



Polynesian Cultural Center

UPDATE '89

Employee Newsletter

Friday, March 17, 1989

Special Plants GOING NUTS AND BANANAS

The First Coconut Tree Started Bearing Nuts

By Mike Foley

Wise men have said it takes a special kind of faith or vision to plant trees...so it was especially rewarding to Ed Kamauoha and T. David Hannemann when the first coconut tree in the Polynesian Cultural Center's *mauka* plantation recently started bearing nuts.

With minimal budget, surplus funds and lots of faith, Kamauoha and two helpers - Richard Pualoa and the late Haunga Feinga - started the coconut section of the PCC plantation on 27 acres on the slopes of the Koolau Mountains. Under Hannemann's direction, they planted about 600 coconut trees and about 100 ironwood trees for windbreaks.

"The late Pat Peters, our maintenance head at one time, actually started the plantation, put in some pipes and planted 15 trees," says Kamauoha, who explained coconut trees usually take up to seven years before giving fruits. After that, each tree can bear about 200 nuts a year.

"The rest of ours should start bearing next year, which is still early, because of the drip irrigation system we installed," Kamauoha says.

In fact, it was the irrigation system that presented the biggest challenge to the far-seeing plantation gang. "We discovered we had enough pressure in the existing pipes to use a drip system of irrigation," Kamauoha says. He explains his crew and other maintenance department workers scrounged all the pipes and materials, and installed the entire system without any capital expenditure.

Kamauoha is duly proud of the coconut plantation. "Some of the villagers said our trees would never grow because 'they couldn't hear the sea' up *mauka*, but these trees are doing just fine."

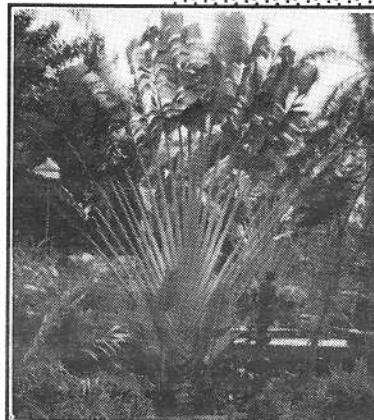
Traveller's Tree

Ravenala madagascariensis J.F. Gmel.

Sometimes called the Traveller's Palm this tree though it resembles a palm actually belongs to the Banana Family. It is closely related the White Bird of Paradise plant as well as to the Heliconia. The name of this tree refers to the fact that the

'es on the trunk have long, thick overlapping stems which store a quart or more of water which is drinkable for a thirsty traveller. Some beautiful examples of the Traveller's Tree are located in front of the Gateway Restaurant and in the Marketplace Circle.

Coconut, anyone? T. David Hannemann, Senior Vice President (left) and Ed Kamauoha show off the first fruits of the PCC's coconut plantation, located on the mauka slope of the Koolau Mountains behind the Center. There are about 500 coconut trees in the plantation which will soon start providing the villages with thousands of nuts and leaves each year.



This Traveller's Palm is located around the Canoe Landing area. Some more of them can be found in front of the Gateway Restaurant and in the Marketplace Circle.

A Greeting By Any Other Name

By Rubina Forester

Some people who do not understand Polynesian custom bristle at what they perceive as Polynesian nosiness. Take for example two Polynesians meeting: one asks, "Where are you going?", "What is your health?", or "What are you doing?" These questions that are asked in greeting don't really require an answer because they are cultural hellos. So if you want to get along with Polynesians avoid reacting with "None of your business, buddy!" You need only give a brief acknowledgement. But you can tell the truth such as "Oh, I'm off to the bathroom.", "To lunch.", or "To Town." But you can be vague, too, with "Over there." Do not be offended with what might seem very personal questions.

Employee News Notes

Village Operations Honors Lilo Sasauli

Lilo Sasauli has been honored by Village Operations as their Employee-of-the-Month for February. A worker attached to the Plantation crew, Lilo was praised for consistent daily attendance, his positive attitude in accomplishing the requests asked of him, his hard work, his willingness to accommodate his department by adjusting his schedule in order to fulfill the Center requests, and his pride in his daily performance. Pepe Fa'avale, his supervisor, has the following to contribute: "Lilo is one of those behind-the-scenes people at the Center. He is a skillful coconut tree climber and one of his responsibilities is to provide a supply of leaves every day for the needs of the villages. He is also responsible for the making of the imu which requires hard physical work.



Village Corner

The Village Operations would like to welcome aboard the following employees, Prakash Shardanand from Fiji for the Fijian Village, Marlene Springer from the Big Island for the Hawaiian Village, Rava'i Fatiaki for the Tahitian Village. Ana V. Fonua, of Tonga for Village Office as the new Clerk Typist, Anau Tuifua and Elizabeth Sika also from Tonga for the museum.

Good luck to all of you in your new jobs!

AND...

To all our village workers who have or will celebrate their birthdays in March, we wish you a happy birthday.

MARCH BABIES...

*Alfredo Querido's (Maintenance Workload Controller) and his wife had a baby girl on Thursday, March 9th! 7lbs. 8oz., 20" long, and her name is KATRINA KRISTA QUERIDO!

*Gail Heffernan of the Business Office A/R Department and her husband had a baby boy on Sunday, March 5th weighing in at 9 lbs. 2oz.

*Chris Wilson of MIS and his wife, Trisha had their new daughter, Lucie Michelle who was born Monday, March 6th. She weighed in at 10lbs. 41/2oz.

CONGRATULATIONS TO DADDIES AND MOMMIES!

Computer Corner

MIS Training: Any suggestions on what classes you specifically like offered at MIS Training? Or are there any classes you'd like to see repeated? We'd like to hear from you! Give us a call!

MICRO Tip: Modifying Your WordPerfect Dictionary

Did you know that you can add to, change and even delete the words you've added to your WordPerfect dictionary? Just look for the file WP(WP)EN.SUP in your directory and retrieve this file to make the modifications you'd like. You can even add words that you use often to your dictionary or delete those words that you no longer want saved.

Try this and see!

Lei Cummings, MIS Dept.

Reason For Accurate Performance Evaluations

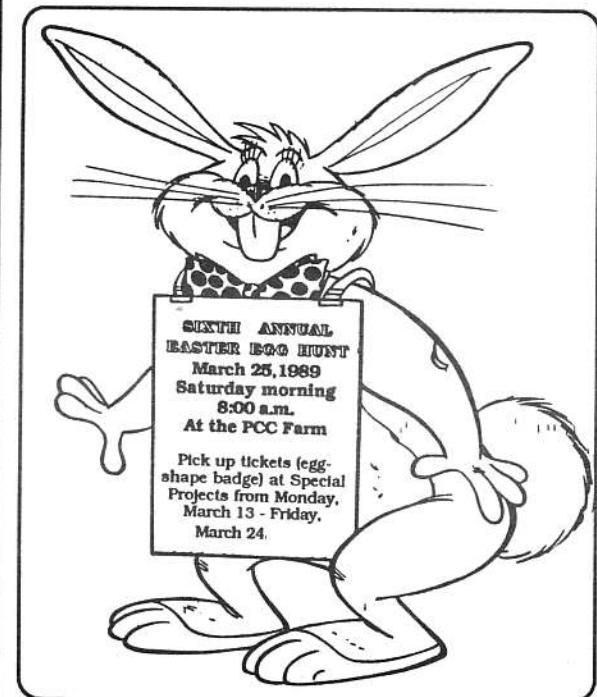
A recent case shows the importance of completely honest and accurate employee evaluations. The evaluations may have to include criticism where necessary, even though criticizing an employee can be difficult. (Jauergui vs. City of Glendale, 47 Fair Empl. Prac. Cas. (BNA) 1860 (9th Cir. 1988).)

The plaintiff was a Hispanic police officer who had unsuccessfully sought promotion to sergeant seven times. One factor considered in promotions was the candidate's most recent performance evaluation. The city said that the plaintiff was not promoted because he had poor interpersonal relationship skills and that such skills were essential for a supervisor.

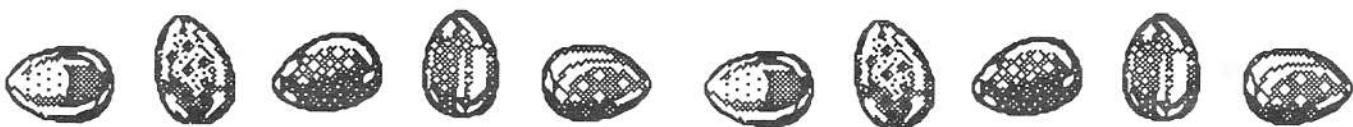
The trial court found this reason to be a pretext on two grounds. First, the city never included specific examples of poor interpersonal skills in the plaintiff's performance evaluations. Second, the city did include such criticism in the evaluation of a white officer, who was nevertheless promoted over the plaintiff.

PPI Comment: The city said it did not write up incidents because to do so would be a poor management practice and would erode the officer's self-esteem. "If this were true," replied the court, "performance evaluations would be worthless to the Police Department and to its officers."

The lesson to be learned from this case is that if performance appraisals are going to play a role in employment decisions - even if as only one factor among many others - those appraisals had better be accurate, honest, and complete, even if making them so is painful to the appraiser or to the employee. (Reprinted from "Personnel Practice Ideas", Volume 4, number 6 - February 1989.)



SIXTH ANNUAL PCC EASTER EGG HUNT



*March 25, 1989 (Saturday morning) 8:00 a.m. at the PCC farm
(Hauula side of the Support Services bldg.)*

Children 3-12 years, can hunt for eggs hidden at the farm.

*Pick up tickets (egg-shaped badge) at Special Projects from
Monday, March 13 - Friday, March 24, 1989*

PRIZES! PRIZES!

- (5) \$Easter Baskets filled with goodies
- (5) \$10.00 gift certificates to McDonalds
- (5) Sets of 2 tickets to Laie Holiday Theater
- (5) Cases of soda
- (5) Medium-sized PCC T-shirts
- (5) See's Candy Easter boxes
- (5) 25-pound bags of rice

THE FOLLOWING RULES APPLY:

- 1: Child must be SON/DAUGHTER of current PCC EMPLOYEE
- 2: Ticket (egg-shaped badge) must be worn by child for purposes entrance and identification.

3. No parents will be allowed inside to help children hunt for eggs.

- To be fair to all parents and children, please abide by the rules. If not, a child may not be eligible for the prizes.



TRIVIA OF THE WEEK

"Local Bunny Coloring Contest"



RULES AND REGULATIONS:

Special Rules:

- * Do whatever you like with this Bunny.
- * Make "HIM" colorful and be creative.
- * Must have a name for "HIM".
- * Winner will get 5 movie tickets.
- * Deadline: March 20, 1989 (Monday)

Regular Rules:

1. Competition is open to current PCC employees only.
2. One entry per employee.
3. All entries should be submitted in an envelope with your name, department, phone number and immediate supervisor.
4. All entries should be submitted to PCC Graphics (located at the Old Administration Building) before 5 p.m.
5. In case of a tie, a random drawing will take place.
6. All winners' names will be printed in the next issue of UPDATE.
7. Winner will have one week from the date of announcement to claim his/her prize from Special Projects.
8. All judges' decisions are final.

BUNNY'S NAME: _____

Winner of
Last Trivia
was Jay
Akoi