

THE PUBLIC



Employee

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Safety and Security Specialist
Orasa Fernandez

Message from the Executive Director



Dear Members,

As in every odd-numbered year, HGEA is locked in contract negotiations for our bargaining units. This year, seven separate units are looking to negotiate a successor agreement for the 2019-2021 contract period. And, as usual, we are running into the standard opposition to ensuring that a fair wage increase will be negotiated.

During this round of bargaining, however, the conversation around wage inequity is growing louder all across our country, including here in Hawaii. A movement is growing to provide all workers a living wage. We've seen it happen in different states, and here at home the successful UNITE-HERE strike illustrated the need to ensure that all workers receive better wages as the cost of living continues to soar. Additionally, this idea was validated with the amendment of the minimum wage bill in the Hawaii Senate that would establish a new minimum for state employees.

Why is this unprecedented move to propose a \$17 minimum wage for state employees so significant? To start, many of our HGEA members do not currently make \$17 an hour. In fact, well over 3,000 members make less than the proposed minimum wage of \$17 an hour. These hard-working people, who make government function every day and provide vital public services, struggle to make ends meet and provide for their families. And let's not even get started in talking about the cost of health care that you get via the EUTF. It's no longer the case that lower wages for public workers are justified by a more generous benefits package. In Hawaii public workers pay approximately 40 percent of the cost of their healthcare benefit — one of the highest percentages of any public workers in the country.

Now we have seen the salary commissions at all levels of state and county government recommending substantial pay increases for elected and appointed officials this year. The reasons cited: cost of living, providing a wage to recruit and retain qualified individuals, and ensuring that managers are paid better than their subordinates. All of these reasons should sound familiar — they are the same logical reasons we cite in our negotiations with the very people who are looking to get an increase as recommended by the salary commissions.

As our union continues to fight for reasonable and fair pay increases to improve our members' lives, we say it's high time our elected and appointed leaders apply the same rationale they use to justify their pay increases to those who really do the work. It's time to for Hawaii to invest in its public workers.

In solidarity,

Randy Perreira
HGEA Executive Director

THE PUBLIC
Employee

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2019 Legislative Update

During this and every legislative session, HGEA staff has been hard at work tracking, monitoring and testifying on bills that affect working families like yours.

In particular, HGEA raised serious concerns about House Bill 1539, which seeks to eliminate the Hawaii Health Systems Corporation (HHSC) Oahu Regional Board and to consolidate operations into the HHSC Corporate Board. At the time this issue of *The Public Employee* went to print, the Senate had made significant changes to the bill, such as changing the



Neal Yanagihara, occupational therapist and Unit 13 member at Maluhia Hospital, testified against the bill to eliminate the HHSC Oahu Regional Board.

composition of the corporate board and creating a right of first refusal for the state Department of Health, the Governor and the Mayor to purchase property or rights prior to privatization.

HGEA Executive Director Randy Perreira recently met with and gave updates to members who work at Maluhia Hospital and Leahi Hospital, the two hospitals on Oahu that would be impacted with the passage of this bill. As the elderly population increases, the need is increasing for the residential and day care services provided at Maluhia and Leahi, which provide important safety net services for the community. In written testimony opposing the HHSC Oahu Region consolidation bill, Perreira said, "We respectfully raise concerns over the continuation of patient care and the impact to operations should the Oahu region be eliminated ... after the privatization and removal of the three Maui region hospitals from the Corporation, we cannot support a piecemeal approach to integrate one region while the other regions maintain independence." HGEA members also testified in opposition to the bill and expressed the importance of keeping the Oahu Regional Board.

HGEA continues to closely monitor this bill and others. For the most up-to-date information, please visit www.hgea.org/prioritybills.

Contract Negotiations Update

No Agreement Reached, Units Moving Toward Arbitration

As *The Public Employee* went to print, negotiating teams for Units 2, 3, 4, 8, 9, 13 and 14 had submitted "informal" counter proposals to the Employer's "informal" offer. The teams submitted counter proposals because the Employer's offer was not acceptable and other unions have received better in their negotiations or settlements. Since then, the Employer has rejected all negotiating teams counter proposals. That means units will continue to move toward arbitration with Unit 9, representing approximately 1,200 registered professional nurses, going first, starting in May.

The Employer has proposed to increase its contribution to the Hawaii Employer-Union Health Benefits Trust Fund (EUTF) to maintain the 60/40 employer/employee split based on the most popular HMSA 80/20 plan. That increase in employer contributions would go into effect on July 1, 2019. By law, we cannot arbitrate the amount of contributions the employer makes to the EUTF.

HGEA looks forward to presenting our cases for fair wage increases to recruit and retain highly qualified employees to the arbitration panels.

We will keep you updated on the status of negotiations through eBulletin.

Waters Elected to City Council District 4

Thank you to everyone who came out to support Tommy Waters in the special election for Honolulu City Council District 4. From sign waving to canvassing and phone banking to helping with campaign literature and talking to friends and family in the district, our members, retirees and staff were there helping out. Thanks again to all of the volunteers, and congratulations to Tommy Waters — we look forward to working with you!



Tommy Waters (center) with HGEA Retiree members.

2019–2021

State Board Election

26 Members Run for Office



IMPORTANT DATES TO REMEMBER

VOTING DEADLINE

Tuesday, May 7, 2019

Ballots must be postmarked before midnight.

DEADLINE TO RECEIVE MAILED BALLOTS

4:30 p.m., Friday, May 17, 2019

Ballots must be postmarked before midnight May 7.

BALLOT COUNTING

8:00 a.m., Saturday, May 18, 2019

N&K CPAs, Inc. will count ballots and certify results.

An election is now being held for the state board's 2019-2021 term. The HGEA Board of Directors is responsible for policy decisions affecting the organization. The president and the board, who will serve from July 1, 2019 to June 30, 2021, are not paid for their services.

The 13 total director seats up for election this year are one for President, one for Oahu-at-Large, six for Unit 3, four for Unit 13 and one for Unit 14. Candidates who ran unopposed were automatically elected (see page 7 for the list of unopposed candidates).

Ballots were mailed to eligible members in mid-April.

- Active members on all islands will receive one ballot to elect the President.
- Active members who live on Oahu will receive one ballot to elect their island's At-Large Director.
- Active members in Unit 3, Unit 13 and Unit 14 will get an additional ballot to elect their Unit Directors.

The last day to vote is May 7, 2019. All ballots must be mailed to N&K CPAs, Inc., the third-party elections organization for the 2019-2021 board election. Hand-delivered ballots will not be accepted.

For disability access information or other accommodations, please call N&K CPAs, Inc. at (808) 524-2255 by April 29, 2019.

Questions about your ballots? Call N&K CPAs, Inc. at (808) 524-2255.

For more information on the 2019–2021 HGEA state board election, including complete candidate profiles and videos, visit: www.hgea.org/boardelections2019

PRESIDENT (1 seat)

JON A. GASPER



Office Assistant
Unit 3
State Dept. of Commerce
& Consumer Affairs
Professional and
Vocational Licensing
Oahu

Having served 4 terms on the State Board as a Unit 3 Director, I believe I have gained the experience needed to continue to serve the membership as President of HGEA. We need to all work together in this post Janus era to help keep HGEA important to our membership.

HAROLD K. NAONE



Supervising Police Radio
Dispatcher
Unit 4
Honolulu Police Department
Communications Division
Oahu

As the President, "Together we are HGEA STRONG" and I would like to lead our union. Our staff and leadership teams are committed to our membership. Vision — HGEA is a thriving organization with high membership involvement, respected in the community and dedicated to improving the lives of all people.

ELWYN L. WATKINS



Building and Security
Systems Engineer
Unit 8
University of Hawaii
John A. Burns
School of Medicine
Oahu

We must continue to recruit new members and encourage current members to stay on with the union. I believe I possess the leadership qualities needed to move this agenda forward.

OAHU-AT-LARGE DIRECTOR (1 seat)

DAVID T. HAFNER



Telecommunications Planner
Unit 13
State Department of Defense
Hawaii Emergency
Management Agency
Oahu

The cost of living adjusted average salary for the Hawaii State worker is ranked the 50th lowest in the country. The solvency of our retirement plan is ranked the 42nd lowest. Many will not be able to retire in Hawaii. Let's work together to make www.hawaiiforall.org

HELEN H. HAMADA



Media/Graphic Designer
Unit 8
University of Hawaii
Kapiolani Community College
Oahu

- After the Janus vs. AFSCME decision by the U.S. Supreme Court, we need to push harder to advocate for our rights and benefits.
- Hold our elected officials accountable.
- Initiate changes in this Union to better serve our members: Legal Advisory Programs, more involvement with AFSCME and its programs.

GINET U. K. HAYES



Eligibility Program Specialist
Unit 13
State Department of Human
Services
Benefit, Employment &
Support Services Div.
Oahu

I've had the privilege to participate in various union activities throughout my ten years of union membership and as a union leader. I want to continue to serve all members, especially Oahu, to maximize union services and activities for all current and future members.

APRIL 2019

5

UNIT 3 DIRECTOR (6 seats)

VALERIE A. ALATASI



Cashier
Unit 3
County of Maui
Department of Finance
Real Property Tax Division
Maui

I want to help HGEA & AFSCME to be bigger & better. They do so much to help us. So I want to get involved as much as I can. I also want to help Maui. There is a lot to see & learn. The Board of Directors are so helpful & informative. I will do what it takes to help with any project.

ANGIE K. HASHIMOTO



Educational Assistant
Unit 3
State Department of
Education
King Intermediate School
Oahu

My ultimate goal is trust and honesty! I'm dedicated to representing the membership and working towards open communication for all members. This is a member-driven union, where you can share your voice, be involved to fight for job security with pay and benefits and exceptional working conditions.

DARLEEN K. HOSHIDA



Cashier
Unit 3
State Dept. of Commerce
& Consumer Affairs
ASO/Fiscal
Oahu

Having served two terms as a Unit 3 State Board Director and as a Unit 3 OID Officer, I would like to continue to serve the membership. I am running because I believe that together we can do the work that needs to be done.

ALISON JULIANO



Educational Assistant
Unit 3
State Department of
Education
Windward District
Oahu

Running for office will allow me to represent Unit 3. I will be given the opportunity to speak directly to the Board of Directors as a whole and address situations that arise. Being part of the Board will help to bridge the gap between the Board and Unit 3 members.

JAMES J. LOGUE



Eligibility Worker
Unit 3
State Department
of Human Services
Benefit, Employment &
Support Services Div.
Oahu

From working the private sector, the military, and as a union member, I understand the impacts on struggling families. I'll do my part to protect the union and its standards in the age of automation. We all want to retire, and I want to ensure we can all retire comfortably.

KEHAULANI A. MAKAILA



Educational Assistant
Unit 3
State Department of
Education
Oahu

I am running for office because I want ...
- To be an active voice for ALL members
- To "lead by example" ... actions speak louder than words
- More transparency from the top down
- To be a part of the solution NOT the problem

UNIT 3 DIRECTOR (6 seats)

DUKE J. NAKAMATSU



Commission Support Clerk
Unit 3
County of Kauai
Department of Planning
Kauai

I'm running for State Board of Directors, Unit 3, to help strengthen relationships and unity among members and fight for better equity among the bargaining units.

SILILO (JUNIOR) PALE



Campus Security
Unit 3
State Department of
Education
Castle High School
Oahu

Being a voice for the members is my priority. I will be the advocate for members to find answers to their questions about their Union so that HGEA is ready to support its members with good representation. I want to move HGEA forward by opening communication.

LAKEA C. A. K. TJOMSLAND



Police Radio Dispatcher
Unit 3
Honolulu Police Department
Communications Division
Oahu

As a Director I will give our membership a strong voice and ensure your interests are being represented. I have been an advocate for over 10 years. I will continue to preserve and strengthen member rights and benefits. I will work to communicate and keep membership more informed.

VERNON L. VERZON



Educational Assistant
Unit 3
State Department of
Education
Central District
Oahu

I am running for office to represent all of the talented people who make Unit 3 great. I am a team player who listens to members' needs and wants to make sure their rights and benefits are always protected.

UNIT 13 DIRECTOR (4 seats)

JOSEPH V. BONIN



Investigator
Unit 13
State Department of the
Attorney General
Oahu

Post Janus we need to focus on improving the service and product we provide to our members. I've decided to take this next step in order to help drive that forward.

JESSICA E. R. CARROLL



Clinical Psychologist
Unit 13
State Department of
Education
School-Based Behavioral
Health
Hawaii

It is a crucial time for workers to understand the benefits of union membership and to keep members engaged. I bring a unique perspective to the table and have an understanding of the challenges that face us, given the multitude of job roles that comprise Unit 13.

DANNY DE GRACIA



Program Specialist
Unit 13
State Department of Health
Chronic Disease Prevention
& Health Promotion
Oahu

HGEA members are the backbone of Hawaii and deserve higher pay, better benefits, and a retirement worthy of their sacrifices. Rapid costs of living have caused civil service employees to put on hold their dreams just to make ends meet. I want to fight for your future!

AMANDA R. K. LOWREY



Sanitarian
Unit 13
State Department of Health
Environmental Health
Services
Oahu

I would like to continue to serve my fellow members. In this post-Janus world, we need strong leaders who will FIGHT TOGETHER FOR ALL of us as the Employer relentlessly strips away our rights and benefits. I humbly request your vote for Unit 13 Director to be your advocate.

UNIT 13 DIRECTOR (4 seats)

KALANI MOTTA



Child/Adult Protective
Services Specialist
Unit 13
State Department of Human
Services
Child Welfare Services
Hawaii

I am running to bring people together through common sense and collaboration, to rehabilitate Unit 13's image throughout the entirety of HGEA.

MUHAMMAD ANWAR QUADRI



Public Health Educator
Unit 13
State Department of Health
Chronic Disease Prevention
& Health Promotion
Oahu

The Supreme Court's Janus decision against public employees was an effort to bury employees' voice. I believe in our union, and want to be a true representative of Unit 13. I will convey your voice and concerns to the Board, protecting our rights, and fighting for fair pay and benefits.

BENNETT T. YAP



Information Technology
Specialist
Unit 13
State Department of Labor
and Industrial Relations
Oahu

I have gained valuable experience and knowledge serving as your Unit 13 State Board Director and HGEA Treasurer for the last 20 months. I would like to continue to serve you, my fellow peers and co-workers, as HGEA moves forward protecting our rights and benefits.

UNIT 14 DIRECTOR (1 seat)

CHARLES R. AMONG, JR.



Deputy Sheriff
Unit 14
State Department of Public
Safety
Sheriff Division
Oahu

I believe Deputy Sheriffs, Conservation Resource Officers, Harbor Enforcement Officers and Water Safety/Ocean Safety Officers deserve fair compensation for the often hazardous and dangerous situations that we face on a daily basis. These public safety officers also deserve to have work areas that are conducive to productivity and safety.

MICHAEL S. C. OAKLAND



Deputy Sheriff, Lieutenant,
Section Commander
Unit 14
State Department of Public
Safety
Sheriff Division
Oahu

Being one of the people responsible for the creation of BU 14, I would like to serve this second term to help ensure items get into our contract that will reflect the professionals we are.

BRYAN S. PHILLIPS



Water Safety Officer
Unit 14
City & County of Honolulu
Emergency Services
Ocean Safety Division
Oahu

With 15 years of experience in public safety as a lifeguard I have a good grasp on the issues that affect us all. Having testified during the last BU14 arbitration and have been serving on the negotiations team and have demonstrated that I can work with both LEOs and OSD members.

UNOPPOSED CANDIDATES

The following eight candidates ran unopposed and are automatically elected.

HAWAII-AT-LARGE
DIRECTOR

KALO A R. N.
ROBINSON

Housing Specialist
Unit 13
County of Hawaii
Office of Housing & Community
Development Division
Hawaii

KAUAI-AT-LARGE
DIRECTOR

ERIC S.
INOUE

Information Technology Specialist
Unit 13
County of Kauai
Department of Finance
Kauai

MAUI-AT-LARGE
DIRECTOR

HOLLIE K. A.
DALAPO

Golf Course Operations Clerk
Unit 3
County of Maui
Department of Parks
and Recreation
Maui

UNIT 2
DIRECTOR

LANCE M.
KAMISUGI

School Food Service Manager
Unit 2
State Department of Education
Mililani Middle School
Oahu

UNIT 4
DIRECTOR

PAM
MITSUMURA

Parking Enforcement & Collection
Supervisor
Unit 4
Honolulu Police Department
Traffic/Parking Enforcement and
Collection
Oahu

UNIT 6
DIRECTOR

DEREK K.
MINAKAMI

Principal
Unit 6
State Department of Education
Kaneohe Elementary School
Oahu

UNIT 8
DIRECTOR

MARK C.
YAP

IT Manager
Unit 8
University of Hawaii
Curriculum Research &
Development Group
Oahu

UNIT 9
DIRECTOR

JUSTIN
LAM

Section Supervisor, RN
Unit 9
State Department of Health
Office of Health Care Assurance
Oahu



Sun Up to Sun Down Lifeguard Coverage Begins at Hanauma Bay

For the guardians of Hawaii's beaches, saving lives doesn't stop just because the clock says it's quitting time. Now, in the new Ocean Safety District 5 at Hanauma Bay on Oahu's east side, work hours are extended in a pilot program that gives the public added protection.

"I can't tell you how many times over the past ten years I've done a rescue either before or after work," says Ka'iulani Bowers, Water Safety Officer, HGEA Unit 14. "So to have the ability to be here from sun up to sun down is great, we will be able to help more people."

Early Sunday morning, February 24, 2019, the pilot program launched with high hopes and expectations. Twenty-five ocean safety officers will work 10-hour shifts, four days per week, extending lifeguard coverage from 6 a.m. to 6 p.m. in the winter and until 7 p.m. in the longer days of summer.

Honolulu Ocean Safety Chief John Titchen spoke to the new crew during orientation: "We've gone all in on this and you guys are part of it. We are a team, like a little family out here. If it's going to work, it's going to be because of you, it's literally you guys." Titchen said the whole department is watching to see how the pilot program works out.

The sun up to sun down coverage is a first in Hawaii and became a reality as the employer, the union (HGEA) and Unit 14 members worked together through the consultation process, an important part of union representation. Due to the new 10-hour shifts, adjustments had to be made for vacation and holidays.

"It's a good start to see how the extended hours will service the public. It's something the public and the guards want," said HGEA Field Services Officer Joy Kuwabara. "They really take it to heart and want to prevent any potential accidents and ensure that the public is safe."

The objective of consultation is to make sure organizational changes are successful for both the employers and the employees. Per contract, the employer is required to consult with the union, the members' exclusive representative. This process gives employees a forum and voice to express their ideas and concerns when the employer wants to implement major changes. It's important to hear from the workers because no one has more knowledge of the job and its requirements than the people who are doing it each day. Without a strong union, employers can and do make unilateral changes and employees may have little to no say. In this consultation, one of the many

items HGEA worked for on behalf of the lifeguards was to keep holiday pay consistent with those working eight-hour days, which is paid at time and a half. The employer initially kept holiday pay the same; however, HGEA argued that it is only fair to pay time and a half for the full 10-hour shift because that is the District 5 regular hours. It was eventually agreed upon.

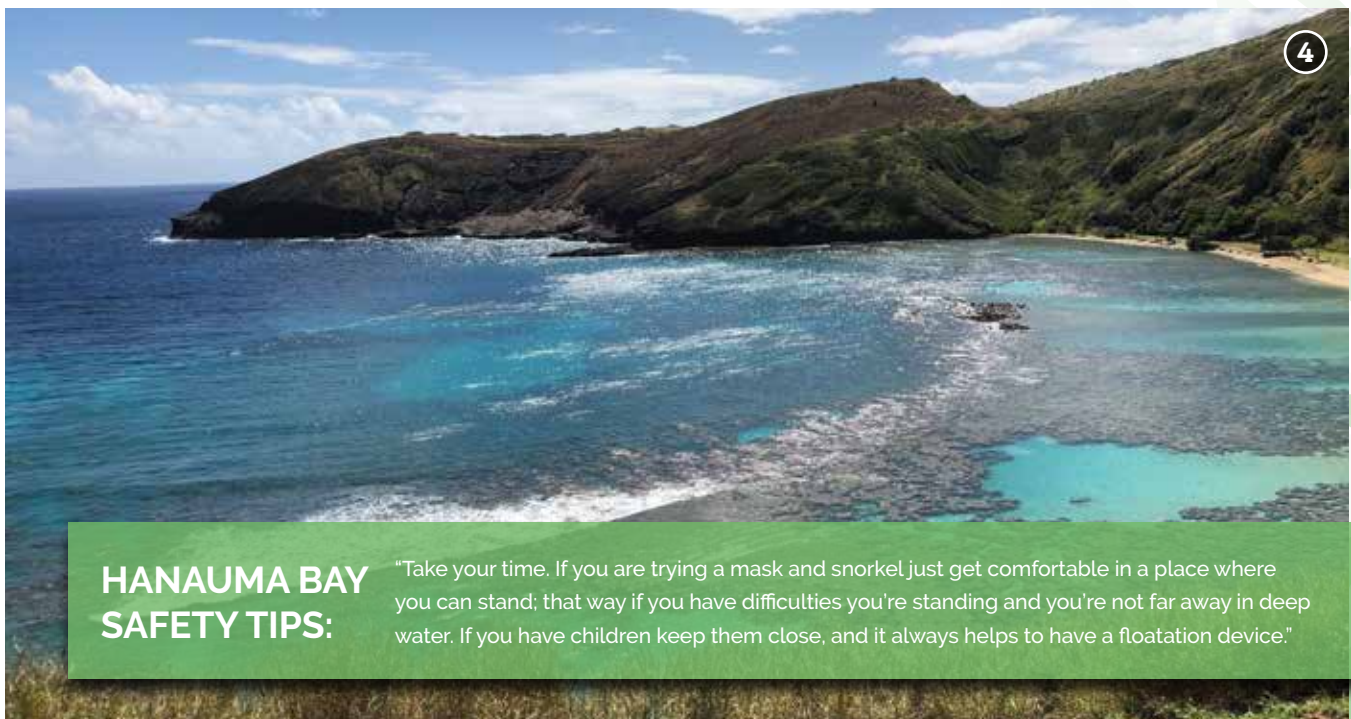
"Your union representative fought for you. Thanks to our union, HGEA, you get the full time paid for holidays," said Training Captain Jimmy Barros. "This was just one of the many issues we worked through. We are really excited for this project. It has huge potential."

Extending water safety officers' work hours on beaches has been a hot topic as tourism numbers continue to set records. In 2018 nearly 10 million visitors arrived in the islands boosting the economy but putting a strain on resources, infrastructure and public safety. The increase is a major jump from the 8.3 million visitors who arrived in 2014, and even that was a record at the time. Visitors to Hanauma Bay topped 1.5 million in 2017. With so many more people using the beaches, it makes sense to increase lifeguard services.

"It's really exciting to work here. Every day there is constant action — there are so many people here who it's their first time seeing the ocean, it's their first time snorkeling so that also adds to a lot of people getting into trouble," added Bowers. "You have to stay very vigilant and very focused. I like it. I signed up to help people and to get to work here I get to help the most amount of people in a day."



(1) The pilot program extending lifeguard coverage at Hanauma Bay began in February 2019, with 25 ocean safety officers working 10-hour shifts, four days per week, from 6 a.m. to 6 p.m. in the winter and until 7 p.m. in the summer. **(2)** Water Safety Officers (back row) Captain Charlie Oliveri and Daniel Kahalepauole-Bizik, (front row) Ka'iulani Bowers and Keoni Yan. **(3)** Orientation for lifeguards stationed at Hanauma Bay. **(4)** Hanauma Bay, a protected marine life conservation area and underwater park, is one of the top tourist destinations on Oahu.

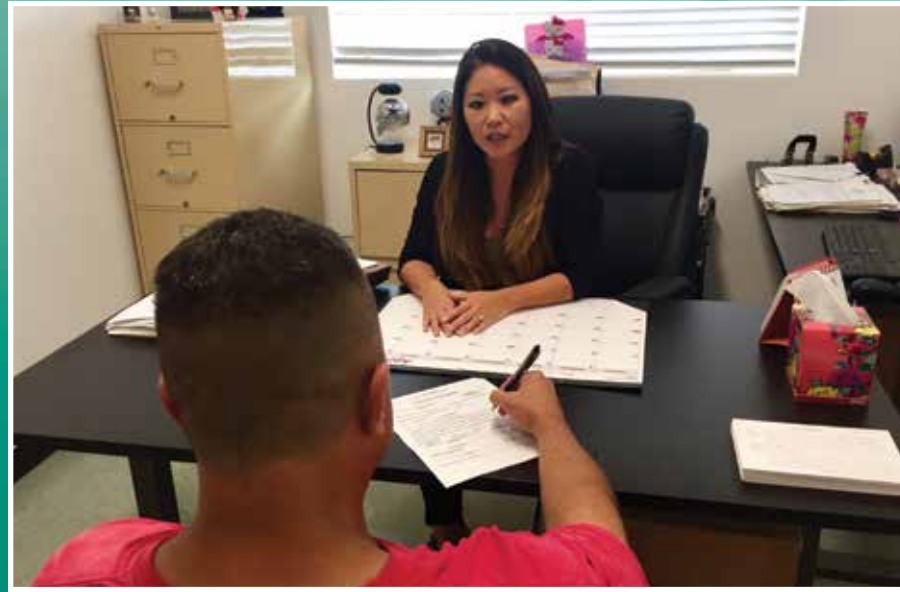


HANAUMA BAY SAFETY TIPS:

"Take your time. If you are trying a mask and snorkel just get comfortable in a place where you can stand; that way if you have difficulties you're standing and you're not far away in deep water. If you have children keep them close, and it always helps to have a floatation device."

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.



Cristy Yokoyama

As a case manager at Waiawa Correctional Facility (WCF) on Oahu, a 334-bed, minimum-security facility for sentenced male inmates, Cristy Yokoyama comes up with a treatment plan for inmates to help them successfully re-enter the community. All WCF inmates participate in education or substance abuse treatment programs, and Yokoyama helps them get ready for work furloughs and ensures that they follow their treatment plan. In minimum-security facilities, the inmates have more privileges and are housed in dorms not cells, but she says they are held accountable and are mandated to work or go to school. Yokoyama, who has a bachelor's degree in psychology, has worked at WCF for 22 years. As an HGEA Unit 13 member, she appreciates having the workplace protection that the union provides and the lobbying for raises and benefits that the union does at the Legislature. "I'm thankful to be in a union," she says. "I never thought to not be a member."

Delia Tauro

Unit 13 member Delia Tauro has been with the state Department of Taxation in Hilo for 12 years. As an auditor, she audits businesses and helps taxpayers with any questions they may have. She is an HGEA steward, is actively involved on the Community Action Committee and has been a delegate to the General Assembly where she enjoyed meeting other Unit 13 members from different islands. Tauro says she wanted to work in government for stability, and that the union was a big draw for her. "HGEA is something great to be a part of. Our union protects and fights for employee rights." In her spare time, Tauro likes to cook, try new recipes and go walking, and loves traveling. She most recently went to Germany for the Christmas markets, and has also been to Italy and France, and says she particularly enjoyed Paris.



Beatriz "Bea" Aragon-Balgas



At the Oahu Urban Garden Center:

- (1) Lily Pond*
- (2) Rose Garden*
- (3) Sundial Garden*
- (4) Animal Garden*



Beatriz "Bea" Aragon-Balgas (Unit 3) is the friendly face you'll see in the office of the Oahu Urban Garden Center, a hidden gem in Pearl City. As the office assistant, Aragon-Balgas, who is originally from Alaska, is the sole person greeting and helping visitors, and does all of the administrative work managing the office. She has been working at the Urban Garden Center since 2009 and is a longtime HGEA member, having worked at UH for 28 years.

Oahu Urban Garden Center

The Oahu Urban Garden Center, which is also staffed by three faculty and one heavy equipment operator and supported by many volunteers, is a University of Hawaii College of Tropical Agriculture and Human Resources Cooperative Extension Service owned facility with programs in urban horticulture focusing on a one-stop educational center concept for the public. The public garden, established in 1989, covers 30 acres and has one of the largest collection of turf grass, ground covers, hedges, and citrus in the state. The Children's Garden features themed gardens displaying various plants and garden art, such as Pizza Garden, Hawaiian Alphabet Tree Garden, Sundial Garden and Animal Garden, where you can find an eight-foot-tall giraffe made of iron frame and steel mesh and covered over by a creeping fig plant.

Local school outreach programs, school tours and gardening classes are available to the community. Every second Saturday of each month, the Urban Garden Center hosts Second Saturday at the Garden, where volunteers and master gardeners feature a different gardening demonstration. Interested in volunteering at the Oahu Urban Garden Center? If you would like to be a volunteer or a tour guide for adults, senior groups, school and youth tours, please contact Bea at 453-6050 or ugcpc@ctahr.hawaii.edu. The Oahu Urban Garden Center is located directly behind the Pearl City Home Depot with entrance by the Public Storage.

HGEA Helps Park Ranger Who Faced Workplace Retaliation

What would you do if you believed your boss asked you to do something against a co-worker that wasn't right? What if your boss ridiculed you repeatedly for not doing it? Then changed your days off without consulting with you, knowing that your days off were your Sabbath.

This situation happened to a fellow HGEA Unit 3 member who is a Park Ranger. He turned to his union for help. A grievance was filed on his behalf, and after a process that included an investigation, meetings, discussions, and an arbitration hearing, relief was provided to the union member.

The Park Ranger had been on the job for about 10 years, and it was going well until the day his boss asked him

to watch a new co-worker and "get dirt on him." The Park Ranger balked at the request. The boss wanted him to stay with the co-worker constantly throughout the day and report back. When he didn't comply, the boss verbally harassed him and eventually changed his days off knowing that he had waited several years to get Friday and Saturday off.

The arbitrator determined that the Employer violated Article 4(B) and 5 of the collective bargaining agreement (CBA). The decision concluded that Article 4(B) requires that changes in conditions of work covered by the CBA be made with mutual consent and whenever possible, work schedules shall provide an Employee with two consecutive days off. The arbitrator also determined that it was still possible to accomplish the Employer's mission and grant the Park Ranger Fridays and Saturdays off.

The case was successfully presented by the HGEA Advocacy Group. Stacy Moniz, Advocacy Manager who argued the case, stated that he is very happy with the result because through

the union's efforts the harassment and retaliation against a union member was eliminated. Moniz stressed that hopefully the decision would motivate the Employer to be more proactive in preventing incidents like this one. This case helps to illustrate how employees can be mistreated in the workplace and why enforcing HGEA's collective bargaining agreement, your contract, is so important. To view a copy of your contract, log in to the HGEA website and go to the Member Dashboard. It's important for everyone to review their contract and know their rights.

If you believe your collective bargaining rights have been violated, contact your island division or the HGEA member service center at service@hgea.org or 808 543-0000.



Helping to Keep Hawaii Schools Safe, Secure and Prepared

When Kilauea volcano on Hawaii Island explosively erupted in May 2018, Unit 6 member Orasa Fernandez was living and working on Oahu. She had no idea that this catastrophic volcanic event, which destroyed over 700 homes and displaced communities and families, ironically would give her an opportunity to finally move back home to Hilo.

continued on page 14



Orasa Fernandez (Unit 6) is a safety and security specialist with the state Department of Education, Safety, Security, and Emergency Preparedness Branch.

Helping to Keep Hawaii Schools Safe, Secure and Prepared

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As one of three safety and security specialists in the Safety, Security, and Emergency Preparedness Branch of the state Department of Education, Fernandez was selected to go to Hawaii Island for several weeks from May to June and worked with a damage assessment team from the Office of School Facilities and Support Services. She served as support for damage assessment at 17 schools and as a liaison. "Luckily lava flow did not threaten any of the DOE schools and facilities," Fernandez said. "Schools remained open and continued daily operations although air quality was a concern. Schools worked to ensure students and staff were safe and provided a safe environment for students to learn and employees to support and teach our children."

As Kilauea continued to erupt, the DOE recognized the need to have a safety and security specialist on Hawaii Island so Fernandez's position was permanently relocated to Hilo in August. Fernandez, a single mother, was elated. "I always wanted to return home to Hilo, but I also knew that jobs were hard to come by," she said. "I knew that it was a dream and I would have to wait until I retire. I never thought the opportunity of moving home was going to happen anytime soon. When the opportunity came knocking last summer, I was more than happy to accept the move to Big Island."

During the eruption, Fernandez and the damage assessment team regularly met



Safety and Security Specialist Orasa Fernandez (second from left) with Pahoa High & Intermediate School staff: Betty Dikito (Unit 3, office assistant), Jay Clarke (Unit 3, school security attendant), Darnyl Palama (Unit 3, account clerk) and Darlene Bee (Unit 6, principal)

with agencies such as Hawaii County Civil Defense, state Department of Health, Hawaiian Volcano Observatory, Hawaii County Police Department, American Red Cross – Hawaii, and DOE Complex District Office and Schools. Working closely with these agencies, they established and built partnerships and received first-hand understanding of the operations on Hawaii Island during emergencies and the coordination of emergency response.

"I just want to make sure I provide the best service I can and finish the task at hand ... My passion is serving our community, helping one another, and making things better now and for future generations to come."

Nearly a year after the eruption, Fernandez, who was born and raised in Hilo, said recovery efforts are ongoing. "Students, families and the community are still affected by the eruption event, even though the lava stopped in late August," she noted. "There is a lot of emotions and feeling of loss for some residents. The effects of losing one's home do not simply go away."

Fernandez has an office at Pahoa High & Intermediate School, but the work she does is for all schools statewide, providing leadership and direction in the planning and development of safety and security programs for campuses. Her focus is on emergency readiness and preparation. "It's great to have a specialist on island that can be readily available if a situation occurs here," she said. "It was helpful during the recent Winter Storm Event, where I was able to attend the Hawaii County Civil Defense meeting and provide immediate assistance to the numerous partners in emergency management."

As part of her job responsibilities, Fernandez ensures schools are prepared for an emergency, whether it's man-made such as a bomb threat or a natural disaster such as a hurricane, by ensuring schools have an emergency action plan in place and conduct annual required drills. She works with the various agencies involved with shelter operations during a statewide emergency since the DOE schools are used as emergency shelters. She is involved with Makani Pahili, the state of Hawaii's annual hurricane preparedness exercise involving all counties and state stakeholders.

In addition, she provides schools with assistance in disposing of unwanted hazardous materials such as science

chemicals. In fact, Fernandez was instrumental in helping to re-develop and re-organize the DOE's AHERA (Asbestos Hazard Emergency Response Act) Program that once was the responsibility of the Safety, Security, and Emergency Preparedness Branch and Hazardous Materials Program, an accomplishment which she is most proud of.

One former colleague appreciatively remembers Fernandez, particularly with her help in the disposal of questionable bloody substance at a Kauai school. Solette Perry, an HGEA union agent in Hilo who previously worked as an administrative services assistant with the DOE's Kauai Complex – Kapaa Complex (Hanalei/Kilauea/Kapaa Elementary/Kapaa Middle/Kapaa High School), said Fernandez provided her and the school with information and assistance in the proper disposal of the material. "Orasa is extremely knowledgeable in her profession and was very professional and helpful both in assisting in the disposal and in the identification of hazardous materials," Perry said. "The Department of Education is very fortunate that they have Orasa as the subject area expert in her field of work."

"I really enjoy my job. It has been a journey of growth, experience and networking. It has been a ride that I could not imagine."

The DOE's Safety, Security, and Emergency Preparedness Branch ensures that DOE schools and facilities are in compliance with agencies such as Occupational Safety and Health Administration and Environmental Protection Agency. Fernandez works closely with Hawaii Emergency Management Agency, City and County of Honolulu's Department of Emergency Management, and Hawaii County Civil Defense, and conducts ongoing safety

and emergency preparedness training to school administrators and personnel.

Having been with the DOE for 18 years, nine with the Safety, Security, and Emergency Preparedness Branch, Fernandez is constantly learning on the job and takes the initiative to expand her knowledge and experience and learn new skills. She has taken continuing education courses that included safety, emergency management, and Homeland Security studies, and has received various certificates. "I just want to make sure I provide the best service I can and finish the task at hand," she said. "Motivation is our kids, students and staff. My passion is serving our community, helping one

another, and making things better now and for future generations to come."

It is the memory of being on Hawaii Island as part of the damage assessment team last year that Fernandez will never forget, and not just for the fact that the experience brought her back home. She loved the camaraderie of being with people from the different agencies. "My team, while driving, sang along with the radio and got me to sing along with them," she said, with a chuckle.

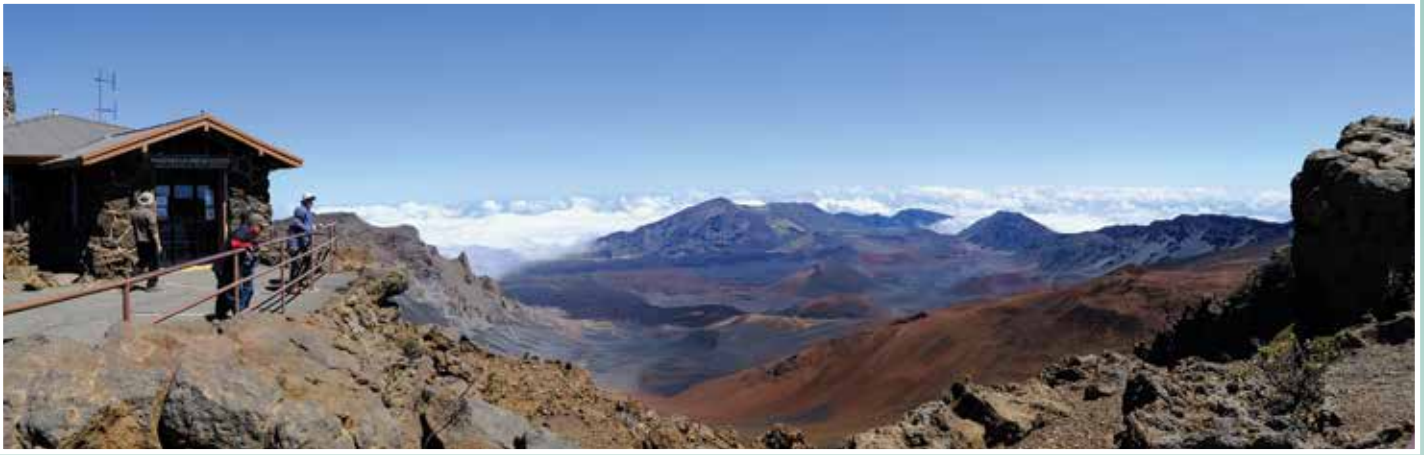
"I really enjoy my job. It has been a journey of growth, experience and networking. It has been a ride that I could not imagine."



Orasa Fernandez conducts the In Brief for the Vulnerability Assessment at Pahoa High & Intermediate School. Vulnerability assessment is the ongoing process through which school districts and campuses identify and evaluate potential risks, and areas of weakness, capable of adversely impacting the campus or school system.



Orasa Fernandez with Joshua Flores, school resource officer from Hawaii County Police Department. Fernandez works closely with Flores, who is the liaison between Pahoa High & Intermediate School and the police department and deals with crime on campus, teaches informative classes to students and provides law-related counseling.



Planting of Rare Haleakala Silerswords on Maui

In March, HGEA members on Maui helped to plant rare Haleakala silverswords in an effort to increase this threatened species' population and help preserve the natural resources and environment. About 20 volunteers participated in this annual project, co-sponsored by the HGEA Maui Community Action Committee and the state Department of Land & Natural Resources, Division of Forestry & Wildlife, transplanting silverswords along the slopes of Haleakala. The Haleakala silversword, or 'ahinahina, is federally listed as threatened and is found only on the slopes of Haleakala at altitudes above 6,900 feet.



Labor of Love 2019

Working to improve Chiefess Kapiolani Elementary School

Students, faculty and staff at Chiefess Kapiolani Elementary School in Hilo were pleasantly surprised to find their school looking new and improved after one weekend in February 2019. There was new carpet in the library, new bulletin boards, and freshly painted bathrooms, parking lots and other areas of the campus. (In March four new basketball systems were also installed.)

More than 200 union members and their families from 18 local labor unions and eight businesses as well as community organizations and other volunteers worked together in the annual "Labor of Love" project. Each year the Hawaii State AFL-CIO's Labor Community Services Program selects a Hawaii Department of Education school and coordinates with its union members and community partners, through donations and in-kind contributions, to help improve and repair the school.

"We have a lot of talent and much heart in the labor community. Our union brothers and sisters take pride in helping our communities," said Hawaii State AFL-CIO President and HGEA Executive Director Randy Perreira. "This is a much-needed event and we are happy to lend our resources to help."



Hawaii State AFL-CIO President and HGEA Executive Director Randy Perreira, Catherine Lederer of the Hawaii State AFL-CIO and Chiefess Kapiolani Elementary School Principal Gregg Yonemori.



2019 Educational Officers Institute

More than 200 members of Unit 6, which include educational officers, gathered for their annual Institute Day Conferences in February. The theme was “Shaping the Future in Unity,” with conferences held on Oahu, Hawaii, Kauai, Maui, Molokai and Lanai. The highlight was the panel discussion at the Oahu EO Institute with Hawaii Board of Education Chair Catherine Payne, Department of Education Deputy Superintendent Phyllis Unebasami and State Representative Amy Perruso (pictured).



Member to Member: CPR Training

At a recent Unit 3 Oahu Island Division meeting, Water Safety Officer and Unit 14 member Kurt Lager conducted CPR training for Unit 3 member stewards who attended the meeting. Pictured here, Lager shows Unit 3 member Suzy Okino how chest compressions are done to help keep blood pumping through the body. For those untrained in CPR, you can provide hands-only CPR, which means uninterrupted chest compressions of 100 to 120 a minute — or the same tempo as the song “Staying Alive” by the Bee Gees, as Lager suggests to make it easy to remember.





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Upcoming Events

Oahu

May 2: Adjournment Sine Die –
2019 Legislature adjourns

May 11: National Association of Letter Carriers (NALC) Stamp Out Hunger Food Drive

May 18: Family Fun Day at the Ballpark – UH vs UC Santa Barbara
Les Murakami Stadium, UH Manoa
6:35 p.m.

June 6: BINGO
HGEA 1st Floor meeting
5:00 p.m.-7:30 p.m.

August 16: Family Fun Day at Wet 'n' Wild Hawaii

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

Hawaii

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

Maui

May to July, every Wednesday: Basketball
Wailuku Gym
6:00 p.m.-9:00 p.m.

May 5: Golf
Waiehu Golf Course
9:37 a.m. starting tee time

May 25: Tennis
Wells Tennis Courts
8:00 a.m.-1:00 p.m.

May 28: Hanafuda
David Trask Bldg., #207
5:00 p.m.-7:00 p.m.

June 30: Golf
Waiehu Golf Course
9:02 a.m. starting tee time

July 28: Golf
Waiehu Golf Course
9:02 a.m. starting tee time

August 11: Tennis
Wells Tennis Courts
8:00 a.m.-1:00 p.m.

August 13: Hanafuda
David Trask Bldg., #207
5:00 p.m.-7:00 p.m.

August 18: Golf
Waiehu Golf Course
9:02 a.m. starting tee time

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

Kauai

June 20: Steward Appreciation Get Together
HGEA Meeting Hall
5:00 p.m.

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

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
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