

THE PUBLIC



Employee

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Mental Health Supervisor Earl Young

Message from the Executive Director



Dear Members,

Despite the challenges that working people have faced in 2018, there remains much to be thankful for: family, health, our beautiful state. For me, however, I am most thankful to see that union members across our state and country, including us at HGEA, have not given up the will to fight for your rights, pay and benefits. The number of people who have maintained their union membership in HGEA and other public unions in Hawaii demonstrate that we will not buckle under right-wing threats.

Looking toward 2019, note that it is a major year for collective bargaining for HGEA's units whose contracts expire on June 30, 2019. At this writing, all seven units with two-year contracts have filed for impasse. The filing of a contract impasse with the Hawaii Labor Relations Board sets the stage for binding interest arbitration in early 2019.

So far our employers have not shown much willingness to bargain, making arbitration likely. With key help from our International Union, AFSCME, we are preparing to present a case in arbitration that would take advantage of a still-robust Hawaii economy, and make the case for a fair wage increase to keep up with rising medical and other costs.

In 2019 we expect renewed battles against your medical and pension benefits. Once again, there will be voices in our community suggesting that your benefits are too rich and costing taxpayers (which includes all of you, by the way) too much. We anticipate this to be an issue once again in the 2019 legislative session. HGEA will be there fighting for you, educating legislators and working to keep intact what you have worked hard for and earned, ensuring that you can retire comfortably.

As we close out 2018, let's take a moment to be thankful for what we have, take a deep breath, and steel ourselves for the battles ahead.

We look forward to a successful 2019.

In solidarity,

Randy Perreira
HGEA Executive Director

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

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Negotiations Stall, Units with Expiring Contracts File for Impasse

HGEA negotiating team members will tell you that when our union and the employer can't come to an agreement during contract negotiations, the next step is to file for impasse. "Arbitration is not our first choice, we'd rather negotiate," says Unit 2 Negotiating Team Chair Ken Morikawa. "But during the recent negotiations of the past several years, it seems more likely for us to get a fair decision through arbitration. On the job we're being tasked with doing more and more with fewer resources. We want to be compensated properly for the jobs we do."

All units with contracts expiring on June 30, 2019, have filed for impasse. Contract arbitration is expected to begin for certain units starting in February 2019 with others to follow. Contracts for HGEA members in Units 2, 3, 4, 8, 9, 13 and 14 are set to expire on June 30, 2019. Each unit negotiating team has already reviewed, researched and discussed member suggestions and have established unit priorities to take to the bargaining table with the employer. All units are asking for fair salary increases and each unit has specific articles in the contract that they are addressing through the negotiations and/or arbitration process.

Each unit negotiating team is made up of non-paid member volunteers who are elected by their unit stewards and guided by professional HGEA staff.

Contract negotiations updates will be provided via the HGEA eBulletin. For a list of your unit negotiators, please log in to your member dashboard at www.hgea.org/members, and click on "Unit Leadership." For more information about the negotiations process or to become involved contact your workplace steward or the HGEA member Service Center at **543-0000** or service@hgea.org.

Constitutional Convention Ballot Question Defeated

Thank you to all who voted during the General Election. Despite initial polling that indicated popularity for convening a Constitutional Convention (Con Con), education efforts to members and an advertising campaign made a positive difference. The Con Con ballot question was defeated by a resounding majority of voters — 69 percent to 23 percent — with another 7 percent leaving their ballots blank, which counts as a no vote.

Preserve Our Hawaii, a ballot issue committee, was formed to work together to defeat the ballot measure. It included a diverse and unprecedented coalition of organizations, from public-sector labor unions to private unions, the ACLU Hawaii, Chamber of Commerce Hawaii, Hawaii's Thousand Friends, Council for Native Hawaiian Advancement and more. All of the 28 groups involved let their members know the dangers of opening up the Hawaii Constitution in its entirety. The top three reasons to vote no were that a Con Con would be: too expensive, too dangerous and have too many unknowns. If you missed it, check dontbeconconned.com for additional information.

Once again, HGEA would like to thank you, our members and your family and friends, who went out to vote and by doing so made a positive difference for our state.

2019 LEGISLATIVE PRIORITIES



Protect the right to organize, maintain civil service, and advance collective bargaining.

Ensure civil service protections under Chapter 76, HRS and expand collective bargaining rights under Chapter 89, HRS especially in light of the Republican anti-worker agenda.

Restructure the Hawaii Employer-Union Health Benefits Trust Fund.

Allow unions to negotiate benefits and premium contributions like the private sector, which will be cost effective for employees and employers.

Protect retirement benefits for current and future retirees.

Promises made to employees upon hire should be kept.

Oppose the privatization of services historically provided by government employees.

Services provided by government employees should be protected.

Ensure funding for vital public services.

Actively seek ways to generate additional state & county revenues.

Connecting the Dots . . . Why Politics Matters to Public Employees and the Middle Class

– By Mahie Trask, *HGEA Retirees Unit Administrator*



Labor must get together and support candidates, initiatives and policies that lift up the middle class as they have done for decades. It is through strong union membership that the middle class was formed and it will only continue if union membership is strong. Unions should and will continue to serve as the voice for working families in Hawaii and the nation. As AFSCME President Lee Saunders stated at the AFSCME and HGEA conventions, this is a “movement moment” and we need to seize the moment.

While voter turnout has been troublesome, and some members are turned off by scandals and innuendo permeating politics today, union-backed candidates continue to get endorsed and elected despite the political right’s unending anti-union narrative and its efforts to buy campaigns. In these tumultuous times, unions need to look at the bigger picture of elections and get back to the basics of campaigning and supporting each other.

Understanding that each union is different in whom they represent, that their contract needs differ, and

that their strategies will take different paths at the end of the day, together we are stronger as union households. When sister unions support different candidates in the same race, there will be a block of members that are on the losing side of that election. How can this possibly help when our members in both unions work for the same employers or have the same core values? We pit ourselves against each other.

As we learned from the 2016 presidential election, some union members could not support Hillary Clinton and labor was on the losing side big time. With the confirmation of Neil Gorsuch and most recently Brett Kavanaugh, public sector unions took the biggest hit to our membership in the ruling of the *Janus v. AFSCME* case. The door has been opened for the Supreme Court of the United States to support Republican attacks on the labor movement. In high office now we also have White House appointees that are attacking every gain the middle class has gotten, ranging from Social Security to water and land protections, from education to the environment and *Roe v. Wade* to *Brown v. the Board of Education*.

The list goes on. The Affordable Care Act, same sex marriage and legalizing women’s right to choose — all hard fought battles that labor supported are on the chopping block.

Although the politics in Washington D.C. may seem far away, we cannot underestimate the long-term consequences and effects of decisions that are being made on Capitol Hill, at the U.S. Supreme Court and on the National Labor Relations Board.

We need to look at the bigger picture, stick together and don’t let special interests divide to conquer us. As the old adage goes . . . together we stand, divided we fall.

Mahie Trask is the daughter of the late labor leader and former HGEA Executive Director David Trask, Jr. She is the current administrator of the HGEA Retirees Unit. The Retirees Unit actively works to promote and preserve legislation that helps public employees, the middle class, seniors and retirees. To join the HGEA Retirees Unit, contact Mahie at (808) 543-0090 or email mtrask@hgea.org.

Making Children's Mental Health Matter



It was a trip plagued from the start and seemed to be headed for disaster. Several years ago, with no one at the state Department of Human Services' Child Welfare Services available, Earl Young of the state Department of Health traveled to Tennessee to assist with transporting a 16-year-old Hawaii youth in a program there to a new program in Utah. With a lack of clear communication on the discharge, running behind schedule and narrowly missing a flight, and with an agitated teenager on a flight that seemed to never come to an end, they landed in snowy Salt Lake City with no inkling where the new program was.

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Unit 13 member Earl Young, mental health supervisor, state Department of Health, Child and Adolescent Mental Health Division.



Making Children's Mental Health Matter

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With these unforeseen circumstances in place, it was surprising that everything all worked out. "In the end, our youth was successfully placed in a community residential treatment program, and I survived my first drive in the snow," said Young, a mental health supervisor in the Child and Adolescent Mental Health Division (CAMHD), Central Oahu Family Guidance Center. A few months later, the youth was discharged and returned to Hawaii.

CARE AND COMPASSION

It is experiences like this — misadventures and all — that Young embraces with a positive attitude and makes him more heartened to take on the challenges that come with his job as one of numerous individuals helping to provide services for children with various mental health problems.

For more than 30 years, Young's career has been about helping people. After a stint as a social service assistant in the state Department of Human Services, he worked for 17 years as a social worker in the state Department of Health's Adult Mental Health Division. "It was a tremendous learning opportunity with tremendous rewards. I saw individuals with severe and

persistent mental illness able to pursue living and employment opportunities while overcoming the negative stigma that is often associated with those suffering from mental illness."

"To see young people successfully transition from young adulthood into adulthood and attend college or pursue a career brings much joy to what we do. To see families plagued with pain, trauma and dysfunction able to successfully become a normal functioning family unit makes what we do more worthwhile."

In his current position as mental health supervisor in the state Department of Health's CAMHD, where he has been since 2005, Young clinically and administratively oversees a team of mental health care coordinators responsible for providing

case management services to children and youth ages 3-20 with complex emotional and behavioral problems. The mental health issues are wide ranging for the several hundreds of children and adolescents who go through the programs. Issues include attention deficit hyperactivity disorder, conduct disorder, oppositional defiant disorder, substance abuse, severe bipolar disorder and major depressive disorder. They see runaways, youth involved in sex trafficking, children who have been physically or sexually abused or experienced other significant trauma, and young males charged with sex crimes. Clinical support is provided by the Family Guidance Centers, and treatment is provided through various service providers.

Despite some of the sad and disturbing cases that he and his staff may see, Young finds his work gratifying. He is truly a supporter and advocate for "Every Child's Mental Health Matters," the CAMHD motto. "When you can see a child or adolescent successfully complete treatment to the point that their lives almost seem normal, it is extremely rewarding," said Young. "To



Mental health supervisor Earl Young and his staff (Unit 13): Mental health care coordinators Liane Nakamichi, Tracy Kobayashi and Beverly Okabe (missing: Erica Raposa).

see young people successfully transition from young adulthood into adulthood and attend college or pursue a career brings much joy to what we do. To see families plagued with pain, trauma and dysfunction able to successfully become a normal functioning family unit makes what we do more worthwhile."

COLLABORATIVE LEADERSHIP AND TEAMWORK

Young is certainly a leader, too, yet he acknowledges that his work could not be done without his hardworking staff. Though as supervisor he seldom works directly with the child, he is always supportive of his staff in their recommendations for level of care. Working together as a team, they figure out the best approach to deal with each case and to provide the best service. "I work in an amazing office with staff that genuinely care about the children and families whom we serve," said Young. "Having staff that see the value and share in the vision of providing the best mental health service delivery to our families is invaluable."

And the feeling is mutual. Beverly Okabe, one of four mental health care coordinators Young supervises, said, "One of Earl's greatest strengths is his empathetic nature. He has led us all by example in his hard work ethic and compassion for the people we provide services to." Speaking on behalf of her fellow mental health coordinators, Okabe continued, "Earl is definitely a people person and we all appreciate him. He is fun, energetic, caring and able to collaborate well with all the agencies we contract with."

Young handles all incoming screening and request for services, and he and his staff brainstorm and problem solve to overcome barriers and obstacles, work collaboratively with other stakeholders such as the state Department of Education, Child Welfare Services and Family Court as well as private physicians and organizations that also provide patient care. They work with family members and other individuals involved and attend court and detention facility hearings. "Our goal is to work on finding positive resolutions and outcomes," Young noted. "I believe our community, legislators and policymakers understand the need to expand the services needed to provide

"I would encourage all members to get involved with the array of opportunities that our union offers to serve and be engaged in. An HGEA membership represents a commitment and appreciation for support and benefits that is second to none. Sticking together to fight and preserve what we have is important now more than ever."

effective evidence-based treatment right here in Hawaii rather than sending our youth to mainland programs. We need greater support and education to families with youth who are in or receiving mental health services."

UNION COMMITMENT

Young's leadership skills as a mental health supervisor are beneficial in his active involvement with HGEA. A longtime steward, chair of the Unit 13 Oahu Island Division and member of the Unit 13 negotiating team, Young feels these roles in turn help him to become a better supervisor in his job. "Being involved with our union has given me the opportunity to voice and advocate on behalf of Unit 13 members, similar to how we support and advocate on behalf of the children and families we serve. I would encourage all members to get involved with the array of opportunities that our union offers to serve and be engaged in," he said. "An HGEA membership represents a commitment and appreciation for support and benefits that is second to none. Sticking together to fight and preserve what we have is important now more than ever."

Young is grateful for all the opportunities he has been given in his career and with his union, church and community activities. It's why he gives back in time and service.

"Educating, understanding and being able to exhibit care and compassion have been the most rewarding aspects of what I do. I have been fortunate to have been afforded opportunities to grow both individually and professionally," said Young. "Having been able to work with both children and adolescents as well as adults have broadened my respect for human dignity and the rights to maintain and have a quality of life that benefits not only a few but as many as possible."



24th Biennial HGEA General Assembly: Moving Forward Together

About 345 delegates gathered for HGEA's 24th Biennial General Assembly at the Sheraton Waikiki Hotel on September 5-8, 2018. The theme was "Moving Forward Together" as we continue to stand in solidarity, combat the untruths of anti-labor organizations and ultra-wealthy corporations and ensure that members understand the value of belonging to a union.

As the highest governing body of the union, the General Assembly convenes every two years and considers amendments to the HGEA Charter & Bylaws, establishes policies and sets forth direction for the organization. Thank you to all of our delegates for a successful convention filled with renewed commitment and optimism.

(1) 2018 General Assembly delegation. (2) President Jackie Ferguson-Miyamoto, referring to the Janus vs AFSCME Council 31 ruling, said "it was encouraging that we received calls and emails from members, and from community leaders as well as our political friends who said 'We believe in unions. We'll stick with you.'" (3) Delivering his message about the continued attacks on labor and the "never quit" attitude of public workers, AFSCME International President Lee Saunders declared: "Rise up to fight for our union. Rise up to defend our freedom. Rise up for public service, our union, our communities and our country." (4) In his State of the Union address, Executive Director Randy Perreira reported that "HGEA is alive and well" and that "the people of Hawaii have not been fooled by the deceptive arguments of the rich and powerful right wing." (5) Outgoing

Kauai Mayor Bernard Carvalho, a HGEA member for 33 years, talked about "standing strong united" and entertained the crowd with an impromptu jingle about solidarity. (6) Derek Kawakami, newly elected mayor of Kauai and HGEA member, shared his family ties to labor unions and thanked HGEA for its accomplishments not just for public workers but for everyone in Hawaii. (7) Panel discussion on Constitutional Convention: HSTA Executive Director Wilbert Holck, Public Interest Attorney Kim Coco Iwamoto, KITV News Anchor Paula Akana (moderator) and Hawaii News Now Managing Editor Daryl Huff. (8) Unit 14 member Ryan Kamealoha speaks up about a proposed resolution. (9) Delegates closed the convention by singing Hawaii Aloha.



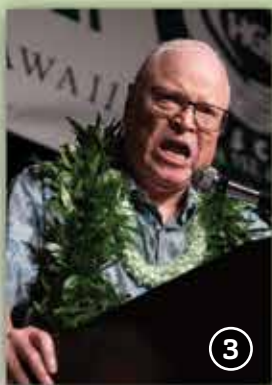
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Growing up in a union strong household, Ginete Hayes admired her parents' work ethic, civic-mindedness, and commitment to their fellow co-workers and union members. Now, as a long-time steward and chair of the Unit 13 negotiations team, she aims to make decisions that benefit all HGEA members, often leading by example. "Making tough decisions isn't easy, but it's necessary," she says. "We have to do what's best for all of our members, current and future, no exceptions." When referring to union-negotiated benefits like wage increases or vacation and sick leave, she believes all HGEA members should receive the same benefits, "No more, no less."

Hayes' commitment to improving the standard of living we enjoy extends beyond negotiating for her fellow union members. She's working to improve the quality of life for everyone in our state. "I choose a career in public service because I know I can make a difference," she says. For six years, Hayes oversaw the Hawaii Electronic Benefit Transfer (HI/EBT) program provided by the state Department of Human Services (DHS) Benefit, Employment & Support Services

Fighting for our Future

Division (BESSD). "It may not be the most financially rewarding career, but we're helping people get back on their feet, and that's not a bad thing."

Her can-do attitude and penchant for going the extra mile recently earned Hayes a larger role with more responsibility. In her new position as systems, operations, and requirements office administrator, she's now responsible for overseeing systems acquisition and ongoing maintenance for BESSD, and ensures that system application and support provided by the division remain current. Additionally, she works with the department's information technology and state's Enterprise Technology Services staff to make sure that division services can be provided timely and efficiently to some of the state's most vulnerable individuals through welfare assistance and self-sufficiency services such as employment, work readiness, education, child care services and homeless program services.

Through years of collaboration on professional projects and union business, Hayes recognized a need for more inclusivity and succession planning in both environments. "Having access to the information we need now is important, but passing that information on to the next generation is crucial," she says. While involved in Next Wave, a program for new

union members, Hayes began facilitating roundtable discussions and played an integral role in creating The Haumana Project, a mentorship program for young and new union members, which continues to garner attention from unions across the nation. "Educating the next generation of workers is critical. They need to know how unions affect our survival," says Hayes. She, of course, continues to do her part in educating our youth. "My oldest son plans to join the Seafarers when he's done with school," she says with a smile.

Between her day job and union activism, Hayes finds the time to enjoy calligraphy, crafting, and has recently taken up pyrography, the art of decorating wood with burn marks.

Due to a vacancy on the HGEA State Board of Directors, the Unit 13 Board of Directors elected member Ginete Hayes to fill the remainder of the term which runs until June 30, 2019. The election was held by the Unit 13 Board on Oct. 20, 2018, at the HGEA Oahu Division Office at 888 Mililani Street, Honolulu, Hawaii in accordance with HGEA Bylaws Article V, Section 10 (b) paragraph 3[i] and Unit 13 Bylaws Article V, Section 9 (a)[ii] that addresses the process for filling vacancies of unexpired board of director terms of less than eighteen (18) months within forty-five (45) calendar days from the date the vacancy occurs.



Pyrography on bamboo cutting boards by Hayes.



Jen Moses (Unit 3), Veronica Tarleton (Unit 3), Ginete Hayes (Unit 13) and Kalani Motta (Unit 13) show their union pride at this year's General Assembly with Hayes' handmade signs.

Managing Oahu's Urban Forest

The City & County of Honolulu is committed to planting 100,000 trees across the island of Oahu by 2025 and to increasing the urban tree canopy cover to 35 percent by 2035. One of the City employees helping to attain those goals is Unit 13 member Brandon Au, a certified arborist and park grounds improvement supervisor in the Department of Parks and Recreation's Division of Urban Forestry (DUF).

"Having trees in our urban areas provides the most benefits to the environment and for everyone," says Au. "Living in an urban forest makes it a challenge for trees to thrive and survive in the surrounding hardscape. We must do our job to keep trees alive and healthy."

Most residents living on Oahu may not know there are people like Au and the rest of the team of City DUF workers who every day cultivate and manage trees on the island to benefit residents' overall good health, beautify our city and lower increasing temperatures due to global warming. The DUF manages over 240,000 trees on Oahu, the largest inventory of trees managed by an entity in the urban environment.

Au has been with the City for nearly 18 years, starting out as a nursery worker before being promoted to park grounds improvement supervisor, overseeing the Nursery and Landscape Section of the Horticulture Services Branch. Prior to graduating from college with a business management degree, Au worked in the nursery and landscape industry but did not plan to pursue it as a career. However, his passion for trees and plants helped keep him on that path.

That passion, along with his expert knowledge and experience, has not gone unrecognized. Called "truly irreplaceable" and "one of the most respected arborists in the division," Au was named the Department of Parks and Recreation's Employee of the Year in 2018. In his nomination for the award, it was written:



Brandon Au (center), City & County of Honolulu Department of Parks and Recreation's 2018 Employee of the Year.



Certified arborist Brandon Au conducts pre-installation tree inspections at plant nurseries at the request of private landscape contractors before they install trees on City-approved projects.

"Brandon is the go-to-guy when it comes to conducting inspections of tree plantings and landscape planning. This duty involves reviewing plans, contracts and site visits for developments in public, private and residential sectors. As a result, there is no limit to the type of organization or person with whom Brandon can effectively work with."

As a certified arborist at DUF, Au manages the City's tree inventory along City roads and in City parks, oversees private contractors working on trees, consults various government agencies in tree preservation and protection, and reviews tree health assessments submitted by private arborists. "You can almost call me a tree doctor," he says, jokingly.

Au, along with fellow City arborists and other supporters of Trees for Honolulu's Future, a nonprofit organization, are part of the City's initiative to ensure a more sustainable and resilient future for Oahu. "The work that we do may not seem important as trees cause inconveniences and hardships in terms of maintenance," Au says. "But we need trees and trees need us to survive. It is our responsibility to preserve as many trees as possible." Even in his spare time, Au is tirelessly involved in volunteer efforts to keep our future green, working with Landscape Industry Council of Hawaii and conducting training programs for the International Society of Arboriculture and Hawaii Landscape Irrigation Contractors Association.

"Working with dedicated people with high standards and goals makes me want to become better at what I do," says Au. "I believe we work to strive and improve our City to the best of our capability. So far, it has been a great and challenging experience."

Got a Notice of Substandard Performance? These tips will help you through the process.

It's a stressful situation when your supervisor begins documenting substandard performance or deficiencies in your work. This can lead to termination. However, you have a right to due process and a right to tell your side of the story.

In order for a union agent to help you through the process, there are steps you must take in a timely manner, and information that you need to document.

Sometimes the number of items listed for improvement and the turnaround time for a response may seem overwhelming. Don't panic and freeze. HGEA needs you to get busy documenting your responses to the allegations in the notice of substandard performance. Here are some tips:

- **You have the right to rebut all incidents of alleged substandard performance in the supervisor's discussion notes.**
- **You have the right to have your rebuttal attached to all notations of substandard performance.**
- **You have a right to receive a copy of the supervisor's discussion notes each time a notice of substandard performance is made.**
- **You should be given a reasonable time to respond to all incidents of alleged substandard performance.**
- **If the turnaround time for your rebuttal is too short, ask for more time, and if your request for more time is denied, include that in your rebuttal. Write in your documentation why you needed more time, etc. (e.g., to research and prepare a response).**
- **If the allegations of substandard performance are unclear and difficult to respond to, include that information in your rebuttal and what information you need for a fair opportunity to respond.**
- **For each allegation that you disagree with, write a factual response.**

Time is of the essence. If you have questions about the performance evaluation process or about written notices of substandard performance in supervisor's discussion notes, contact the HGEA Member Service Center at (808) 543-0000 or service@hgea.org for assistance.

Pet Walk Pā'ina

Oahu members provided assistance at the Hawaii Humane Society's 28th Annual Pet Walk in October. The fun annual event, which took place at Kolowalu Park in Ward Village this year, raises money to benefit animals and people.



Hawaii Island in the Community



(1) WALKING FOR A CAUSE

Hawaii Island members took part in the Alzheimer's Walk at Liliuokalani Park in Hilo in September. The walk is an annual event to raise awareness of Alzheimer's disease, educate the public of services available for patients and family members, and raise funds for the fight against Alzheimer's. Many families are affected in some way by this disease. The HGEA All Units Team has been participating in this fundraiser for several years to help the cause.

(2) HONORING VETERANS

The West Hawaii Steward Council, led by Unit 3 member Rachael Alices, have made hundreds of ti-leaf lei to drape around the grave stones, and have hung lei for the columbarium on Veterans Day to honor our veterans who are interned at the West Hawaii Veterans



Cemetery. Many of our HGEA members have donated ti-leaves, made lei, as well as come out on Veterans Day to help drape the lei. A BIG MAHALO to everyone who have helped us with this project!

(3) PROVIDING CHRISTMAS CHEER

The Hawaii Island Division participated in the Operation Christmas Child project again this year. "The Community Action Committee thought it was a joyous project to undertake, collecting items as a Christmas gift for a child in a country that has never received a gift before," said Cindy Hara (Unit 3). "While the country/child is unknown to us, we feel strongly that every child deserves to feel loved even if from a stranger many miles away from them." The shoeboxes donated included school supplies, toiletries and many toys.

Salvation Army 48th Annual Thanksgiving Dinner

Thank you to all of our members who helped with the Salvation Army's 48th Annual Thanksgiving Dinner at Neal Blaisdell Exhibition Hall on Oahu. We appreciate the volunteers who supported the effort to provide meals for those in need throughout the islands this Thanksgiving.





Debra Kagawa joins HGEA as deputy executive director for field services

Debra Kagawa joined HGEA as Deputy Executive Director for Field Services, overseeing the field services endeavors statewide in October. She recently owned her law practice where she represented clients in grievance arbitrations and other employment litigation for more than 20 years. Prior to working in private practice, she was a Deputy Corporation Counsel for the City and County of Honolulu and represented the City in labor relations matters, including interest and grievance arbitrations, administrative hearings and civil actions and appeals. Kagawa earned a juris doctor degree from Whittier College School of Law in California. Before going to law school, she worked for three years as an HGEA union agent on Kauai.

Next Wave Update

EDUCATING MEMBERS

In September, Next Wave members who served as delegates to the 24th Biennial HGEA General Assembly helped prepare for the New Delegate Orientation. Thank you for "moving forward together" with your support for a successful convention.

VOLUNTEER WORK

Once again, Next Wave members volunteered at the Make-a-Wish Foundation's Jingle Rock Run at the State Capitol and assisted with pre-registration packet pickup. This annual event in December helps raise funds for keiki in Hawaii battling a critical illness. Mahalo to those who walked, ran and wished it forward!

POLITICAL ACTION

Next Wave members are looking forward to remaining active on the political front with the upcoming 2019 legislative session.

JOIN US!

We continue to recruit and engage young and new HGEA members statewide through various events and initiatives.



Next Wave Chair Kehau Makaila (Unit 3) delivered the invocation at the 24th Biennial General Assembly in September.



Stay tuned for Next Wave happenings, and join us for our next activity or event. Want more information about Next Wave? Email us at nextwave@hgea.org.

Ka Ipu 'Aina (Container for the Land)



HGEA's Oahu Community Action Committee participated in this year's Matson Ka 'Ipu 'Aina Program, partnering with Hanahau'oli School to clean up Sandy Beach in November. Monies donated by Matson benefit the Charles R. Kendall Scholarship Education Fund.

Important Contract Articles to Know

Have you ever opened up your bargaining unit contract to an article and wondered what it meant? Or, have you ever wondered about the interpretation of a particular article or whether you even had the correct article for your situation? Take advantage of this opportunity to expand your knowledge and understand your bargaining unit

contract. Learn about the important articles such as vacation leave, sick leave, management rights and break times.

Interested in a lunch hour presentation? Call the HGEA Office at 543-0000 to set up an appointment and our staff will be more than willing to share this important information with your office.

AQUA-ASTON ADVANTAGE

HGEA members receive preferred rates and perks!

Let us help you manage your time and budget with
40 hotels and resorts throughout Hawaii, Orlando,
and Costa Rica.

For more details visit hgea.org, Member Discount Page.



HOTELS FOR *All*

Upcoming Events

Oahu

January 16: 2019 Legislative Session convenes

January 21: Martin Luther King, Jr. Parade (begins at Ala Moana Park's Magic Island, ends at Kapiolani Park, 9:00 a.m. to 12:00 p.m.)

January 26: Men's Basketball, UH vs. UC Davis (Stan Sheriff Center)

February 16 & 17: HGEA State Bowling Tournament (Kauai Bowl, 4303 Rice Street, Lihue) Singles/Doubles Event on Saturday, February 16, 2019, 10:00 a.m.; Team Event on Sunday, February 17, 2019, 10:00 a.m.; Banquet at 6:00 p.m., Sunday, February 17, 2019. (banquet location to be determined)

February (date to be determined): NOAA Whale Watch (tentative)

March 16: American Diabetes Association – "Tour De Cure"

April 13: Hawaii Food Bank's 30th Annual Food Drive – Waterfront Plaza (Restaurant Row)

March 9: Movie Day: Captain Marvel (Ward Theatre, 9:30 a.m.)

March 9: Men's Volleyball, UH vs. Pepperdine – Last day of the Outrigger Invitational (Stan Sheriff Center)

April 19 (Good Friday): Baseball, UH vs. CS Fullerton (Les Murakami Baseball Stadium)

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

Maui

January 21: Martin Luther King, Jr. March (Details to be announced)

February 16 & 17: HGEA State Bowling Tournament (Kauai Bowl, 4303 Rice Street, Lihue) –Singles/Doubles Event on Saturday, February 16, 2019, 10:00 a.m.; Team Event on Sunday, February 17, 2019, 10:00 a.m.; Banquet at 6:00 p.m., Sunday, February 17, 2019 (banquet location to be determined)

February 26: Hanafuda (HGEA Office, Room 207)

March 2: Silversword Planting (Haleakala)

March 3: Tennis (Wells Tennis Courts)

March 13: Basketball (War Memorial Gym)

March 20: Basketball (War Memorial Gym)

March 27: Basketball (War Memorial Gym)

April 1: Bingo (HGEA Office, Room 207)

April 3: Basketball (War Memorial Gym)

April 6: Cemetery Clean up (Kwong Fook Tong)

April 10: Basketball (War Memorial Gym)

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

Kauai

January 19: Martin Luther King Jr. March – March from HGEA Meeting Hall along Lihue Bridge to Kukui Grove Shopping Center; sign holding at Kukui Grove Shopping Center; march back to HGEA Meeting Hall. (Meet at HGEA Meeting Hall at 8:15 a.m.)

February 16 & 17: HGEA State Bowling Tournament (Kauai Bowl, 4303 Rice Street, Lihue) –Singles/Doubles Event on Saturday, February 16, 2019, 10:00 a.m.; Team Event on Sunday, February 17, 2019, 10:00 a.m.; Banquet at 6:00 p.m., Sunday, February 17, 2019 (banquet location to be determined)

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

February 2: Labor of Love: a UNION give back project (Chiefess Kapiolani Elementary School, 8:00 a.m. to noon). Check-in begins at 7:30 a.m. in cafeteria. If you are interested in helping out on this day of community service, complete volunteer application and submit to Ann Ebesuno at aebesuno@hgea.org. For more info, email LCSP@hawaiiocio.org.

February 16 & 17: HGEA State Bowling Tournament (Kauai Bowl, 4303 Rice Street, Lihue) – Singles/Doubles Event on Saturday, February 16, 10:00 a.m.; Team Event on Sunday, February 17, 10:00 a.m.; Banquet at 6:00 p.m., Sunday, February 17 (banquet location to be determined)

February 27: Left, Center, Right – Join in and play from 5:30 p.m. to 7:00 p.m. at West Hawaii Civic Center, Building G, Kailua-Kona, Hawaii. Register online at www.hgea.org, call Ann Ebesuno at 961-0763 or email aebesuno@hgea.org.

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

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2019 HGEA State Board Elections

Elections for the 2019–2021 term of office for the president and board of directors will be held in 2019. Active members interested in running will be able to pick up a candidate packet from the HGEA offices starting **Tuesday, February 5, 2019.**

In addition to electing the president, active members will elect directors for Units 2, 3, 4, 6, 8, 9, 13, 14, Hawaii-at-large, Kauai-at-large, Maui-at-large and Oahu-at-large.

Key dates in the election schedule are:

Thursday, March 7 Deadline to submit nomination petitions

Friday, March 22 – Sunday, April 21 Period for mailing ballots

Tuesday, May 7 Last day to vote (Election Date)
*Ballots must be hand-delivered before 4:30 p.m.
or postmarked before midnight.*

Friday, May 17, 4:30 p.m. Deadline to receive mailed ballots postmarked by midnight, May 7.

Saturday, May 18, 8:00 a.m. Ballots counted and results certified.

The president and directors will serve from **July 1, 2019 to June 30, 2021.**

Positions are volunteer and unpaid.

2019-2020
CHARLES R. KENDALL
SCHOLARSHIP

Applications due:
January 22, 2019

Apply online: www.hgea.org/kendallscholarship

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.