

THE PUBLIC



Employee

A photograph of five men standing in a row, smiling. They are all wearing matching green short-sleeved shirts with a black and white geometric pattern. They are standing in an office setting with a large potted plant on the left and a white wall in the background.

Fighting for HGEA Members in the Workplace

PAGE 7

Why I'll Still Pay My Fair Share

PAGE 3

Primary Election Endorsements

PAGE 4

HGEA Advocacy Team

HAWAII GOVERNMENT EMPLOYEES ASSOCIATION | AFSCME LOCAL 152, AFL-CIO

AUGUST 2018 | VOLUME 53 | ISSUE 2

Message from the Executive Director



Dear members,

It's here. The fight to divide us and weaken our rights has come to Hawaii. The Supreme Court sided with corporate interests over workers in a 5-4 decision in the Janus case. We can expect increasingly aggressive tactics from those trying to bust public sector unions. You may hear that your union is trying to deceive you and all sorts of tactics to get you to drop your union membership.

I urge you to research who the big money backers of the Janus case are. Look beyond the "right-to-work" talking points. Why would a coalition of right-wing organizations spend \$80 million to get you, a public sector worker, to drop your union membership? What's in it for them and how could weakened unions affect you, your job, your family, your pay, your benefits and retirement? Maybe not immediately, but in a slow erosion that could make it even harder to make ends meet now and for future generations of public workers. Ask your shop steward, ask your union staff, organize a Lunch + Learn at your worksite. We hope you get involved.

Despite this gloomy news, we can fight back. Our greatest weapon is our spirit of unity, of standing strong together. Of course we have our differences and internal disagreements, but I believe that collectively, our Hawaii values are the glue that holds us together. We want strong and safe communities, we want our co-workers and workplaces to succeed and our families to be healthy and happy. Unions are here to fight for better pay, safe working conditions, healthcare benefits, paid leave to spend time with your family and a guaranteed pension so you can retire in dignity — not poverty. This is an uncertain time, but I am confident that by standing together with our union brothers and sisters we will make sure future generations of public sector workers will still be able to enjoy the rights and benefits we have today.

In solidarity,

Randy Perreira
HGEA Executive Director

THE PUBLIC
Employee

THE PUBLIC EMPLOYEE is published by the Hawaii Government Employees Association, American Federation of State, County and Municipal Employees, Local 152, AFL-CIO.

P.O. Box 2930
Honolulu, HI 96802-2930
(808) 543-0000
www.hgea.org

Randy Perreira
Executive Director

Jodi Endo Chai
Deputy Executive Director

Caroline Sluyter
Communications Officer

Jenny C.S. Nakagawa
Senior Communications Specialist

Lariel Q. Sato
Communications
Specialist



U.S. Supreme Court Rules on Janus Case

On June 27, 2018, in a politically motivated ruling, the U.S. Supreme Court sided with corporate CEOs and billionaires over public workers as they ruled in a 5-4 decision in favor of Janus in the *Janus v. AFSCME Council 31* case.

This case overturned 41 years of established law and made the public sector right-to-work (for less) nationwide. This means non-members in the public sector are no longer required to pay fair share fees, yet they can get most of the benefits and services for which members, their fellow co-workers, are paying. That's not fair. Everyone should pay if everyone is receiving the same benefits and services.

By not paying their fair share fees, nonmembers forfeit their right to:

- Have a say in contract negotiations, which directly affects their pay and benefits
- Participate in member-only meetings and provide input on HGEA policies and priorities
- Claim or use exclusive member benefits including existing HGEA-sponsored life insurance policies and mortgages
- Any other rights or benefits of HGEA/AFSCME membership

This Supreme Court decision won't weaken our union as long as we stand strong and stay together as members. Thank you to all of our members for your support and for sticking with HGEA. We will continue to be here for members to protect your rights and benefits, negotiate on your behalf on your contract and give you a voice in the workplace.

Why I'll Still Pay My Fair Share

My position as a civil rights specialist with the State Department of Public Safety is considered "excluded" from collective bargaining as a "confidential" employee. That means I'm not required by contract to join the union or pay dues.

Yet after being hired in 2014 I joined HGEA and began paying my fair share as soon as I was eligible — both in regular dues and in voluntary contributions to our PEOPLE political action fund. Why? Because I've studied labor economics and labor history and have worked in both the public and private sectors in Hawaii since high school in 1976, for both unionized and non-union employers. I know how much better off Hawaii's working families are when we pull together for the common good. That was true when our ancestors joined together to improve the slave-like conditions on the

sugar and pineapple plantations, and it's still true today. Billionaires and right-wing politicians are joining together too — to bust our unions and change our laws in order to weaken our pay, slash our benefits, and undermine the job security that our families rely on for stability and peace of mind.

That's why having a strong union voice at work and in the political arena is even more critical today than it ever was. We need this unified voice to help preserve the quality of life of Hawaii's working families, especially in these tough economic times when exorbitant housing costs threaten many families' very existence here. We need pay raises, not cuts. We need strong benefits, not the weak ones the big corporations and their bought-and-paid-for legislators want us to have.

By paying my fair share for bargaining and representation, and by supporting our union's efforts to hold politicians accountable to us, their constituents, I know that I'm doing my small part to make Hawaii a better place for us all ... and I'm grateful for the opportunity to help.



Patrick "Rick" De Costa, MCEC Unit

Your HGEA-Endorsed Candidates: 2018 Primary Election

AUGUST 2018

4

HGEA has endorsed a full slate of candidates for the 2018 Primary Election. HGEA Island Division and State Political Action Committees, made up of members from all eight bargaining units, the retirees unit, and managerial/excluded MCEC unit members, interviewed and deliberated on political endorsement recommendations. (See "PAC endorsement process" on page 5.)

"HGEA PAC members weigh voting records, platforms and answers to our direct interview questions to recommend candidates who share our values and support working families," said Jon Gasper HGEA State PAC Chair. "We hope you consider these candidates as you cast your ballot in the primary election on August 11."

For more details on HGEA-endorsed candidates, please visit www.hgea.org/elections2018

REMEMBER: For the Primary Election, you may only vote for candidates in the same party.

✓ **U.S. SENATE**
Mazie Hirono

✓ **U.S. REPRESENTATIVE,
CONGRESSIONAL
DISTRICT 1**
Donna Mercado Kim

✓ **U.S. REPRESENTATIVE,
CONGRESSIONAL
DISTRICT 2**
Tulsi Gabbard

✓ **GOVERNOR**
Colleen Hanabusa

✓ **LIEUTENANT
GOVERNOR**
Jill Tokuda

Hawaii

STATE SENATE

District 1
Kaiali'i Kahele

District 3
Dru Kanuha

District 4
Lorraine Inouye

STATE HOUSE

District 1
Mark Nakashima

District 2
Christopher Todd

District 3
Richard Onishi

District 4
Joy San Buenaventura

District 5
Richard Creagan

District 6
Nicole Lowen

District 7
David Tarnas

HAWAII COUNTY COUNCIL

District 1
Valerie Poindexter

District 2
Aaron Chung

District 3
Susan "Sue" Lee Loy

District 4
Open

District 5
No Action Taken

District 6
Maile David

District 7
Bronston Kossow

District 8
Karen Eoff

District 9
Herbert "Tim" Richards, III

Maui

STATE SENATE

District 6
No Action Taken

District 7
No Action Taken

STATE HOUSE

District 8
Mary Wagner

District 9
Justin Woodson

District 10
No Action Taken

District 11
Tina Wildberger

District 12
Open

District 13
Lynn DeCoite

MAYOR
Mike Victorino

MAUI COUNTY COUNCIL

East Maui
Claire Carroll

Kahului
Alan Arakawa

Wailuku-Waihee-Waikapu
No Action Taken

Molokai
Stacy Crivello

Upcountry
Yuki Lei Sugimura

Lanai
Riki Hokama

West Maui
Tamara Paltin

South Maui
No Action Taken

Makawao-Haiku-Paia
No Action Taken

IMPORTANT DATES

PRIMARY ELECTION: August 11, 2018 (you can register to vote at the poll)

Early walk-in voting for General Election: October 23-November 3, 2018

GENERAL ELECTION: November 6, 2018

(Note: "Open" means the union does not endorse a candidate. "No action taken" means candidates did not contact HGEA for endorsement consideration in a timely manner or at all.)

STATE SENATE

District 12
Brickwood Galuteria

District 16
Breene Harimoto

District 17
Open

District 18
Michelle Kidani

District 19
Open

District 21
Maile Shimabukuro

District 23
Open

District 24
Open

STATE HOUSE

District 17
Open

District 18
Mark Hashem

District 19
Bert Kobayashi

District 20
Open

District 21
Scott Nishimoto

District 22
Tom Brower

District 23
Open

District 24
Della Au Belatti

District 25
Sylvia Luke

District 26
Scott Saiki

District 27
Takashi Ohno

District 28
John Mizuno

District 29
Daniel Holt

District 30
Sonny Ganaden

District 31
Aaron Ling Johanson

District 32
Linda Ichiyama

District 33
Open

District 34
Gregg Takayama

District 35
Roy Takumi

District 36
Open*

District 37
Ryan Yamane

District 38
Henry Aquino

District 39
Ty Cullen

District 40
No Action Taken

District 41
Lynn Robinson-Onderko

District 42
Jake Schafer

District 43
Stacelynn Eli

District 44
Cedric Gates

District 45
Open

District 46
Open**

District 47
Sean Quinlan

District 48
Lisa Kitagawa

District 49
Scot Matayoshi

District 50
Open

District 51
Chris Lee

HONOLULU CITY COUNCIL

District 2
Bobby Bunda

District 4
Open

District 6
Carol Fukunaga

District 8
Brandon Elefante

Kauai

STATE HOUSE

District 14
Nadine Nakamura

District 15
Open

District 16
Daynette "Dee" Morikawa

MAYOR

Derek Kawakami

KAUAI COUNTY COUNCIL

**Arthur Brun, Mason Chock,
Luke Evslin, Arryl Kaneshiro,
KipuKai Kuali'i, Milo Spindt**

HGEA ENDORSEMENT PROCESS

HGEA-endorsed candidates are interviewed and screened by HGEA members just like you!



Colleen Hanabusa for Governor:

Strong, decisive leadership



In her many years in the state Senate, including as Hawaii's first female Senate president, and in the last six years she has represented Hawaii's first congressional district, Colleen Hanabusa has always fought for Hawaii's working families. As governor, she will continue to safeguard public sector jobs, pensions, health benefits and collective bargaining for public workers and their families.

With her background and experience as a labor attorney, Hanabusa truly believes in the strength of collective bargaining and understands the importance of the governor's role in bargaining with unions. "The government's greatest asset is its employees," she said. "The most effective and efficient way to manage that asset is through collective bargaining and union representation. Our hard working families and government benefit from that. We must focus on negotiating in good faith to ensure that we are managing our resources and providing protections and a living wage for our workers."

Hanabusa recognizes that public workers salaries have not kept up with the high cost of living and wants to make sure all workers share in the prosperity of Hawaii's booming

economy — unlike her opponent, Gov. David Ige, who offered HGEA members zero pay raises while the state had a record surplus in its budget.

Although we have had some differences with Hanabusa, she is the only one who will work to improve the Employer-Union Health Benefits Trust Fund (EUTF), which she acknowledged she had supported 18 years ago. "Back then I truly believed it would be better for workers and the state," she said. "Now I realize the cost for you is too high. I am committed to negotiating a better resolution so you can keep more of your hard-earned dollars. Negotiated pay raises cannot be diminished by increases in the cost of healthcare."

Born and raised in Waianae, Hanabusa grew up with the values of hard work and sacrifice and has continuously worked on behalf of hardworking families. "Colleen is a strong leader who understands the struggles of Hawaii's working families. She will take action on critical issues including affordable housing, wage inequality and infrastructure," said HGEA Executive Director Randy Perreira. "She believes that our public workforce is one of our state's greatest resources and is committed to working together with us."

Jill Tokuda for Lieutenant Governor:

Supports working families



For over a decade, Jill Tokuda has been advocating for working families and finding ways to contribute to her community.

As a state senator and Senate Labor chair, Tokuda consistently supported labor and public employees in Hawaii and helped us secure priority legislation. "HGEA's member leaders recognized Jill's commitment to working families, and her support of HGEA values and priorities throughout her elected career," said Randy Perreira, HGEA executive director. "She's always stood on the side of workers and we are confident that Jill will continue to fight for all who are finding it harder to maintain a quality standard of living."

"This is a deeply personal endorsement for me," said Tokuda. "My mother was an

HGEA member and when she passed away, the union was there for our family. Both my parents worked long hours to make ends meet — a struggle shared by too many families in the islands. As lieutenant governor, my priority will be to improve the lives of our working families."

Prior to winning her state senate seat, Tokuda served as director of development for the National Kidney Foundation of Hawaii, helped non-profit organizations raise funds for public schools and served as executive aide to former Lieutenant Governor Mazie Hirono.

Tokuda currently lives on Oahu with her husband Kyle and their two young sons. For more information about Tokuda, please visit www.jilltokuda.net.

Fighting for HGEA members in the workplace

One of our union's key functions is working together with members to solve issues when employees are being treated unfairly. As a labor union, HGEA advocates for workers' rights in the workplace, including job security, pay and benefits, as well as for good working conditions. Much of our work is done quietly in the background, and many of you may not be aware of the daily work we do fighting for members. You may wonder, "How can my union help me?"

continued on page 8



HGEA's Advocacy Team: Manager Stacy Moniz (center) and Union Agents Rick Hartsell, Kapono Apao, Scott Collins and Jason Rosvold

Fighting for HGEA members in the workplace

continued from page 7

HGEA is here to help all members with any issue you may have in your workplace, big or small. Should the issue be taken to another level for collective bargaining unit representation and litigation services, HGEA's Advocacy team can assist you. The newly assembled team — currently comprised of Advocacy Manager Stacy Moniz and Union Agents Kapono Apao, Scott Collins, Rick Hartsell and Jason Rosvold — provides contract enforcement, grievance handling and arbitration representation.

*"We're the shield protecting
and defending members
when something goes wrong.
And we're the sword to fight
back. If our union isn't there
to help, who would be?"*

*— Stacy Moniz,
HGEA Advocacy Manager*

Whether it's an issue such as job conditions, work environment, promotions or duties, HGEA helps with everyday problems that you may face. While the Advocacy team is based on Oahu, we are always available to assist neighbor island grievances and cases statewide.

continued on page 9

CASE 1

Adverse Action In Temporary Assignment Process

Our inaugural story highlights a case of injustice in the promotional process and how that was eventually resolved. For privacy reasons the member's name and department are being withheld.

A state employee in a secretarial position was excited to learn about a potential temporary promotional opportunity in her department. Looking like a good fit for her skills and experience, she submitted her application and went through the interview process. It was a happy day when she was notified that she got the temporary assignment and was given a start date. But the temporary assignment never materialized. "The department never notified me that they had rescinded the offer. They had mentioned it to my supervisor — she was told not to tell me — but she did anyway and that is how I found out," said the Unit 3 member. "No official written notice was given to me until over a year later."

She reached out to her union representative at HGEA. At first it seemed like the situation had hit a dead end because the deadline for filing a grievance had passed. She was told there was nothing that could be done. But she persisted in following up because she believed that she was treated unfairly. In the meantime, her former agent resigned and she was assigned to Advocacy Manager Stacy Moniz.

Upon further investigation, Moniz found enough information to file a step one grievance, asking for and obtaining documentation in the process. At step one, where the employer and union meet, there was no resolution. The department held firm on its decision to retract the promotion. Moniz believed that there was a violation of the employees' rights; he found that false statements were made and had documentation to back up the claims. He made it clear that HGEA would not back down and that this case would be heading to arbitration. Because of the employee's persistence and union advocacy, the department eventually settled.

"From day one Stacy made me feel like a whole person. I had someone on my side to help me. I am just happy it's now behind me," said the member. "I am forever grateful for Stacy and HGEA." The employee did not get the temporary promotion, but she was compensated and will receive 50% of the pay differential that she would have received in the TA position for the 18-month duration. "Every day when our members clock in, HGEA is there to deal with the issues and problems that they have to face on the job. If our union wasn't there to help, who would be?" said Moniz.

Unfair Mandatory Overtime

In June 2017 the Hawaii State Hospital implemented mandatory overtime for Unit 9 registered nurses without consulting HGEA. As an example, if one nurse worked an 11 p.m. to 7 a.m. shift and another nurse called in sick or took vacation for the next shift, about 10 minutes before the 11-7 shift ended the nurse finishing his or her shift was ordered to work the 7 a.m. to 3 p.m. shift. If he or she refused, it was considered insubordination and there was threat of disciplinary action.

"With no guidelines or policies in place, the mandatory overtime was unfair and punitive to the nurses who came to work," said Jojo Kawana, a registered nurse at the state hospital and Unit 9 director on the HGEA State Board of Directors.

HGEA, namely Moniz, first filed a grievance on behalf of the nurses. "Stacy met with the nurses. He listened, believed and understood the issues, our concerns and our frustrations," added Kawana. A prohibited practice complaint was then filed with the Hawaii Labor Relations Board, which conducts hearings to fairly and efficiently resolve labor disputes, and decides complaints filed by public and private sector employees, employee organizations or unions, and employers alleging prohibited or unfair labor practice complaints.

After numerous meetings with the hospital administration, a settlement agreement was reached by HGEA and the employer, Hawaii State Hospital. While mandatory overtime is not prohibited due to hospital safety and may be required at times, the agreement provides clear guidelines for the nurses and management to follow. "Through mutual cooperation of the nurses and hospital management, we've created a more positive work environment at the hospital," said Moniz.

Kawana agrees. "Nurses have reported having Stacy with them at their meetings and investigations have reduced their stress. They can see the value and importance of the union and being a union member."

Unit 9 members and registered nurses at Hawaii State Hospital: Jojo Kawana, Lygia Barbosa, Filna Howell and Helena Sena



continued from page 8

HGEA is dedicated to protecting you. As Moniz states, "We're the shield protecting and defending members when something goes wrong. And we're the sword to fight back."

Whether it's an issue such as job conditions, work environment, promotions or duties, HGEA helps with everyday problems that you may face. While the Advocacy team is based on Oahu, we are always available to assist neighbor island grievances and cases statewide.

We wanted to share with you just a few examples of actual cases where HGEA members needed help, they turned to their union, and we successfully resolved their cases. We hope these stories help you understand more of what we do and how we can help you should the need arise.

continued on page 12

HGEA MEMBERS WORKING FOR YOU

Every day, there is an HGEA member working to provide vital services to the public. These members help to keep our state and counties running smoothly and our communities safe.



Jo-Ann Yatogo

Recreation director Jo-Ann Yatogo (Unit 13) teaches a Fitness Fundamentals class for seniors that focuses on stretching, range of motion, flexibility, balance and aerobics. "I love working with the seniors! They are so gung ho and willing to try whatever classes I offer," she says. Yatogo, who has been with the City & County of Honolulu's Department of Parks and Recreation Services for the past 28 years, teaches a variety of classes and activities for kids, adults and seniors. Her father was a recreation director and she wanted to be one — "his work seemed a lot like playing and having fun, not trapped behind a desk or in an office" — and she was a Parks & Rec kid, going to Summer Fun and later working as a summer aide. Yatogo enjoys exposing people to new and fun things. For the kids, it may be a new sport that they have yet to learn, and then developing their skills. For the adults, it's something to release their stress after a day's work. For seniors she offers activities to keep them engaged and socially connected. "Keeping them fit, healthy and living independently for as long as possible, that's the goal," Yatogo says. "For the younger seniors, it's teaching them fitness activities that will help them age well and avoid the misfortunes of falls and injuries." She is also the advisor to the Waipahu Seniors Club that provides seniors a social outlet for a wide range of activities such as crafts, line dancing, lei making, outings, luncheons, bowling and seasonal events.

Emma Kaiser

Zoo Veterinarian Emma Kaiser (Unit 13) listens to Hoku's breathing during a routine check-up. Hoku, a 23-year old miniature horse from Waianae, is part of the Keiki Zoo exhibit where children and families can learn about and interact with the animals. As one of two full-time veterinarians at the Honolulu Zoo, Kaiser acts as both an emergency room doctor and general physician to any animal in need of care. "All of our zoo animals get on-site, annual physical check-ups, as well as any other treatments they may need," she says. On any given day, treatments can range from cleaning a minor scratch to emergency surgery. Like most zoo veterinarians, Kaiser specializes in zoological medicine, which allows her to work with a wide range of animals, including wildlife. Recently, her experience with wild animals allowed her to save an injured wallaby on Oahu. "I have some experience with kangaroos, so it was sort of similar, but it was still tricky," she says about Halawa, the wild wallaby found earlier this year with a severe eye injury. "Sometimes animals just need our help immediately, and luckily, we're able to be here for them."



Charlene Paden

As an office assistant in the state Department of Human Services, Benefit, Employment and Support Services Division with the Kauai Processing Center, Charlene Paden (Unit 3) triages clients to obtain the appropriate service from several eligibility workers assigned to the processing center. She also assists clients with completing forms to apply for financial or SNAP (Supplemental Nutrition Assistance Program) assistance. "My favorite part of my job is working with people, and being able to personally meet with them one-on-one, getting to know them and being able to assist them," says Paden. "Some of them may be demanding, and some don't know where to start to get help, but I do my best to guide them. I tell them 'I'm here to help you.'" Some of the clients the processing center works with are friends, family and familiar people in the community. Paden previously worked at the state Department of Health, Child and Adolescent Mental Health Division, and is grateful for the many benefits that being an HGEA member provides her and her family. She is currently the Kauai Division PEOPLE chair and enjoys meeting and connecting with people through political action.

Laurie Palenske

Laurie Palenske, a facility access specialist with the state Department of Health, Department of Disability and Communication Access Board (DCAB), reviews building plans for the state and county to ensure they are ADA (Americans with Disabilities Act) compliant. In addition to reviewing plans, the Unit 13 member also organizes disability access conferences for public and private sector employees, and generates flyers and brochures for the Facility Access Unit. For more information, please visit www.health.hawaii.gov/dcab.



Fighting for HGEA members in the workplace

continued from page 9

CASE 3

A Nuisance Workplace Complaint

Unit 3 member and state employee Becky (not her real name) and a co-worker were placed on leave without pay for 30 days pending an investigation after a nuisance workplace complaint was filed against them. As soon as she was put under investigation, Becky called her union agent, Donny Utu. "I called him immediately because the situation was ridiculous," she said.

"We were joking around like we always do. He was even posing for pictures," Becky said of the complainant. "So I assumed he was okay. Then a couple weeks later, we got hit with formal complaints and we were put under investigation." Because of this allegation, Becky and her co-worker were forced to pack their belongings and vacate the property, while their office was still open for business and serving clients. "At that point, there was nothing we could do. It was embarrassing," she said.

While under investigation, Becky and Utu agreed that if any unreasonable disciplinary action was taken against her, Utu would file the necessary documents to begin the grievance process. "I'm a good employee. I come to work, do my job and don't have any infractions. Donny knew that, so he was willing to go to bat for me," she said. After being cleared of any wrongdoing and reinstated at work, Becky's employer issued an extreme written reprimand for this first-time incident. "The decision to record a written reprimand into Becky's permanent file is excessive, especially when she was cleared of all accusations," said Utu.

Even after being reinstated in good standing and the complainant resigning, Becky still needs to win her grievance to have the disciplinary action removed from her record. Despite her frustration, she's grateful to have an advocate defending her rights as a union member. "Donny was really great throughout the whole process. He had my back the entire time," she said. "He explained the situation and told us what we could and couldn't do based on our contracts. Once he knew the investigation was over, he filed a grievance for me like he said he would. He did everything he could do."

As this issue of The Public Employee went to print, Becky's grievance remained ongoing. For more information about the grievance process, please contact your HGEA office or call (808) 543-0000.

Contract Negotiations Update

Thank you to all of the members who provided input for this round of contract negotiations!

We will keep you updated through eBulletins. You may also check in with your unit negotiators. Go to the member dashboard on the HGEA website and click on Unit Leadership to see a list of your unit negotiating team members.

Did you know?

- Negotiating teams are made up of volunteer members from your bargaining units
- Units 2, 3, 4, 8, 9, 13, and 14 are working on negotiations for the contract period effective July 1, 2019
- Since January, teams from Bargaining Units 2, 3, 4, 8, 9, 13 and 14 reviewed hundreds of proposals received from members statewide
- Teams discussed and prioritized proposals to develop a package that was exchanged with the employer in mid-June
- In the next step, your teams will meet face-to-face with the employer groups to negotiate for the next contract

In Memoriam



Daniel K. Akaka
1924-2018

In April, we mourned the loss of Daniel K. Akaka, the first U.S. senator of Native Hawaiian descent who became known as the "ambassador of aloha" on Capitol Hill.

"Senator Akaka was an untiring advocate for the people of Hawaii, a tremendous statesman, and a true supporter of working people," said HGEA Executive Director Randy Perreira. "Despite his stature as a Senator, he remained genuine and a true friend to all of the people in Hawaii."

After a career as a teacher and school principal, Akaka was elected to the U.S. House of Representatives in 1976, serving for seven consecutive terms, until his appointment to the U.S. Senate in 1990. As U.S. senator, he served as chair of the Veterans' Affairs Committee and the Indian Affairs Committee.

As a World War II veteran himself, Akaka successfully spearheaded legislation that brought belated recognition to Asian-American veterans of World War II. He was most recognized for his passion for Native Hawaiian issues and was a champion for federal workers.

Senator Akaka retired from the U.S. Senate in 2013 after serving more than 35 years in Congress. Less than two weeks after he retired, Akaka became the first recipient of the Aloha Order of Merit, an award that was first established by the Hawaii Legislature more than 20 years earlier, but had never been awarded. The award recognizes individuals from Hawaii who have distinguished themselves, either nationally or internationally, who have provided extraordinary service to our state, and who have embodied the aloha spirit.

Artful HGEA Members Working Together For You

The Hawaii State Art Museum, affectionately known as HiSAM, is known locally for stylish events, educational advancement and of course, fantastic art. But the museum is more than just a gallery. It's a venue for the Art in Public Places program — one of many flourishing programs run by the Hawaii State Foundation on Culture and the Arts (State Foundation). And even more impressive, is the cohesion of HGEA members who work tirelessly behind the scenes to preserve, promote and perpetuate the arts in Hawaii.

"This is the first job where I've actually needed an art degree," laughs Mamiko Carroll. As the State Foundation's public information officer, Carroll has a hand in nearly all of the State Foundation's dealings. Responding to public inquiries and ensuring that correct information is being sent out is just part of Carroll's job. Luckily, she has the specialized skills needed to complete unique projects. "We don't really have 'typical' days here," says the Unit 13 member. "But my favorite kind of day would have an Art Bento class coming through the gallery." Art Bento, which falls under the State Foundation's Art Education Program, provides elementary school students on Oahu an opportunity for active engagement through activities connected to current arts standards. "The focus of Arts Education is not to teach children how to draw and paint or become fine artists," Carroll says. "Rather, State Foundation strives to help create well-rounded people that can come up with creative ideas, communicate and participate in their community."

Similarly, Senior Exhibit Specialist Teig Grennan and his team of three exhibit specialists (all Unit 13 members) put their art degrees to use on a daily basis. "There are over 600 sites statewide, and we service all of them," he says. Grennan and his team are responsible for the state art



collection, most of which is on display in state offices and other publicly accessible locations throughout the islands. "Basically, we're stewards of the art. We handle the distribution and maintenance of the art collection, as well as displaying the art," he says. As part of the Art in Public Places program, all state offices and agencies have scheduled, rotating opportunities to work directly with the State Foundation to select pieces from the state art collection for display.

Despite their hectic schedules and demanding workloads, they remain light-hearted and appreciative. "We've built a team that wants to work with the state art collection so that adds a lot of satisfaction to what we do," says Grennan. And their job satisfaction is reflected in their work. Executive Director Jonathan Johnson (former Unit 13 member) credits much of the 117 percent attendance boost at HiSAM to their efforts, including Carroll's use of social media. "It's just hilarious that I know how to upload photos to Facebook and it's an actual, valid job skill," Carroll jokes.

"We're lucky to be able to do what we do," says Grennan. "And the great benefits package makes such a difference," he says

To learn more about the Hawaii State Foundation on Culture and the Arts and the services they provide, visit sfca.hawaii.gov.

thankfully. Prior to becoming full-time at the State Foundation, Grennan, like many others, worked in the private sector. "The benefits were just bare bones. It's really tough," he says. "But it's nice to know that if I get sick here, I'm not gonna go hungry because I have to decide — do I stay home and get better or do I go to work sick so I can pay my rent." Carroll agrees adding, "This kind of job in the private sector would most likely have crazy hours associated with it. Weekends, evenings, overtime. And, I don't have to deal with any of that largely because of my union contract."

Recalling the last round of contract negotiations, Carroll believes that if there was no union to push back against the employer, she'd be paid less than what she currently makes. "In this agency, we're doing these jobs because we're really passionate about what we do, but we also have bills to pay," she says. "No one is counting the minutes till the end of the day — that's just not how it works here. We don't get paid much, so we work here because we love the art. And it's reassuring to know the union is here looking out for us."

(1) Exhibit Specialist Nathan Balcombe finishes building a crate to ship new pieces to Kauai for installation. "Having a union and the benefits that come with it create an overall atmosphere of good attitudes," he says. "It's not about the money. It's about the program and the smiles on people's faces. I've never been happier in my life as far as employment is concerned."

(2) Nathan Balcombe and Relocatable Works of Art Curator Elizabeth Baxter (Unit 13) discuss art selection with Casey Agena (Unit 3) at the Waimea Public Library on Kauai. Balcombe and Baxter provide representatives from each agency with photo cards (with images, artist statements and dimensions) as reference for the available artwork during initial consultation meetings.

(3) Senior Exhibit Specialist Teig Grennan and Exhibit Specialist Kamakani Konia take measurements while Exhibit Specialists Zhi Situ and Nathan Balcombe work on lighting for the 2018 Young Artists of Hawaii Exhibit. Konia, who transferred from another state agency, appreciates the role HGEA played in his transition to the State Foundation. "All my benefits came over and there was no lapse in coverage for anything. It really took out a whole lot of the anxiety for me." For Situ, union representation is a welcome change from previous employment. "Overall it improves my morale. Now I can focus on the work, and come to a job that I look forward to doing," he says.

(4) Mamiko Carroll chats with Exhibit Specialist Kamakani Konia, who is installing an upcoming exhibit near an Art Bento session.



Fun Fact:

Exhibit specialists customize and build most crates on-site at the State Foundation office in downtown Honolulu.



2018-2019 Charles R. Kendall Scholarship and Russell K. Okata Scholarship Recipients

The Charles R. Kendall and Russell K. Okata Scholarships are available to HGEA members and their dependents who are attending or plan to attend a college, community college or university, or vocational, trade or other post-high school study on a full-time basis. *Scholarship applications for the 2019–2020 school year will be available at www.hgea.org in mid-September.*

\$2,500 AWARD



ROLAND AFAGA
(Hawaii)

Stanford University

Parent:
Vilma Afaga
(Unit 3)



ISAAC BADUA
(Oahu)

Colorado Mesa University

Parent:
Terrilyn Badua
(Unit 3)



AMANDA LAUREN BARLAN
(Oahu)

University of Washington

Parent:
Catherine Barlan
(Unit 13)



HOPE KUDO
(Hawaii)

Harvard University

Parent:
Ruth Kudo
(Unit 3)



SABRINA PIKE
(Hawaii)

Hamilton College

Parent:
Rowena Pike
(Unit 3)



JAZLYN RAPOZO
(Kauai)

Portland State University

Parent:
Rose Rapozo
(Unit 3)



LEIGH ANN SHIROMA
(Oahu)

University of Hawaii at Manoa

Parent:
Loree Shiroma
(Associate)



SYDNEE'O VALDEZ
(Oahu)

Chapman University

Parent:
Darylene Maka
(Unit 3)



KELSEY YAP
(Oahu)

Leeward Community College

Parent:
Verdeza Yap
(Unit 3)

\$1,500 AWARD



ROYCE BAUN
(Hawaii)

University of Hawaii at Hilo

Parent: Rochelle Evangelista (Unit 3)



ELIJAH BERNARDO-FLORES
(Oahu)

Chaminade University

Parent: Lene Bernardo (Unit 3)



EZEKIEL BERNARDO-FLORES
(Oahu)

Chaminade University

Parent: Lene Bernardo (Unit 3)

\$1,500 AWARD



KENDRICK CHANG
(Oahu)

George Washington University

Parent: Alisa Chang
(Unit 4)



EMMA DREWER
(Hawaii)

Humboldt State University

Parent: Coni Drewer
(Unit 3)



MARCUS FAUFATA-PEDRINA
(Oahu)

Northern Arizona University

Parent: Melissa Faufata
(Unit 3)



CHEYENNE FUERTES
(Hawaii)

University of Hawaii at Hilo

Parent: Mary Ann Fuertes (Unit 3)



ERIN GUERRERO
(Maui)

University of San Francisco

Parent: Jerome Guerrero (Unit 3)



PAUL HUTCHINSON
(Oahu)

University of Hawaii at Manoa

Parent: Mary Claire Hutchinson (Unit 13)



RACHEL IGNACIO
(Hawaii)

Seattle University

Parent: Margie Ignacio
(Unit 13)



CASSIDY KELII
(Hawaii)

Metropolitan State University of Denver

Parent: Moana Hokoana (Associate)



HALEY LAMBERT-ZIELOMSKI
(Oahu)

Windward Community College

Parent: Debra Lambert
(Unit 13)



KYRUS LANCASTER
(Oahu)

University of Washington

Parent: Techie Lancaster
(Unit 13)



CARL JOSHUA LAROYA
(Maui)

Lawrence University

Parents: Joselito Laroya
(Unit 3) & Josephine Laroya (Unit 3)



EMMA LEARY
(Kauai)

Gonzaga University

Parent: Marlene Leary
(Unit 6)



AARON LIEU
(Oahu)

University of Hawaii at Manoa

Parent: Krystine Lieu
(Unit 3)



PENNY LOO
(Oahu)

University of Hawaii at Manoa

Parent: Dennis Loo
(Unit 13)



LEE MIYAHIRA
(Oahu)

Hawaii Pacific University

Parent: Kathy Miyahira
(Unit 13)



KIARIA NAKAMURA
(Hawaii)

University of Hawaii at Hilo

Guardian: Leslie Nakamura (Unit 13)



NAYA NGUYEN
(Hawaii)

University of Southern California

Parent: Mary Christine Nguyen (Unit 13)



TYSON NOQUEZ-EPIL
(Oahu)

University of San Francisco

Parents: Felipe Epil (Unit 3) & Feamita Noquez-Epil (Unit 13)



EDMUND SHIU
(Oahu)

California Polytechnic State University

Parent: Gregory Shiu
(Unit 13)



SYDNEY SUZUKI
(Hawaii)

Chapman University

Parent: Shawn Suzuki
(Unit 6)



KEALA SWAFFORD
(Oahu)

University of Hawaii at Manoa

Parent: Kathy Swafford
(Unit 3)



LARYSSA TAKIUE
(Hawaii)

Creighton University

Parents: Harry Takiue
(Unit 13) & Winter Takiue (Unit 3)



RACHEL UTU
(Oahu)

University of Hawaii at Manoa

Parent: Melanie Almazar-Utu (Unit 4)



PAIGE WESOŁOSKI
(Kauai)

University of Hawaii at Manoa

Parent: Jodi Martin
(Unit 13)

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION | JUNE 30, 2017 & 2016

Hawaii Government Employees Association, Local 152, American Federation of State, County and Municipal Employees, AFL-CIO and Affiliate

AUGUST 2018
18

ASSETS

CURRENT ASSETS:

	2017	2016
Cash and cash equivalents	\$ 5,883,895	\$ 4,945,349
Time certificates of deposit	490,000	490,000
Accounts receivable	779,749	721,490
Interest receivable	1,178	12,612
Prepaid expenses and other current assets	81,387	61,838
Total current assets	7,236,209	6,231,289

INVESTMENTS 6,604,092 6,161,778

PROPERTY AND EQUIPMENT, NET 7,491,497 7,705,627

\$ 21,331,798 \$ 20,098,694

LIABILITIES AND NET ASSETS (DEFICIT)

CURRENT LIABILITIES

Current maturities of notes payable	\$ 356,918	\$ 342,242
Accounts payable and other current liabilities	205,244	232,035
Accrued vacation payable	754,875	829,341
Payable to AFSCME	554,532	544,518
Due to bargaining units	47,434	29,904
Deferred income	36,622	22,753
Postretirement medical benefit liability	241,658	195,756
Total current liabilities	2,197,283	2,196,549

LONG-TERM OBLIGATIONS

Notes payable, less current maturities	968,250	1,325,540
Defined benefit pension liability	15,550,645	17,259,288
Postretirement medical benefit liability, less current portion	6,265,189	5,881,587
	22,784,084	24,466,415

NET ASSETS (DEFICIT):

Unrestricted:		
Undesignated	(6,129,420)	(8,658,507)
Designated for arbitration	1,265,836	1,342,776
Designated for medical trust	1,298,438	1,161,604
Designated for future repairs	325,400	224,270
	(3,239,746)	(5,929,857)
Noncontrolling Interest In The Association	(409,823)	(634,413)
	(3,649,569)	(6,564,270)
	\$ 21,331,789	\$ 20,098,694

REVENUES AND OTHER SUPPORT:

Statutory dues	\$ 12,813,082	\$ 12,133,578
Affiliation fees	4,292,861	4,220,673
Rental income and recoveries	983,758	947,477
Associate member dues	915,635	855,969
Contributions	775,000	--
Investment return	467,457	106,063
Grants	130,800	165,800
Other income	216	821
Total revenues and other support	20,378,819	18,430,381

EXPENSES:

Program services:		
Affiliation dues	4,292,861	4,220,673
Field services	3,930,933	3,555,577
Representation	1,565,897	1,387,669
Legislation/political action	1,504,993	339,921
Communication	1,068,022	1,082,152
Unit appropriations	258,724	189,800
Statewide recreation	194,701	155,742
Board of directors	187,769	111,520
Steward's incentive/training	62,985	78,864
Negotiation/arbitration	49,228	35,249
General assembly	(11,293)	790,661
Supporting services:		
General and administrative	5,818,430	5,493,764
Operations of the Association	559,323	629,355
Property management	553,574	517,314
Total expenses	20,036,147	18,588,261
Change in net assets before other costs (credits)	(342,672)	(157,880)

OTHER COSTS (CREDITS):

Pension related changes other than net periodic pension costs - defined benefit pension plan	(2,572,919)	6,479,760
Benefit obligation related changes other than net periodic costs - postretirement medical plan	890	(12,491)
	(2,572,029)	6,467,269
Change in net assets	2,914,701	(6,625,149)
Change in net assets attributable to noncontrolling interest in the association	(224,590)	(183,990)
Change in net assets attributable to the Union	\$ 2,690,111	\$ (6,809,139)

Net assets (deficit) at beginning of fiscal year	\$ (6,564,270)	\$ 60,879
Change in net assets	2,914,701	(6,625,149)
Net assets (deficit) at end of fiscal year	\$ (3,649,569)	\$ (6,564,270)

HGEA members receive 10% off!

Enjoy this exclusive offer for
Hawaii's favorite shortbread cookies.
Perfect for gifts, or for yourself!

This offer is not available in stores.
For more details or to place an order,
visit hgea.org, Member Discount page.

The pineapple shape of the cookie is a federally registered trademark of
the Honolulu Cookie Company, July 2018. The Public Employee.
©2018 Honolulu Cookie Company. All Rights Reserved.



Upcoming Events

Oahu

December 5 and 6: HGEA Holiday Craft Fair (HGEA Kendall Building – 1st Floor, 10:00 a.m. to 1:00 p.m.)

August 12: Board of Water Supply's Annual Halawa Xeriscape Garden Open House and Unthirsty Plant Sale

August 17: Family Fun Day at the Waterpark – Wet 'n' Wild Hawaii

September 17: Poker (qualifying round)

September 20: Poker (semi-finals and finals)

October 21: American Cancer Society Making Strides Against Breast Cancer Walk

November 22: Lanakila Meals on Wheels Delivery on Thanksgiving Day

November 22: Salvation Army Annual Thanksgiving Dinner (pending)

December 2: Family Programs Hawaii Foster Children Holiday Party

December 25: Lanakila Meals on Wheels Delivery on Christmas Day

For questions regarding the above events, please contact the Oahu Division office at (808) 543-0000.

Maui

August 14: Hanafuda (Wailuku Gym)

August to October 2018: Basketball League (Wailuku Gym)

September 2: Golf (Waiehu Golf Course)

October 1: Bingo (MID Conference Room #207)

October 21: Golf (Waiehu Golf Course)

October to December 2018: Holiday Food Drive for Maui Food Bank

November 3: Tennis (Wells Tennis Courts)

November 11: Golf (Waiehu Golf Course)

November 13: Hanafuda (MID Conference Room #207)

December 9: Christmas Caroling (Roselani Place Assisted Care Living)

December 16: Golf (Waiehu Golf Course)

December 17: Salvation Army Bell Ringing (location to be announced)

For questions regarding the above events, please contact the Maui Division office at (808) 244-5508.

Kauai

September 1: Labor Day Picnic (Lydgate Pavilion, 11:00 a.m.)

December 7: Lights on Rice Parade (Vidinha Stadium – Meet at 5:30 p.m.)

December 11: HGEA Kauai Division Christmas Party (Lihue Convention Hall, 5:30 p.m.)

For questions regarding the above events, please contact the Kauai Division office at (808) 245-6751.

Hawaii

For events happening on Hawaii Island, please contact the Hawaii Division office at (808) 935-6841.

Event dates, times or locations may be subject to change. For updated information on these and other events, visit the HGEA website at www.hgea.org, look for details in upcoming eBulletins or check with your island division office.



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO
P.O. Box 2930
Honolulu, HI 96802-2930

CONNECT WITH HGEA

 **Sign up on HGEA.ORG**
to get members only access!
www.hgea.org/registration

 **Subscribe to eBULLETIN**
our weekly email newsletter!
www.hgea.org/ebulletin

 **Like us on FACEBOOK!**
[/hgeahawaii](https://www.facebook.com/hgeahawaii)

 **Follow us on TWITTER!**
[/hgeahawaii](https://twitter.com/hgeahawaii)

 **Follow us on INSTAGRAM!**
[/hgeahawaii](https://www.instagram.com/hgeahawaii)

 **Sign up for text alerts!**
Text HGEA to 237-263



“We’re sticking with **HGEA** !”

If you are interested in receiving a digital version of *The Public Employee*, please email communications@hgea.org. Each issue is also available on the HGEA website at www.hgea.org.