITARY LANDFILL AND RIVER MOUTH OPENING</b>		
1. Construction Equipment Operator II	3	Full time
2. Construction Equipment Operator II (River Mouths)	1	Stand by
3. Construction Equipment Operator I	1	Full time
4. Laborer I	4	Full time
5. Construction Equipment Operator I (Hanalei)	1	Standby
<b>HIGHWAYS AND BURIALS</b>		
1. Construction Equipment Operator I	2	Standby
2. Laborer I	3	Standby
<b>VEHICLE AND EQUIPMENT REPAIR</b>		
1. Construction Equipment Mechanic	1	Standby
2. Lubrication Worker or Field Automotive Service Worker	1	Standby

	No. Required	When Required
ELECTRICAL AND PLUMBING		
1. Lead Electrician	1	Standby
2. Plumber I	1	Standby
BUILDING MAINTENANCE		
1. Janitor II	5	Standby
AUTOMOTIVE SERVICE		
Fire Equipment Mechanic	1	Standby

The Board further orders the following in the event of a strike by Unit 1 employees:

1. The services to be rendered by the positions listed by job titles in the foregoing portion of this order shall be performed during the strike by persons who are incumbents of said positions on the date of this decision.

2. No later than 9 a.m., Saturday, October 20, 1979, the employers shall furnish to this Board and to the UPW a list of incumbents who are qualified to perform the subject services. From this list, the UPW shall select the number of employees required under the terms of this order to perform said services and no later than 3 p.m., Sunday, October 21, 1979, shall supply the employers with the names of the employees selected by the UPW to perform the required services.

3. The union shall be responsible for notifying and providing the necessary qualified employee, specified in its selection list, to work in compliance with this order.

4. If shift work is required, a new employee shall work on each shift. No Unit 1 employee shall be directed to work more than 40 hours per week with the following exceptions:

a. In the event an emergency requires overtime.

b. The employer requires overtime services.

5. "Standby," as directed by this order, requires that the employer compensate all so-designated employees at the rate of 25% of the individual employee's current salary.

The employee on standby shall respond to requests made by the employer to work and shall provide the employer with the necessary telephone numbers or the location where he can be contacted should the need arise.

6. "On call," as provided for in this order, does not require compensation by the employer nor does it require that the employee respond to any requests that an employee work made by the employer.

7. In the event a Unit 1 employee is absent due to illness or other bona fide reason, the union shall advise the employer of the absence and provide a replacement for that employee. In the event a Unit 1 employee is excused from the job due to illness or other bona fide reason, the union shall provide a replacement within two hours.

8. The union shall be responsible for taking all necessary steps to insure that essential services required by this order are performed without interruption, slow-down, sick-out or other form of interference.

9. The union shall provide the employer and the Board with a list containing the Unit 1 employees responsible for implementing this order at each worksite and for maintaining the required complement of employees on standby and as otherwise provided for by this order. These Unit 1 employees shall be responsible for maintaining contact with the employer and shall be available for contact at all times. This list shall be provided by 6 p.m., Sunday, October 21, 1979, and shall contain the addresses and telephone numbers of these employees.

10. The union shall provide the employer and the Board with a list of picket line captains at all picket



lines maintained by Unit 1 employees. This list of picket line captains shall be furnished to the employer and the Board by 6 p.m., Sunday, October 21, 1979, and shall contain the addresses and telephone numbers of these individuals.

11. In the event a picket line forms at a worksite having more than one entrance, the employer shall designate one entrance to that worksite which shall not be picketed. The employer shall designate this entrance as the means of ingress and egress for persons working in the facility.

12. Buildings or facilities having only one entrance may be picketed, but persons on the picket lines shall permit other employees working in the building or facilities and persons with picket line passes to cross the picket lines.

13. The employer shall provide this Board and the union with a list of vendors providing essential services, who shall be given picket line passes. The employer must submit this list to the Board and to the union by 12 noon, October 21, 1979.

14. Pursuant to Chapter 322 and Section 26-13, Hawaii Revised Statutes, the Department of Health shall perform its duties and functions designed to protect, preserve, and care for the physical health of the public by designating and assigning certain of its employees, including the Unit 1 vector control persons and other non-Unit 1 individuals, to monitor the refuse situation. The employees selected by the Department of Health should be aware of and have knowledge of the health concerns regarding the refuse situation. These individuals shall report their findings to this Board and to the UPW on a daily basis, starting on the first day of the Unit 1 strike. In the event that their findings indicate

that there is an imminent or present danger to the health of the public, the Board shall, if it agrees with those findings, set requirements that must be complied with to avoid or remove any such imminent or present danger.

15. As to restroom facilities in parks, buildings open to the general public, and schools, the Board is of the opinion that closing a substantial number, approximately one-half, of the facilities would not endanger public health and safety. Accordingly, the employer shall designate those facilities to be closed and reduce either the number of requested Unit 1 employees performing restroom cleaning or reduce the hours of those employees. The Board makes the following exceptions for these functions meriting special consideration:

a. Grade schools: All facilities shall remain open, and services provided as requested by the employers in view of the age of the persons using those facilities.

b. Special schools (not including Lahainaluna): All facilities shall remain open and be serviced as requested. The Unit 1 employees shall be free to leave the schools when their duties are completed.

c. Public buildings - frequented by children of grade-school age: All facilities shall remain open and be serviced as requested.


16. The number of employees specified by this order shall constitute the maximum number of employees necessary to avoid any imminent danger to the health and safety of the public. If the employer can perform those services with fewer employees than requested, the number of employees performing

their duties should be reduced. In the event that the employer finds the number of employees requested is inadequate to perform the required services, the employer shall file a petition with the Board requesting an amendment of this order to provide for additional Unit 1 employees as needed.

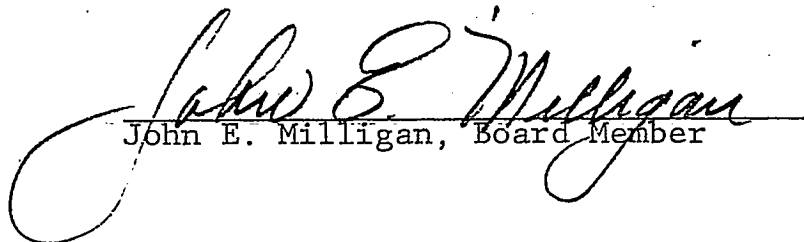
17. This order may be amended by the Board. Any questions of interpretation of this order shall be brought to the immediate attention of the Board.

18. All violations of this order shall be reported to the Board immediately.

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD

  
Mack H. Hamada, Chairman

  
James K. Clark, Board Member

  
John E. Milligan, Board Member

Dated: October 19, 1979


Honolulu, Hawaii



	No. Required	When Required
Incinerator Plant Maint. Mech.	4	Regular duty
Incinerator Plant Maint. Mech. Helper	2	"
Landfill Bulldozer Operator 7-day week schedule	4	"
6-day week schedule	2	"
Laborer II	3	"
Transfer Station Equip. Operator	4	"

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD

  
 Mack H. Hamada, Chairman

  
 James K. Clark, Board Member

  
 John E. Milligan, Board Member

Dated: October 20, 1979

Honolulu, Hawaii