

Employee

Living and Spreading Aloha

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Message from the Executive Director



Dear Members,

Sometimes members ask me, what do your agents and staff do all day? In short, an incredible amount of work to better the lives and working conditions of our members. To give you just a glimpse into their daily lives, allow me to share with you some of what we are all working on from one of our recent weekly meetings.

- **Fighting for better pay:** A positive arbitration decision for Unit 9 registered professional nurses was recently rendered. Meanwhile, we have been meeting with the employer to seek consistency in common articles of the contracts. All other units (except Unit 6) have arbitration hearings later this year or early next year. Awards will be funded during the 2020 legislative session, and HGEA is seeking back pay to July 1, 2019.
- **Fighting for safe working conditions:** HGEA filed a complaint about unsafe working conditions for Kauai deputy sheriffs who have radios that don't work properly and vans that frequently break down as they are transporting prisoners. We filed a prohibited practices complaint over unsafe conditions for workers at Hawaii State Hospital due to patient overcrowding and housing more patients than allowed by the hospital's license.
- **Seeking fairness on the job:** We are answering questions and seeking clarification for employees who have questions regarding CBD oils, creams and other products and how those products may affect their worksite drug testing.
- **Helping employees at the workplace:** On Hawaii Island, we are consulting with County of Hawaii about employee shortages in the planning department as they deal with a surge in additional work because of the new short term rental law. We are working to get employees position descriptions and pay updated to reflect their additional work.
- **Enforcing the contract:** We are making sure state law enforcement officers are paid properly for their extended hours working on Mauna Kea.
- **Providing a voice and due process for workers:** We are representing members who are under investigation and/or placed on leave.

The list above is just one week's worth of issues that staff is working on. Additionally, they are rolling out a new presentation for new employee orientations. Staff and member volunteers raised funds, which allowed the C.R. Kendall and Russell K. Okata Scholarships to award 26 scholarships. We've also added a new member benefit of free notary service on all islands and upped our social media game — so like and follow us.

These are just some of the things that we, as your union staff, do everyday. Our mission is to help you, to protect workers rights, advance collective bargaining, and advocate for fairness in the workplace in order for your department or section to accomplish its goal of helping the public.

In Solidarity,

Randy Perreira
HGEA Executive Director

THE PUBLIC
Employee

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Welcome to Your 2019-2021 HGEA State Board of Directors



*HGEA
President
Jon Gasper*

The HGEA Board of Directors is comprised of your fellow HGEA members from the state and counties who represent all bargaining units and all islands, and is responsible for policy decisions that determine the union's direction and affect the membership's welfare — critical decisions that affect the whole organization. They are your advocates at the board level.

Newly elected President Jon Gasper recognizes the challenges we face as a union but is optimistic about the organization's future. "We have an administration, economy and outside forces not working for the middle-class workers," he said. "However, if we as members stand united and work together we can help protect, maintain and advance our rights in the workplace. We are what make HGEA a union, and we will strive to help HGEA continue to provide the services and benefits for our members."

This year's board election process was modified due to an AFSCME decision. In a ruling on July 12, 2019, by an AFSCME Judicial Panel, Richard Abelson, chairperson of the Judicial Panel, stated that HGEA must follow the AFSCME constitution election code rules for "majority vote" and ordered a run-off election between the top two candidates in the President and Oahu-at-Large races. In the initial election the candidates with the highest number of votes in these two races did not obtain enough votes to constitute majority vote so a run-off election was conducted.

Please welcome your 2019-2021 HGEA State Board of Directors who will serve a two-year term until June 30, 2021. They are all volunteers and do not receive compensation.

2019-2021 HGEA State Board of Directors

PRESIDENT

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Office Assistant, Unit 3
State Department
of Commerce and
Consumer Affairs,
Professional and
Vocational Licensing

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State Department
of Education,
Windward District

Duke J. Nakamatsu
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Department of Planning

Lakea C. A. K. Tjomsland
Police Radio Dispatcher
Honolulu Police
Department,
Communications Division

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Collection Supervisor
Honolulu Police
Department, Traffic/
Parking Enforcement
and Collection

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Elementary School

UNIT 8 DIRECTOR

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University of Hawaii,
Curriculum Research &
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UNIT 9 DIRECTOR

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Health, Office of Health
Care Assurance

UNIT 13 DIRECTORS

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Education, School-Based
Behavioral Health

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Sanitarian
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Health, Environmental
Health Services

Muhammad Anwar Quadri
Public Health Educator
State Department of
Health, Chronic Disease
Prevention & Health
Promotion

Bennett T. Yap
(TREASURER)
Information Technology
Specialist
State Department of
Labor and Industrial
Relations

UNIT 14 DIRECTOR

Bryan S. Phillips
Water Safety Officer
City & County of Honolulu,
Emergency Services,
Ocean Safety Division

Big Win for Hawaii Island Workers

In a case that illustrates HGEA's continuous fight for fairness for our members and the vital work they do, 21 conservation and resource enforcement officers (CREOs) on Hawaii Island who had worked from May to August 2018 during the Kilauea lava flow in the Puna district recently won a class action grievance of overtime and meal allowances owed to them during that time. The win resulted in a total payout amount of \$105,676.76 from their employer, the state Department of Land and Natural Resources (DLNR).

Although the CREOs, who are members of Bargaining Unit 14, had worked overtime, they were not compensated for their overtime hours and meal allowances in accordance with the contract. In fact, DLNR violated the collective bargaining agreement by instructing them to submit timesheets not reflective of the overtime hours actually worked. On behalf of these Unit 14 members, HGEA Union Agent Audrey Kahawai-Kekipi filed a grievance in October 2018 after the violation became known. "We fought for them to be compensated in line with the overtime and meal allowance articles in the contract and not by what the employer told them they needed to claim," Kahawai-Kekipi said. "Essentially, the employer had shortchanged them."

CREOs are not typically considered shift workers, yet the employer created shifts and did not pay them accordingly. In addition, the officers are usually compensated for drive time from home to the worksite and then from the worksite to home after their scheduled hours of work. In this case, they were not. Kahawai-Kekipi noted, "CREOs assisted with ensuring safety of the public per each 12-hour shift worked in the lava zone. Some of them drove two hours pre-shift and two hours post-shift. It's a safety hazard because they were working between 14 to 16 hours including drive time and were getting less than 12 hours of rest in between shifts." According to the Unit 14 contract, overtime work occurs "in operating units subject to shift work when an

Employee is required to report to a new shift with less than lapse of twelve (12) hours of rest, the Employee shall continue to earn overtime until such a rest period is granted." During this time, DLNR did not consult with HGEA on any of the changes to the CREOs' work conditions, hours and wages.

"The successful resolution of this grievance was the result of teamwork," said Kahawai-Kekipi, giving credit to the HGEA staff that helped guide her with the grievance process and were instrumental in securing the settlement agreement – Consultant Nora Nomura, Advocacy Chief Stacy Moniz, Deputy Executive Director Debra Kagawa and Union Agent (formerly Hawaii Island Division Chief) Lorena Kauhi.

"We fought for them to be compensated in line with the overtime and meal allowance articles in the contract and not by what the employer told them they needed to claim."

– Audrey Kahawai-Kekipi, HGEA Union Agent

"After we showed the employer the documents to support our case and the data to clearly show what was owed to each individual, it didn't take long for them to acknowledge and agree to the settlement," Kahawai-Kekipi said. "What's important is that the integrity of the contract is preserved. In this case, HGEA's fearless advocacy helped to ensure that. The members are very happy with this win. They are grateful and understand the importance and value of being an HGEA member."





VOTE BENNETT YAP FOR ERS TRUSTEE

Committed to protecting your retirement benefits

Please join HGEA, UHPA, HSTA and UPW in electing Bennett Yap to a general employee seat on the Employees' Retirement System's Board of Trustees. Ballots were mailed to active and retired public employees in early September.

Yap's financial experience includes his work serving as the HGEA treasurer overseeing complex investments of union trust funds, staff pensions, retiree medical and our arbitration and emergency reserves. During the last two years, under his direction, HGEA's fund performance improved to an 8.32% return while maintaining a prudent and safe investment strategy. Yap is an information technology manager at the state Department of Labor and Industrial Relations and has a bachelor's degree in business administration from the University of Hawaii at Manoa.

"Bennett cares deeply about the health and preservation of the Employees' Retirement System," said HGEA Retirees

Unit President Ruth Walker. "As a State of Hawaii employee for 25 years, he has dedicated his career to public service, and he will work hard to protect the pensions of retirees and current and future public workers!"

Ballots must be returned and postmarked by October 25, 2019 to be considered valid. If you didn't receive a ballot, contact the ERS at (808) 543-3302 or email ERSBallot@kmhllp.com.



With ERS Trustee and Former HGEA President Jackie Ferguson-Miyamoto (Unit 3)



With HGEA Retirees Patrick Frane, Mary Wagner, Dennis Schwind, Evelyn Togashi, Timmy Albao and Aileen Obina

All State and County Employees Considered Essential During Natural Disasters

Hawaii is well into hurricane season, and now is the time to prepare your homes and families. As a government worker, you may be scheduled or called in to work during a disaster or emergency.

HGEA has been receiving calls and inquiries from members as the employers prepare for potential impacts from storms.

The employer is asking me to work during the hurricane or other disaster. Why do I need to come in?

Per Chapter 127A-8, Hawaii Revised Statutes, government employees are considered emergency workers during a disaster or emergency and should follow the direction of their department head/supervisor and follow department directives during those times.

My job is not an essential function. Do I still have to come in?

For disaster or emergency situations, all government employees are considered emergency workers and should follow the direction of their department head/supervisor and department directives.

What about compensation?

The terms of your Collective Bargaining Agreement apply; however, you may be recalled from previously approved leave depending on the situation. If issues related to your compensation persist after the disaster or emergency, contact HGEA at service@hgea.org for help.

Critical Link: HPD's Police Radio Dispatchers and 911 Emergency Response Operators

911 Emergency Response Operator Karine Egami (Unit 3) is one of the fresh faces at the Honolulu Police Department's Communications Division with only nine months on the job. She sought out this position for the job security and stability that the position and the union bring. "I worked in the private sector at a veterinarian hospital for 20 years," said Egami. "But when they sold the company, things changed. It made me realize how insecure your job is in the private sector."

The Honolulu Police Department's Communications Division is the heartbeat of the HPD and the pulse of the community. Egami and her co-workers field the calls that come in non-stop. All 911 calls, more than 1 million per year, come through the dedicated people who work here. The 911 emergency response operators find out what type of call is coming in and route it to police, the fire department or ambulance.



Jenny Ahsing-Kaahanui has been a police radio dispatcher for nearly 20 years.



Police radio dispatchers and 911 emergency response operators in HPD's Communications Division field calls non-stop for the police, fire department and ambulance.

The calls for police are sent to the police radio dispatchers on the floor.

"We deal with people when they are under stress and in extreme crisis," said Police Radio Dispatcher Lakea Tjomsland (Unit 3). "We get yelled at, called names, we hear people in domestic abuse situations, shootings, stabbings, bad car accidents, and we must remain calm and try to keep the person on the phone calm. Our job is to get accurate information and get that to police officers quickly. The officers need to know what they are walking into."

It's a tough job and it is 24/7 every day of the year. The pay is low for the responsibility, skill and technical knowledge required to be successful. Like police officers, communications staff works in shifts around the clock and on every holiday. They are currently dealing with a staff shortage of 32 police radio dispatchers

and two emergency response operators. Because of that, their working conditions include mandatory overtime of four hours a day added to their eight-hour shift.

The department is continuously recruiting; however, many interested applicants don't pass the screening process or don't realize how demanding the job can be. Some make it through training only to realize that it isn't for them.

HGEA is currently meeting with stewards to try to determine how to help members. The matters addressing issues like staffing, compensation and overtime are priorities.

We'd like to thank all of the men and women at HPD Communications Division and all public safety dispatchers across the state who are working in these important positions. Thank you for all that you do to keep our communities safe.

Living and Spreading Aloha

At 5:00 every weekday morning, Unit 3 member Hilliary Pilialoha catches the bus from Nanakuli to her job on the Windward side. Nearly 40 miles and two hours later, she arrives at Mōkapu Elementary School on Marine Corps Base Hawaii Kaneohe Bay ready to start her day at the Transition Center.

"That's how dedicated and committed Hilliary is to our community. We're very fortunate to have her," said Paloma Almanza, principal of Mōkapu Elementary School and a Unit 6 member. "She works hard to help families and students assimilate here. Making them feel like they belong is her gift. She is the epitome of our vision of live Mōkapu and spread aloha. She does all of that every day."

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Living and Spreading Aloha

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As the transition coordinator at Mōkapu Elementary, a Hawaii Department of Education (HIDOE) school and the only school on Marine Corps Base Hawaii proudly serving approximately 900 students of Marine and Navy families, Pilialoha helps newly arrived students adjust to the daunting change of moving to a new school and social environment, being a new student and learning a different culture. She said, "We not only welcome the new kids to the school, we also welcome them to the state. I want our military ohana to learn more about our culture in Hawaii and be able to take it with them when they leave for their next duty station." A former student who left last year, Pilialoha recalled, danced hula while she was in Hawaii and "took our culture with her as she moved to Okinawa — in the long run that's what my goal is, to make sure that we can share that aloha spirit outside of Hawaii."

AMBASSADORS OF ALOHA

For all of these students, who are constantly moving, they may not only be facing the challenges of entering a new school but also the deployment of a parent. From the start, Pilialoha helps make it an easy transition and provides support to new students from kindergarten through sixth grade coming in throughout the year, embracing them with her warm smile and positive nature. She has assistance from her "aloha ambassadors" — 33 this year — who are students from grades 4-6 that help spread aloha on campus and in the community. They meet weekly to discuss ideas on how they can share aloha with other students through fun and engaging activities and programs. These ambassadors have a myriad of duties, which include leading new students tours; distributing welcome kits, deployments kits (for families struggling with deployment), goodbye kits (for families moving from the school) and together again kits (for when a parent returns from deployment); leading monthly group discussions and



Hilliary Pilialoha with her group of aloha ambassadors by the stainless steel and glass sculpture Ae'o (Hawaiian stilt). Standing with its head held high and its wings spread wide, the ae'o, which is endemic to Hawaii and lives on Mōkapu Peninsula, represents the core values of honor, courage and commitment of the U.S. Marine Corps, and its patterns and colors in the wings represent campaign ribbons awarded after service military operations and geographic theaters.

activities on various topics ranging from homework and healthy body to fear and bullying; choosing and sharing a Hawaiian word of the week; and giving back to the community through service projects.

The students love Pilialoha. Her office is a whirlwind of activity and of students before and after school, with kids full of energy and enthusiasm coming in to see her. Wanting to give her students their own voice, Pilialoha makes sure the activities, with support from staff, are led by the students and certain decisions are made by them, helping to instill leadership skills and develop student mentors.

Two aloha ambassadors, sixth graders Noah Lianez and Landry Clifton, shared some of the fun games they've come up with, like Local Trivia Thursday where questions are asked about Hawaiian culture and prizes are given. Lianez, who is in his third and last year as an aloha ambassador, informed us that this year the ambassadors are split up into two teams, Team Aloha and Team Imua, with each team rotating weekly on giving tours and doing activity groups. "With Ms. Hilliary's help, we're hoping that we can accomplish all of our goals, do more projects and have more fun this year," he said, excitedly. Clifton is a new ambassador this year and has already led an activity group with another student. "We get together with all the new students in our school, and we teach

"Making our students and our families feel like they belong is her gift. There are many other military-impacted schools with transition programs, but I believe ours is very unique because of Hilliary. She is the epitome of our vision of live Mōkapu and spread aloha. She does all of that every day."

– Paloma Almanza, Mōkapu Elementary School Principal



Hilliary Pilialoha with a few of her aloha ambassadors: (front) Lauren Peralta & Audrey Peralta; (back) Blake Butler, Noah Lianez, Landry Clifton

them a lesson like on making friends," she said. "We were all new students once and understand what it feels like."

"The magic that Hilliary makes happen out of that small room is what caught my attention as soon as I arrived," noted Almanza, who became principal of Mōkapu in 2018. "She provides opportunity for that student voice to be heard, and with the life skills that she's teaching them through the programs she encourages them to soar. They feel successful and accomplished because of her. In one year's time, their growth is phenomenal."

Pilialoha was especially proud when Mōkapu Transition Center was invited to speak at the annual meeting of the Joint Venture Education Forum, a cooperative partnership between Hawaii's military community, HIDOE and other community organizations. She said, "Three students from our school spoke and shared about what makes our school unique. I was so proud to be recognized."

CREATIVE AND COMMITTED

With most of her family being teachers or administrators, Pilialoha said that "education has always been a part of who I am so it's a perfect fit for me to be working in a school." She eventually wants to obtain a college degree in education and Hawaiian studies. After working for several private companies, Pilialoha started at Mōkapu Elementary as an office assistant in 2016, handling registrations. When the Mōkapu Transition Center was established in January 2017, she did double duty as registration clerk and Transition Center lead until October 2018 when she was able to give her full focus to the Transition Center.

"I want our military ohana to learn more about our culture in Hawaii and be able to take it with them when they leave for their next duty station ... in the long run that's what my goal is, to make sure that we can share that aloha spirit outside of Hawaii."

– Hilliary Pilialoha, Mōkapu Transition Center

Pilialoha's genuine commitment to her students and the school is evident through the hard work she puts in every day. In addition to supporting students who are transitioning in and out of the school and between grade levels, she helps out in the front office, attends monthly School Community Council meetings and serves as an accountable lead on Mōkapu's Academic Review Team. She was instrumental in starting two Girls Who Code clubs for girls in grades 3-5 and grade 6. Pilialoha and the school's technology teacher run the free afterschool program, which explores coding in a fun and friendly environment and whose mission is to close the gender gap in technology.

With her creative spirit and networking skills, Pilialoha finds ways to bring numerous opportunities to the school and acquire much needed grant money. Last year Mōkapu was awarded a \$13,000 grant through a transition center initiative with HIDOE, Hawaii 3Rs and Military Affairs Council, in honor of the late Congressman K. Mark Takai, who was a supporter of military-dependent students throughout his career and who had secured tens of millions in annual federal Impact Aid funding for public schools. With some of the money, Pilialoha bought supplies, arts and crafts equipment, and picnic tables for added seating

space outside her office, and had a sleepover with students at Bishop Museum.

In September, she coordinated the school's first-ever beach cleanup, partnering with Matson and its Ka Ipu 'Aina (Container for the Land) program, along with the Marine Corps Base Hawaii Environmental Department and Kokua Hawaii Foundation, and received a \$1,000 grant. "About 100 people showed up on a Sunday at North Beach," Pilialoha marveled. Matson had never partnered with the military on base. "Imagine the logistics of getting a Matson container on a restricted base," she said, chuckling. "But it was awesome and rewarding."

Pilialoha has even taken her students to Hā summits where they were the only kids in attendance. With a foundation in Hawaiian values, language, culture and history, Nā Hopena A'o (Hā) draws from the uniqueness of Hawaii with a framework of outcomes reflecting the DOE's core values and beliefs in action throughout the public educational system of Hawaii — to strengthen a sense of Belonging, Responsibility, Excellence, Aloha, Total-wellbeing and Hawaii (BREATH) in ourselves, students and others. Pilialoha explained, "We know that there are things on our campus that we already do that are part of this, and they're just putting a framework to it. It's our way of having the kids learn about our culture."

All of this and more is due solely to Pilialoha, an HGEA steward and chair of Next Wave on Oahu as well as an active American Cancer Society volunteer. She gets some ideas from other schools with transition centers, such as Radford High School, Pearl Harbor Elementary School and Kalaheo High School, but most are her own and customized for Mōkapu Elementary School. "She takes initiative to create opportunities for aloha to be present at our school," added Almanza, admiring Pilialoha's ability to easily



With Mōkapu Elementary School Principal Paloma Almanza (right) and Vice Principal Amber Felts (left)

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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.



Shirley Doctor

Since 2005, Unit 3 Hawaii Island member Shirley Doctor has been an office assistant at Pahoa High & Intermediate School, which is comprised of 650 students from grades 7-12. She works as the registrar's clerk, assisting students with registration and withdrawal of classes, maintaining transcripts and student records and handling other administrative tasks. Doctor enjoys working with students to accommodate their needs. "It is rewarding to see them after they graduate. They come by and visit, and it's nice to know we made some kind of difference."

Jacqueline Ornellas

Jacqueline Ornellas (Unit 6) greets pre-kindergarten students visiting from a local preschool. Ornellas has been the principal of Lincoln Elementary School in Honolulu for nearly five years. She has worked for the state Department of Education for almost 20 years, starting her teaching career at Roosevelt High School where she was for nine years, and later becoming a vice principal at Jarrett Middle School and Anuenue School as well as a school renewal specialist. "My favorite part of my job is working with the students! It is amazing when you see their excitement when they learn something," she says. "And I love HGEA. I have attended special events. I love the insurance coverage and knowing they will be there for me when I need them!"





Eran Ganot

In his first season as head coach of men's basketball at the University of Hawaii (2015-2016), Eran Ganot led the Rainbow Warriors to the Big West regular season and tournament titles, a school record of most wins (28) in the university's history, the school's first NCAA Tournament appearance since 2002, and an opening-round upset over California for the team's first-ever NCAA Tournament win. No small feat for the Unit 8 member, who earned many accolades in his inaugural season, including 2015-16 Big West Coach of the Year. Prior to joining UH as head coach, Ganot was assistant head coach at Saint Mary's College in Moraga, Calif. and assistant coach and director of basketball operations at UH. Come out and support the Hawaii Rainbow Warriors — the 2019-2020 UH men's basketball season starts in November.



Shereen Inamasu

Shereen Inamasu (Unit 3) appreciates her job as an office assistant in the Offender Services Section at Waiawa Correctional Facility on Oahu. In her previous work as an elementary substitute teacher for the Leeward district, she had no benefits so she is grateful for the stability and great medical and retirement benefits that the state offers. Inamasu admits she was at first concerned about working at a prison, but she says the inmates are very polite and respectful and she likes her friendly and sincere co-workers. Outside of work, Inamasu is highly involved at her church, Word of Life Christian Center, and helps with its nursery and children's ministry. She enjoys spending time with her husband and daughter, going out to eat and watching movies.

Join the HGEA Retirees Unit!

By Ruth Walker, HGEA Retirees Unit President

Ruth Walker is the current president of HGEA's Retirees Unit. She is a retired principal of Keaukaha Elementary School in Hilo.



WHAT: We are the HGEA Retirees Unit, over 9,300 members strong. We work hard, play hard and have lots of fun together. We are willing advocates of retirees. We work diligently with the support of HGEA and engage directly with our state legislators to assure that the benefits we earned are maintained and that our pensions and medical benefits will not be diminished, not only for ourselves but for future retirees, our hardworking and active HGEA members. The current retirees are continuing the fight for past retirees who worked vigorously for our benefits.

The HGEA Retirees Unit belongs to 45 retiree chapters nationwide that comprise the AFSCME Retiree Council, numbering over 250,000 members, a tremendous number to be reckoned with. This is the combined and awesome retiree power that converges upon Congress to protect our Social Security, Medicare and Medicaid. Our Retirees Unit is ranked number four among all retirees units in the nation in contributions to the PEOPLE (Public Employees Organized to Promote Legislative Equality) fund.

WHY: Our major goals are to strengthen our Retirees Unit by increasing membership; to engage actively with our legislators to promote retirees issues and to become more involved and active politically; and to have fun.

At the recent 2019 AFSCME Retiree Council meeting in Washington, D.C., we visited with the staffs of U.S. Senator Mazie Hirono and U.S. Senator Brian Schatz to ask for their support of the "Public Service

Freedom to Negotiate Act." This legislation will ensure that dedicated public employees working every day to improve their communities have the right to collectively bargain over wages, hours, terms and conditions of employment. AFSCME International President Lee Saunders credited the retirees for "fighting for all retirees and helping unions to grow." Retirees around the nation are not "retired" — they have been retreaded to become more politically active and involved, and have transitioned to become more valuable community and state leaders.

HGEA Executive Director Randy Perreira has continuously recognized the HGEA retirees as playing pivotal roles in political action by providing manpower for mail-ins, phone banking and fundraisers. The retirees demonstrate their dedication and support for the union by also regularly showing up in large numbers in community action projects such as Relay for Life, Kendall Scholarship Fundraising, Special Olympics, and charity walks.

HOW: The HGEA retirees under Retirees Unit Administrator Mahie Trask and state and chapter officers have prioritized increasing the Retirees Unit membership as our #1 goal. Although with the current numbers we have accomplished much, with increased numbers our impact could be insurmountable. There have been reports that the Republican White House has targeted cutbacks in Social Security, Medicare and Medicaid to balance the budget. With the support of HGEA and AFSCME, we are ready to band together to fight to protect our benefits.



"In my first job as a young engineer in 1957 — before statehood and before unions — we didn't have representation so every time we requested anything from management, we were on our own. We didn't have a contract, so we were at the mercy of the employer. Years later when collective bargaining became law, my co-workers and I joined HGEA as soon as we could. Our contract gave us medical benefits, sick and vacation time and for us engineers, safety shoes and goggles were put into the contract so we had the protective equipment we needed to do our jobs. Our union was there for us."

— Paul Matsuo, HGEA Retiree, former Division Administrator/Chief Engineer,
State Department of Agriculture

"I saw the benefits of my HGEA membership while working for 40 years in local government. We have strength in numbers. How can just one person advocate for a raise when there are others in the same workplace, doing the same work? Contract negotiations including step movements and salary increases, representation for employees in grievances in the workplace, recreational and educational opportunities are all benefits of union membership. One person alone cannot do all this. It's the union that supports its members for a better life."

– **Ethel Fleming**, HGEA Retiree, former Human Services Professional,
State Department of Human Services



Prospective retirees are not automatically transitioned into the Retirees Unit — please join us by submitting an online application at: www.hgea.org/signup or calling (808) 543-0000.

Annual Board Evaluation

Executive Director Randy Perreira continues to exceed expectations

On June 22, the HGEA State Board of Directors met to evaluate Executive Director Randy Perreira's performance for the second year of their term, July 1, 2018 to June 30, 2019.

The Executive Director is evaluated in seven areas and is also given an overall rating. Ratings are: "Needs Improvement," "Meets Expectations" and "Exceeds Expectations."

Perreira received "Exceeds Expectations" in every category:

- **Vision, Mission and Strategic Plan** (possesses a clear understanding of the union's vision and mission; has a key role in leading the initiatives of the plan; effectively and efficiently communicates this to union leaders and members)
- **Collective Bargaining** (demonstrates leadership; knows and understands issues of each bargaining unit, public employment and economic condition of state and counties; communicates collective bargaining issues with union's negotiating teams, union leaders and members)
- **Legislative and Political Process** (knows and understands legislative issues; maintains strong political action program; communicates legislative and political process issues to union leaders and members)
- **Planning and Programming** (designates resources and programs to meet members' needs and encourage member participation; sets priorities and takes action; improves awareness and support of HGEA in the community)
- **Working Relationships** (establishes and maintain good working relationships with the board, union members, public officials, businesses, and labor and community organizations;

projects a positive image of HGEA to the general public; interacts positively with the media; participates in community activities)

• **Managing Resources** (supports and provides resources for the development of staff and managers; ensures efficient and effective operations and sound fiscal practices; maintains facilities; ensures wise use of resources)

• **Personal** (possesses leadership, scholarship, judgment, initiative, drive, integrity)

• Overall Performance Rating

Perreira received the highest ratings in the areas of Collective Bargaining and Legislative and Political Process. In written as well as oral statements, the board recognized Perreira's knowledge, extensive experience and leadership in his role as chief negotiator, as well as the complex challenges of negotiating for a very diverse membership of eight bargaining units. He was commended for his communication with negotiating teams, including informing them of issues and addressing concerns. The board also acknowledged HGEA's strong political and legislative program under Perreira's leadership, and his influence with lawmakers when advocating on behalf of HGEA members.

"Randy has continued to face many challenges, including the impact of the Supreme Court's decision in *Janus v. AFSCME*, privatization of the Maui hospitals and staffing shortages," said HGEA President Jackie Ferguson-Miyamoto. "Through it all, he has provided the leadership needed to ensure our program objectives are met, our union is fiscally stable and the day-to-day operations continue to provide the services HGEA members want and need."

2019-2020 Charles R. Kendall 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 2020–2021 school year are now available at www.hgea.org.

\$2,500 AWARD



**ELIJAH
BERNADO-
FLORES**
(Oahu)

**Chaminade
University**

Parent:
Lene Bernardo
(Unit 3)



**ZETH
BOLOSAN**
(Oahu)

**Seattle Pacific
University**

Parent:
Delton Bolosan
(Unit 3)



**LEEE
MIYAHIRA**
(Oahu)

**Hawaii Pacific
University**

Parent:
Kathy Miyahira
(Unit 13)



**SABRINA
PIKE**
(Hawaii)

**Hamilton
College**

Parent:
Rowena Pike
(Unit 3)



KIARA RAPOZO
(Kauai)

**University of
Hawaii at Manoa**

Parent:
Rose Rapozo
(Unit 3)

\$1,500 AWARD



SETH ARAKAWA
(Oahu)

University of Portland

Parent: Lori Arakawa
(Unit 3)



**EZEKIEL
BERNADO-FLORES**
(Oahu)

Chaminade University

Parent: Lene Bernardo
(Unit 3)



SETH GARCIA
(Oahu)

Linfield College

Parent: Michele Garcia
(Unit 13)



EMILY GREAYER
(Oahu)

**University of Hawaii at
Manoa**

Parent: Richard
Greaver (Unit 8)



JOLENE HIRATA
(Hawaii)

**Saint Martin's
University**

Parent: Karen Hirata
(Unit 13)



LAUREN KAM
(Oahu)

**University of
California Irvine**

Parent: Leilani Kam
(Unit 3)

\$1,500 AWARD



RYDER KAWAMURA
(Oahu)

**University of Hawaii
at Manoa**

Parents: Evangeline
Kawamura & Derek
Kawamura (Unit 3)



HOPE KUDO
(Hawaii)

Harvard University

Parent: Ruth Kudo
(Unit 3)



**HALEY LAMBERT-
ZIELOMSKI**
(Oahu)

**Windward Community
College**

Parent: Debra Lambert
(Unit 13)



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)



**HANNAH
MACHIORLETE**
(Maui)

Lewis & Clark College

Parent: Jean Stewart
(Unit 3)



**KEHAULANI
MAKAILA**
(Oahu)

**University of Hawaii
at Manoa**

Unit 3 Member



JAZLYN RAPOZO
(Kauai)

**Hawaii Pacific
University**

Parent: Rose Rapozo
(Unit 3)



ALANA THOMAS
(Oahu)

Life Pacific University

Parent: Caroline Thomas
(Unit 3)



**CHRISTOPHER
UNRUH**
(Oahu)

Vassar College

Parent: William Unruh
(Unit 8)



RACHEL UTU
(Oahu)

**University of Hawaii
at Manoa**

Parent: Melanie
Almazar-Utu (Unit 4)



KIANA VALDEZ
(Oahu)

University of Portland

Parent: Mirasol Valdez
(Unit 13)



SYDNEE'O VALDEZ
(Oahu)

Chapman University

Parent: Darylene Maka
(Unit 3)



ALEXUS WILSON
(Hawaii)

University of Oregon

Parent: Mary Makua
(Unit 3)



KELSEY YAP
(Oahu)

**Leeward Community
College**

Parent: Verdeza Yap
(Unit 3)

FREE Notary Service for HGEA Members

**Free notary services are now available
at your local Island Division Office.
Notary appointments are available
Monday – Friday from 8 a.m. to 4 p.m.
(except holidays).**

Please let us know the following information when making an appointment: 1.) Member name, 2.) Type of document to be notarized, 3.) Number of signatures required on the document, 4.) Preferred date and time of appointment. You will need to show a valid government issued photo ID (example: Hawaii driver's license or U.S. passport). To schedule your appointment, contact 244-5508 for Maui, 245-6751 for Kauai, 935-6841 for Big Island, or notary@hgea.org for Oahu.

Get Ahead With AFSCME's Free College Benefit



Hollie Dalapo

Unit 3 member and Maui-at-Large Director

The AFSCME Free College Benefit makes it possible for you and your family members* to earn an associate degree completely online — for FREE.

Thousands of AFSCME members have already taken advantage of this opportunity without paying a penny out of pocket, and are sharing this benefit with their spouses, children and grandchildren as well. Classes are offered through Eastern Gateway Community College, a public college accredited by the Higher Learning Commission of the North Central Association of Schools and Colleges.

AFSCME Free College is now enrolling for Fall Term. Exciting new offerings have been added, including Cyber Security, Digital & Social Media, Programming & Development, Data Science, Teacher Education Degree (Associate of Arts), Professional Office Management, Event Management and Hotel and Convention Management.

HGEA Unit 3 member Hollie Dalapo is currently in the program and is studying for a degree in Business Management and Human Resources. Dalapo, who works as a golf course operations clerk for County of Maui's Department of Parks and Recreation, says it's been a rewarding experience. "I like the flexibility of being online, and I enjoy learning and making connections with other students from across the country. And it was easy to sign up online right from the HGEA website. After I signed up, a counselor contacted me and helped me set up my classes."

To get started, visit freecollege.afscme.org or call (888) 590-9009.



** Family of AFSCME members are defined as children (or stepchildren), grandchildren (or step-grandchildren), spouses, domestic partners, financial dependents, siblings and parents.*

2019 Union Plus Scholarship Winner

Congratulations to Christopher Unruh, who was awarded a \$3,000 Union Plus Scholarship. Unruh is the son of Unit 8 member William Unruh at the University of Hawaii at Manoa Institute for Astronomy. He is one of 12 winners representing American Federation of State, County and Municipal Employees (AFSCME). The Union Plus Scholarship Program awards scholarships based on outstanding academic achievement, personal character, financial need, and commitment to the values of organized labor.

A 2019 graduate of Mid-Pacific Institute, Unruh plans to attend Vassar College majoring in international relations. He has a passion for geopolitics and aspires to work in foreign service. Unruh participated in Mid-Pacific's International Baccalaureate degree program, earning course credits toward his college degree. Mid-Pacific college counselor Sara McKay-Hines said Unruh is an outstanding leader. "Chris is highly regarded by our faculty and by his peers for his exemplary academic performance, his strong work ethic, and his kindness toward others," McKay-Hines said. "I am confident that he will continue to put what he has learned to use for the benefit of his community." Unruh is also one of the 2019-2020 Charles R. Kendall Scholarship award recipients this year.



Christopher Unruh (Son of Unit 8 member William Unruh)

Living and Spreading Aloha

continued from page 9

connect with people. "There are many other military-impacted schools with transition programs, but I believe ours is very unique because of Hilliary."

Ever so humble, Pilialoha doesn't like to take all the credit, saying the success of the Mōkapu Transition Center is a collective effort, from the unwavering support of Almanza and school faculty and staff to students and their families. It is positively her students that motivate her to make the daily trek from Nanakuli to Marine Corps Base Hawaii. "I love my job. I love my kids. They rock," she said, with a huge smile. "I love seeing that I've made a difference in my students' life through spreading the aloha spirit."



Sponsored by the U.S. Navy, the Anchored4Life program provides free kits for schools with transition centers to distribute to students and families. The welcome kit (left) for new students is a backpack containing a composition book, ruler, colored pencils, journal and folder. The deployment kit (right) is shared with families who may be struggling with a recent deployment.

HGEA Files Class Grievance Over Working Conditions at Princess Victoria Kamamalu Building

It was 84 degrees inside the Princess Victoria Kamamalu Building as people arrived for work on May 28, 2019, after the three-day Memorial Day weekend. The air was hot and steamy; the smell was musty. The downtown office building, a worksite for more than 200 employees of the state Department of Human Services and Department of Health, has non-tinted windows that cannot be opened to let in a breeze.

As people turned on personal fans near their desks, the hot air moved around. This wasn't the first time workers arrived to a hot worksite — it had been happening since shortly after they moved into the newly renovated building in 2017, and it would happen again the next Monday, June 3, with temperatures ranging from 81 to 86 degrees on different floors throughout the building. An HGEA member told us, "We understand that this can happen occasionally, but it is getting more and more frequent. It's nearly impossible to concentrate on work in these conditions."

Workers who felt ill from the heat were told to use vacation or sick days if they needed to go home, which violates the collective bargaining agreement. Requests for dress down days when the AC was out were denied along with requests for early notification if the building AC wouldn't be working.

The AC isn't the only problem at the Kamamalu Building. Workers report routine and frequent elevator problems — elevators stopping mid-floor and doors opening and alarms going off for hours. Other issues include discolored water coming from faucets and a lack of communication throughout the building about what, if anything, was being done about the problems. Frustrations mounted.

The Kamamalu Building had been empty for 15 years because of health and safety problems including asbestos, elevator and air conditioning problems. It re-opened in 2017, and employees moved in after \$27 million in renovations were completed. A grand opening media event took place



on November 1 — honoring Princess Kamamalu's birthday — and showing off the upgrades and the new efficient work spaces. While on the surface the building looks good, many of the problems that forced the building's closure in 2003 are still present today.

HGEA has been communicating with the employers about the building conditions, and on June 26, 2019, filed a class grievance on behalf of all affected members belonging to Bargaining Units 3, 4, 9 and 13 who work in the building. As we went to print on this issue of *The Public Employee*, a Step 2 grievance hearing was conducted. We will let you know the outcome of the grievance and other updates through eBulletin.

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION | JUNE 30, 2018 & 2017

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

OCTOBER 2019
18

ASSETS

CURRENT ASSETS:

	2018	2017
Cash and cash equivalents	\$ 7,119,160	\$ 5,883,895
Time certificates of deposit	492,636	490,000
Accounts receivable	688,006	779,749
Interest receivable	12,751	1,178
Prepaid expenses and other current assets	393,426	81,387
Total current assets	8,705,97	7,236,209

INVESTMENTS 7,018,476 6,604,092

PROPERTY AND EQUIPMENT, NET 7,154,011 7,491,497

\$ 22,878,466 \$ 21,331,798

LIABILITIES AND NET ASSETS (DEFICIT)

CURRENT LIABILITIES

Current maturities of notes payable	\$ 372,222	\$ 356,918
Accounts payable and other current liabilities	313,076	205,244
Accrued vacation payable	664,474	754,875
Payable to AFSCME	547,263	554,532
Due to bargaining units	121,633	47,434
Deferred income	23,589	36,622
Postretirement medical benefit liability	235,047	241,658
Total current liabilities	2,277,304	2,197,283

LONG-TERM OBLIGATIONS

Notes payable, less current maturities	595,705	968,250
Defined benefit pension liability	12,345,296	15,550,645
Postretirement medical benefit liability, less current portion	7,341,742	6,265,189
	20,282,743	22,784,084

NET ASSETS (DEFICIT):

Unrestricted:		
Undesignated	(2,774,150)	(6,129,420)
Designated for arbitration	1,339,213	1,265,836
Designated for medical trust	1,410,399	1,298,438
Designated for future repairs	499,429	325,400
	474,891	(3,239,746)
Noncontrolling Interest In The Association	(156,472)	(409,823)
	318,419	(3,649,569)
	\$ 22,878,466	\$ 21,331,798

REVENUES AND OTHER SUPPORT:

Statutory dues	\$ 12,486,517	\$ 12,813,082
Affiliation fees	4,259,531	4,292,861
Rental income and recoveries	1,139,385	983,768
Associate member dues	945,724	915,635
Investment return	555,516	467,457
Grants	99,500	130,800
Contributions	--	775,000
Other income	125	216
Total revenues and other support	19,486,298	20,378,819

EXPENSES:

Program services:		
Affiliation dues	4,259,531	4,292,861
Field services	4,264,446	3,930,933
Representation	1,697,503	1,565,897
Communication	1,032,427	1,068,022
Legislation/political action	345,092	1,504,993
Unit appropriations	247,306	258,724
Statewide recreation	148,332	194,701
Board of directors	66,346	187,769
Negotiation/arbitration	47,054	49,228
Steward's incentive/training	46,348	62,985
General assembly	(165)	(11,293)
Supporting services:		
General and administrative	4,854,469	5,818,430
Property management	769,896	553,574
Operations of the Association	646,958	559,323
Total expenses	18,425,543	20,036,147
Change in net assets before other costs (credits)	(1,060,755)	(342,672)

OTHER COSTS (CREDITS):

Pension related changes other than net periodic pension costs - defined benefit pension plan	(3,483,859)	(2,572,919)
Benefit obligation related changes other than net periodic costs - postretirement medical plan	576,626	890
	(2,907,233)	(2,572,029)
Change in net assets	3,967,988	2,914,701
Change in net assets attributable to noncontrolling interest in the association	(253,351)	(224,590)
Change in net assets attributable to the Union	\$ 3,714,637	\$ 2,690,111

Net assets (deficit) at beginning of fiscal year	\$ (3,649,569)	\$ (6,564,270)
Change in net assets	3,967,988	2,914,701
Net assets (deficit) at end of fiscal year	\$ 318,419	\$ (3,649,569)

HGEA members who are newly enrolled students accepted into any undergraduate, graduate or graduate certificate program at HPU are eligible to receive a tuition discount!

40% discount for undergraduate programs
30% discount for graduate programs

For more information visit www.hgea.org



Upcoming Events

Oahu

December 4 and 5:

HGEA Holiday Craft Fair
HGEA Kendall Building – 1st Floor
10:00 a.m. to 2:00 p.m.

January 15:

Opening Day of the 2020
Legislative Session

January 20:

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.

February 15 & 16:

HGEA State Bowling Tournament
Maui Bowling Center – more details to be announced

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

Maui

October 27: Golf

Waiehu Golf Course

November 2: Tennis

Wells Tennis Courts

November 12: Hanafuda

HGEA Office, Room 207

November 24: Golf

Waiehu Golf Course

November–December:

Holiday Foodbank Drive
Ongoing

December 1: Golf

Waiehu Golf Course

December:

Salvation Army Bell Ringing
(Details to be announced)

January 20:

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

February 15 & 16:

HGEA State Bowling Tournament
Maui Bowling Center – more details to be announced

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

Kauai

January 18:

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 at 8:15 a.m.

February 15 & 16:

HGEA State Bowling Tournament
Maui Bowling Center – more details to be announced

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

Hawaii

February 15 & 16:

HGEA State Bowling Tournament
Maui Bowling Center – more details to be announced

For questions regarding the above events, please contact the Hawaii Division office at (808) 935-6841.

Information may be subject to change. For updates 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

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 **Follow us on TWITTER!**
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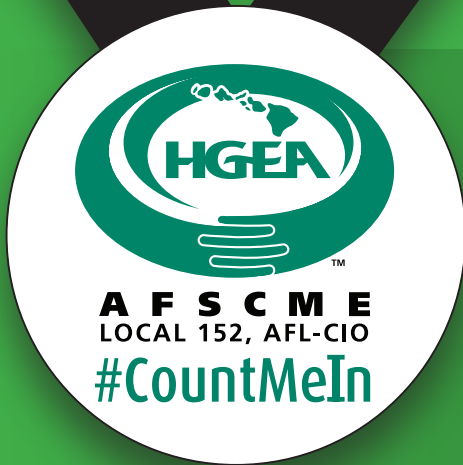
 **Sign up for text alerts!**
Text HGEA to 237-263

#CountMeIn

#CountMeIn for fair salaries, safe working conditions, health insurance, leave and retirement benefits and so much more!

VOLUNTEERS NEEDED! We're looking for workplace leaders, mentors and all-around awesome members to help us, help you maintain your quality representation, services and benefits.

Register your interest at www.hgea.org/CountMeIn and HGEA staff will be in touch with you.



As HGEA members, we're standing together to keep our communities safe, protect our natural resources and environment, and provide vital support and services to the people who need it the most. We take pride in our union membership because we believe the work we do is important, and we know we're stronger when we stand together.

2020-2021
CHARLES R. KENDALL
SCHOLARSHIP

Applications due:
January 21, 2020

Apply online: www.hgea.org/kendallscholarship