

THE PUBLIC

EMPLOYEE

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NEW NORMAL **PAGE 10**

*Kapiolani Community College's
Director For Resource Development
Brandon Marc Higa*

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EXECUTIVE DIRECTOR MESSAGE



Randy Perreira
HGEA Executive Director

The last few months we've adjusted to a shutdown of our state caused by a pandemic that none of us experienced in our lifetime. It continues to be a long fight against those in the Ige Administration that see pay cuts as the way to balance our state budget. This despite the words of advice from Hawaii economists and the Federal Reserve Chair: cutting salaries in the face of the unemployment and business shutdowns is the wrong move. I thank all of you for your perseverance and support. I also thank our legislative leaders for taking control of the budget and forcing decisions on the Administration — without cutting pay.

On Friday, June 26, the Hawaii Legislature overwhelmingly passed the bill that funds the collective bargaining agreements for Units 2, 3, 4, 8, 9, 13 and 14, ensuring that you will have valid contracts. There was strong and vocal opposition that played out in the news, but despite the public pressure, a vast majority of legislators understood the importance of ensuring your rights and we were successful in passing the measure. At the time The Public Employee went to print, the bill was awaiting action by the governor.

Thank you to all who reached out to your legislators and urged passage of the bill. To the Senate leadership, we thank Ways and Means Chair Donovan Dela Cruz, Senate President Ron Kouchi and Labor Chair Brian Taniguchi. Special thanks to House of Representatives leadership, Speaker Scott Saiki, Labor Chair Aaron Johanson and Finance Chair Sylvia Luke who made it a priority to make sure that our members were treated fairly and our contracts were acted upon. We're grateful to all legislators who voted in support.

The fight is not over. The governor is still considering layoffs, pay cuts or furloughs of public employees in his financial plan. Many members shared with us how a pay cut would financially devastate their families. Make no mistake — HGEA is prepared to fight to the bitter end to do what is economically sound and right for our state and protect your pay.

In a crisis, government's job is to support communities through continued crucial services. Public service and government spending are what keep distressed economies afloat. AFSCME, along with our Congressional delegation, are working hard in Washington, D.C. to secure a next round of unrestricted federal support to states. These monies are needed to fund public services and support our local economies. We can't afford more cuts to essential public services like public safety, sanitation, water treatment and health care.

As you are recalled to work, please know we remain vigilant in ensuring that your work environment is safe. Some agencies are doing a better job than others (the Judiciary and UH), while at other jurisdictions we fear chaos similar to what we saw during the shutdown in March.

Finally, a moment to remind you that this is an important election year. Hawaii has our first all-mail election. I must remind you to make sure you are registered and to sign/return the signature card that was mailed to you. Please look at our list of endorsed candidates (pages 20-21) and watch for more video messages. As we witnessed, our future depends on the actions of elected officials — remember, vote for those who share our values and support working families.

STAYING HGEA STRONG

IN A PANDEMIC WORLD

Within the past four months, the world has been transformed with the coronavirus outbreak. Along with the heartbreaking loss of lives globally, the pandemic brought stay-at-home orders and changed how we interact with each other, how employees do their work, how businesses operate, and has forced some to shut down. In Hawaii, although we have fared comparatively better than other areas in the world in terms of COVID-19 cases, we have been hit hard economically and are

greatly suffering due to layoffs, shutdowns and travel restrictions to the state.

During this time of crisis, HGEA members have been resilient, continuing to work and adapting to what has become the new normal. Public workers are the unsung heroes of this pandemic, quietly and effectively getting the job done every day to make sure the services that we all depend on are still available. Thank you to everyone for doing your part.

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CHAOS AND CONFUSION

From the start, HGEA staff received a deluge of calls and emails from members who had questions and concerns. The lack of clear and consistent communication from the employers on workplace guidelines and unclear clarification about essential vs. non-essential workers added additional stress to the situation. As government workers continued to serve the public on the frontlines, they had little or no personal protective equipment (PPE) and few cleaning supplies were provided to them. While we understood that circumstances kept changing and plans were evolving for this unprecedented public health emergency, HGEA discovered that across different departments and jurisdictions, the employers did not have standard policies on how they were handling coronavirus issues. Our managers and staff continued to work with every jurisdiction on a weekly and almost daily basis to get information and continued to press the employers to establish protocols.

The HGEA offices remained open, HGEA staff were available, Executive

Director Randy Perreira gave regular updates through video messages — through it all, we fought and continue to fight on your behalf for safer working conditions, temporary hazard pay and more. As the state, counties and other government jurisdictions start to bring their employees back from telework and reopen to the public, we ask the employers to provide a uniform set of safety guidelines and requirements for all public workplaces and for a seamless transition back to full service while ensuring employees and their customers operate in a safe environment.

“As health experts are giving the green light to reopen businesses, we are seeing strong safety protocols put in place in retail stores and restaurants,” Perreira said. “Government needs to be just as careful. We are asking for action plans and are finding that decisions about worker and public safety are being delegated down to department heads or line supervisors — this is a recipe for chaos and confusion with each department doing something different.”

“DECISIONS ABOUT WORKER AND PUBLIC SAFETY ARE BEING DELEGATED DOWN TO DEPARTMENT HEADS OR LINE SUPERVISORS — THIS IS A RECIPE FOR CHAOS AND CONFUSION WITH EACH DEPARTMENT DOING SOMETHING DIFFERENT.”

—RANDY PERREIRA

FIGHTING FOR YOU

While public employees continued to work during the pandemic despite risks, HGEA fought and continues to fight for fair compensation for members and for their health and safety in the workplace. In addition, we continue to fight against proposed pay cuts and furloughs of public workers to balance the state budget.

Temporary hazard pay: HGEA continues to fight for temporary hazard pay for all affected employees in all jurisdictions statewide that were designated to perform essential functions — workers on the frontlines that have had or continues to have contact with the general public and are at heightened risk of being exposed to or getting COVID-19, and workers who were being required to report to work.

Personal protective equipment: HGEA urged employers to provide our members with proper PPE. In the wake of this worldwide pandemic, these public workers needed to be provided a safe working environment, particularly the frontline workers who were operating with inadequate workplace protections even as they were protecting our communities. At the Hawaii State Hospital,

for example, nurses, psychiatric technicians, clerks and other workers didn’t have proper PPE and were being asked to wear donated cloth masks. Our national union AFSCME also fought for PPE on the national level. While some employers provided the appropriate PPE and cleaning supplies, others did not and employees were forced to bring their own face masks, hand sanitizers and disinfecting products.

Health and safety: Class grievances were filed on behalf of essential workers whose employers disregarded health and safety guidelines and violated social distancing recommendations from the Centers for Disease Control and Prevention (CDC). At the Hawaii Paroling Authority in downtown Honolulu, rather than allowing employees to telework, parole officers and office assistants were ordered to report to work where officers and parolees met in crowded spaces, common areas were often overly crowded and office workers had less than the CDC-recommended six feet of space between them.

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PROVIDING
ESSENTIAL SERVICES

Amid the COVID-19 crisis, it's been business as usual for many HGEA members who continued to go to work and risked their own safety to provide essential services. Others worked behind-the-scenes or at home helping to stop the spread of coronavirus. While teleworking and video conferencing became the norm because of social distancing

guidelines, many worked long hours and on weekends to get their jobs done. Our members have continued to keep our communities safe and running smoothly with critical public services such as food safety, health care, social services and public safety — services public workers

provide that are often taken for granted yet are essential to supporting our communities, especially during a pandemic. Read stories about several members who continued to do their jobs, starting with our cover feature on page 10. For more member stories, visit www.hgea.org/COVID19.

Top Left and Top Right: Microbiologists like Unit 13 members Samantha Sobus (Laboratory Preparedness & Response Branch, Biological Response Section). Derek Harauchi (Medical Microbiology Branch, Virology Section) of the state Department of Health work at the Hawaii State Laboratory and test samples for COVID-19, flu, HIV, hepatitis B, bacterial and parasite infections, food poisoning, measles, mumps, and other bacterial and viral diseases. **Bottom:** Conservation and Resources Enforcement Officers of the state Department of Land and Natural Resources cited people across the islands for violating the statewide stay-at-home order amid the COVID-19 pandemic.



PROCESSING
UNEMPLOYMENT
CLAIMS



The COVID-19 pandemic brought closures of hotels, stores and other businesses and put thousands of residents out of jobs. More than 250,000 unemployment claims were filed in Hawaii since March. In a call to assist with the backlog of applications in order to get the checks out quickly, hundreds of state employees volunteered to help process unemployment claims with the state Department of Labor and Industrial Relations Unemployment Division. Volunteers started reporting to the Hawaii Convention Center in April and continue to help process claims.

Unit 8 member Therese Nakadomari, an information technology manager at the University of Hawaii-West Oahu, was one of the volunteers

who also helped on weekends. “The process was easy to follow, but there were a lot of exemptions where you had to ask the trainers for clarification. As volunteers, we really appreciate the trainers who were very patient with us,” she said. “It was fun for me because I like doing that kind of stuff. But there are so many claims that need attention and people that are hurting financially.”

This HawaiiWorks venture was a joint effort of HGEA, Hawaii State Teachers Association and the University of Hawaii Professional Assembly, with the support of U.S. Senator Brian Schatz, State Representatives Scott Saiki (House Speaker), Sylvia Luke (Finance Chair) and Aaron Johanson (Labor Chair).

FIGHTING FOR YOU
CONTINUED FROM PAGE 5

Actions were taken by the administration after HGEA filed a health and safety grievance to implement social distancing procedures and make disinfecting solutions available to employees and members of the public who enter the Alakea Street location.

No pay cuts and furloughs: When the governor’s team proposed pay cuts and furloughs for state employees in April, HGEA and other public sector unions fought back against the cuts, stressing how important it is to keep public workers employed — many of whom are on the frontlines providing vital and essential public services during the coronavirus pandemic — in order to keep vital government services running and to positively contribute to the economy. Numerous HGEA members who worked in social services and mental health shared how pay cuts would not just affect them financially but also how cuts in services would negatively impact the vulnerable clients they serve. AFSCME has pushed hard for stimulus money to fund the frontlines here in Hawaii and in states and cities across the country and pushed for unrestricted stimulus money to help fill gaps in budgets in order to keep public services running and public workers paid. While the governor had stated there is no “immediate need” for pay cuts, his administration is still considering furloughs and pay cuts for state workers.

GIVING BACK

In times of crisis, Hawaii people come together and help each other get through difficult times. During the COVID-19 pandemic, HGEA members have gone above and beyond in helping fellow members and others in the communities — from making and

donating face masks and distributing grab-and-go school meals for keiki to distributing boxes of food to families and making food for communities. We appreciate your aloha and support in this time of need.



Top Left: Unit 3 member Denise Inouye shows off one of the HGEA face masks made by her daughter, Associate member Haunani Inouye; they gave out the masks at food distribution drives. **Top Right and Bottom Left:** HGEA members and members from other unions helped distribute food to hundreds of families at weekly Hawaii State AFL-CIO food drives on Kauai (top right) and Oahu (bottom left). **Middle Bottom:** Unit 6 members load food into a car during a food drive at Farrington High School in Honolulu. **Bottom Right:** HGEA Kauai Island Division Chair and Unit 2 member Ken Morikawa's sister-in-law, Queenie, made HGEA face masks with material they had left over from making shirts and muumuu.

MAKING LAULAU FOR THOSE IN NEED



Left: Unit 14 member Joey Cadiz and friend Kealoha Pilaes; **Top Right:** Joey Cadiz; **Bottom Right:** Lots of laulau

On his days off from guarding Oahu's beaches as part of the City & County of Honolulu's ocean safety team, Unit 14 member Joey Cadiz worked with a few friends and family members making hundreds of laulau that he gave away to anyone in need.

"Community service is always a prime concern, especially during these tough times," Cadiz said. "We are all so thankful to live in Hawaii and call this place home, we just wanted to be able to serve and give back to anyone who needed a break."

A lifelong athlete, Cadiz has a master's degree in public health and wanted to provide a healthy meal to families suffering during the coronavirus pandemic. "Kalo/taro has traditionally been a primary food source for the people of Hawaii,"

he said. "We are continuing to use that same plant in different ways to continue to create a delicious and highly nutritious meal for everyone who comes."

Since the start of these weekly giveaways, with the help of donations from several individuals, families and community organizations like Hui O He'e Nalu, Cadiz and his small team made over 1,000 laulau to give away. "One day he's saving lives in the ocean and then the next day he is providing food for those in need," said HGEA Advocacy Chief and Hui O He'e Nalu board member Stacy Moniz. "He's really an outstanding guy."

Pick-up times and locations were spread on social media, then families showed up at locations across Oahu

to pick up a delicious dinner. Cadiz said at first it seemed that families were reluctant to accept the help of a free meal. But as he continued to cook and share, people began to look forward to his weekly deliveries.

Cadiz has been an ocean safety officer for five years. "It truly is the best job in the world. I'm so thankful and happy to be an ocean safety officer alongside some of the greatest watermen and women in the world," he said. "And we are even more thankful for the backing and support HGEA has for us and our families."

Cadiz has since formed a nonprofit organization called Laulau Solutions to continue his endeavor to help those in need and to restore health in our communities.

PREPARING FOR HIGHER EDUCATION'S NEW NORMAL

With the sudden onset of the coronavirus, Higa's responsibilities have increased, but he's not intimidated by the pressure. Rather, he took the opportunity to advocate for the health and safety of his team, host online seminars and perhaps most impressively, secured \$3.7 million in federal aid for his campus. "Our bread and butter is getting funds from the federal government, but this situation was different," Higa said about the pandemic. "Our chancellor was very quick to take action, and that was great because it empowered the Shared Services team to take action as well," he said about transitioning his office to telework. "I wanted to make sure my team was going to be safe whether in the office, at home or a blend of both. For us, this is the new normal."

Higa and his team of UH and RCUH (the Research Corporation for the University of Hawaii) staffers adapted well to the change and are thriving despite the chaotic conditions. "Our work hasn't stopped, it's gotten greater. In this current pandemic, the work has continued because we have to stabilize federal dollars for the future," Higa said about grants that were in-process prior to COVID-19 as well as federal aid from the Coronavirus Aid, Relief, and Economic Security (CARES) Act. "We have been and will continue to rapidly respond to future

federal aid packages to alleviate the impacts of the coronavirus to our communities." The federal aid received is a small part of the nationwide economic recovery assistance that the American Federation of State County and Municipal Employees (AFSCME) continues to fight for. HGEA, alongside AFSCME, continue to advocate that Congress pass state and local aid to help ensure that essential services continue to be provided in our community.

Keeping up with changing conditions

Before the closure of university classrooms across the state, the funds Higa secured were used for routine campus-related expenses like building maintenance, special programs and student scholarships. "In a very short amount of time, we needed to switch gears and focus a lot of our existing resources on making telework and distance learning available to staff and students," he said, noting the importance of being mindful to balance remaining resources with timelines for any incoming federal aid.

Much of the federal aid KCC is slated to receive will help maintain academic sustainability through the pandemic.

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AS THE DIRECTOR FOR RESOURCE DEVELOPMENT AT KAPIOLANI COMMUNITY COLLEGE (KCC), BRANDON MARC HIGA FINDS HIMSELF UNIQUELY SITUATED TO HELP THE UNIVERSITY OF HAWAII (UH) WEATHER THE FINANCIAL STORM CAUSED BY COVID-19. IN ITS SIMPLEST TERMS, HIGA'S MAIN RESPONSIBILITIES ARE TO OVERSEE AND SECURE FUNDING FOR KCC AND ITS PARTNERS — ANYTHING BUT SIMPLE.

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The Shared Services team from left to right: Sara Kim (RCUH, Title III Fellowship & Professional Development Coordinator), Linda Duong (Unit 8, Fiscal Administrator for Extramural Programs), Brandon Marc Higa (Unit 8, Director for Resource Development), Martin Holzgang (RCUH, Office and Web Manager), and James Taylor (Unit 8, Assistant Fiscal Administrator).



“The first wave of funding from the CARES Act will benefit students through the financial aid process. The second will provide much needed support for expenses incurred responding to the coronavirus, like moving courses online to ensure students may complete the semester,” Higa said. “Additionally, campus facilities and maintenance staff were asked to quickly implement new cleaning protocols to ensure a safe working environment for essential workers who continue to report to work in-person. Many campus budgets simply do not provide for a sudden influx of expenses related to the safety of its physical and digital infrastructures.”

Though Higa is ultimately responsible for the applications of grants, contracts and now, federal aid, he credits his coworkers and campus administration. “My team has a good work ethic,” he said. “These are times where we (my colleagues at other UH campuses) come together and develop creative solutions.” Commending the work of his peers

at Leeward and Kauai Community Colleges, he added, “We have to be crafty at getting federal funds and this situation was our perfect moment to act decisively and quickly.”

Higa is equally quick to recognize that much of the work he’s done comes with tremendous support from KCC Chancellor Louise Pagotto who worked expediently to disburse the emergency aid to students through the Student Affairs team. Pagotto’s openness to collaboration and communication have helped guide Higa and his team toward success, which she acknowledged saying, “extramural funding is an essential component of support for higher education endeavors. It allows us to seed new ideas, develop new pedagogy, support innovations in learning, and enrich student experiences. The efforts of Brandon Marc Higa and his team over these years have without a doubt enhanced the quality of our programs through their dedication to finding the grant solicitations, directing them to the right people, assisting in preparing

and submitting them, and then helping the principal investigators manage the funds. Now, with an uncertain economic future ahead of us, the ability to secure extramural funds is more important than ever.”

Stepping up and moving forward

On top of his regular workload, the additional stream of COVID-19 information Higa receives keeps him beyond busy, but he handles it well. “Sometimes it feels like information overload,” he said with a laugh. “But I’ve found that staying optimistic and productive has been helpful to get through this.” Shortly after he began teleworking, Higa started hosting Friday Zoom Specials — brief informational sessions for his colleagues via Zoom — but noted that they’re open to anyone who would like to attend.

“The sessions give us something to look forward to as we head into our weekend,” he said. The interactive discussions range from general questions to campus-specific

matters like emergency federal funding and Higa goes the extra mile to ensure his colleagues stay well-informed. “The coronavirus doesn’t change our mission. We want to fulfill our commitment to educate and provide top-notch service to other departments as well as students.”

As campuses prepare to open for the fall semester, Higa is proud of what his team and other HGEA members have accomplished. “I’m very grateful for the work that I have at KCC and I admire staff and faculty for trying new things and encouraging us to be flexible and accountable,” he said. “Our members are the unsung heroes of our campus. They work hard and bring institutional knowledge, positivity and innovation to their work which allows us to remain cutting edge as Hawaii’s public university. This is the time when we have to pivot and adjust how we do work to remain successful, and I think we’re all trying to do our part to make sure we get there.”



“THIS SITUATION WAS OUR PERFECT MOMENT TO ACT DECISIVELY AND QUICKLY.”

—BRANDON MARC HIGA



QUOTE: “Foster parents are stressing out, and reluctant to take new kids into their home, so we’re doing our best, but it feels like we’re using chicken wire and zip ties.”	26 YEARS HGEA MEMBER	Read full story online: hgea.org/KalaniMotta	KALANI MOTTA CHILD/ADULT PROTECTIVE SERVICES SPECIALIST State Department of Human Services
		HGEA Unit: 13	

HELPING AT-RISK YOUTH
DURING A GLOBAL HEALTH CRISIS

“Five months ago, placing a child in a foster home wasn’t a problem. Now it’s nearly impossible,” said Child/Adult Protective Services Specialist Kalani Motta. “Yesterday, I had to move children from one foster home to another, and I had to interact with the foster parents, so I physically had to go into their home. We come into contact with so many people, so we just gotta go in and hope we don’t get sick.”

One of Motta’s primary duties as a case manager with the state Department of Human Services in Hilo is to find foster homes for children in East Hawaii. In the wake of the coronavirus pandemic, he’s been classified as an essential employee, and although he was given the option to work from home during the crisis, the nature of his job doesn’t allow for it. “Certain parts of this job, there’s no way you can work from home,”

he said. “When we respond to calls of concern, we have to go out and physically locate the family. The only way we can help these children is if we get out there and do it in person. It can’t be done remotely.”

PROTECTING HAWAII
FROM INVASIVE PESTS AMID A PANDEMIC

A plant quarantine inspector’s job doesn’t stop because of a pandemic. Invasive species still pose significant threats to agriculture daily, and as one of the most isolated island chains in the world with unique plants and animals found nowhere else in the world, Hawaii is highly vulnerable. Nearly 90 percent of the food in the state is imported, and agricultural inspectors make sure what’s coming into Hawaii is safe for all residents and visitors.

Since the COVID-19 outbreak, the Hawaii Department of Agriculture’s critical services of plant quarantine inspections have continued like clockwork at the airports and harbors. “Being a plant quarantine inspector means I am on the frontline, defending the state against any harmful invaders,” said Plant Quarantine Inspector Techie Lancaster. “Whether it’s an animal, plant, disease or other pest, I have the ability to stop it from

causing any real agricultural, economic or ecological damage to our beautiful state.” The motto of the state’s Plant Quarantine Branch is “Inspect to Protect” and that’s what Lancaster and other plant quarantine inspectors continue to do, protecting us and the environment from pesky little fire ants, coqui frogs, coconut rhinoceros beetles and more.

QUOTE: “With limited manpower there would be a significant delay in inspections, and many of the importers would have to wait. They wouldn’t be able to get their produce on time, which means the public won’t get their produce either.”	6 YEARS HGEA MEMBER	Read full story online: hgea.org/TechieLancaster	TECHIE LANCASTER PLANT QUARANTINE INSPECTOR State Department of Agriculture
		HGEA Unit: 13	



CONTINUING TO PROVIDE
ESSENTIAL SERVICES
FOR SPECIAL NEEDS INDIVIDUALS

What was already a demanding process to provide services for a high-risk group of individuals with intellectual and developmental disabilities has become even more challenging in the wake of the coronavirus crisis. For Earl Young and his staff of case managers, it's the new norm. "The COVID-19 pandemic is unprecedented and the most difficult challenge our division has ever faced," said Young, West Section supervisor

of the Case Management Branch at the state Department of Health's Developmental Disabilities Division. "Our entire framework of providing case management services to a very vulnerable special needs population has been the catalysts of everyday life since the start of the pandemic." Some of the critical services are not easily available right now, services that these individuals and families rely on for

daily living — including adult day health, skilled nursing, personal emergency response system, specialized medical equipment and supplies, and much more. "We have been challenged with assuring that existing services either continue or are supplemented with additional supports. Many challenges come from our provider network where some of the providers have had to close their operations due to the pandemic," said Young.



QUOTE: "We do this job because we love our state and want to protect it and its people. In these uncertain times, it's even more important that the public knows that we will be doing our best as state law enforcement."	6 YEARS HGEA MEMBER	Read full story online: hgea.org/RyanKamealoha	RYAN KAMEALOHA DEPUTY SHERIFF State Department of Public Safety
		HGEA Unit: 14	

DEPUTY SHERIFF:
SOCIAL DISTANCING IS NOT ALWAYS AN OPTION

Even with public health recommendations to follow social distancing guidelines to help reduce the spread of the coronavirus, "unfortunately, there is no social distancing for us," said Deputy Sheriff Ryan Kamealoha, with a chuckle. "For law enforcement, it isn't always possible." He likens himself and his fellow deputy sheriffs to being in the same situation as health care workers and other first responders. "Our

jobs demand close contact. People who have just been arrested come to us after being booked and fingerprinted, and now we are the next step in the criminal justice process," said Kamealoha, a Honolulu district court cellblock deputy with the state Department of Public Safety. "It's almost like being a health care worker where sick people come to them and there isn't any other option but to be in close contact

with patients in order to do their job. Other deputies, like those on patrol, must respond to any calls for service. You never know what you're going to get into. There are many times that people can be violent, fighting, spitting, or showing a complete disregard for the current pandemic. The inherent dangers related to law enforcement is now magnified by the coronavirus."

QUOTE: "We are fully committed to our work. Our goal first and foremost is to help our participants and their families, providing them with the support and services so they can live safe, healthy and meaningful lives in the community."	29 YEARS HGEA MEMBER	Read full story online: hgea.org/EarlYoung	EARL YOUNG WEST SECTION SUPERVISOR, CASE MANAGEMENT BRANCH State Department of Health
		HGEA Unit: 13	





QUOTE: “One thing that keeps me motivated is seeing parents’ faces when they first meet their baby. It could be their first baby or their third baby, I get to share in the best miracle of all time.”	4 YEARS HGEA MEMBER	Read full story online: hgea.org/SharaySouza	SHARAY SOUZA REGISTERED PROFESSIONAL NURSE Hilo Medical Center Hawaii Health Systems Corporation
		HGEA Unit: 9	

HELPING TO BRING BABIES
INTO THE WORLD OF COVID-19

Having a baby is one of life’s most joyous moments. Giving birth amid the coronavirus pandemic, however, puts some constraints on this highly anticipated event and brings new challenges and fears for parents, babies and medical professionals. “There’s always some risk that comes with having a baby,” said Sharay Souza, an obstetrics nurse at Hilo Medical Center. “But with COVID-19, there are added concerns about

safety, keeping the mother and baby healthy, and protecting everyone in the delivery room. We want to make sure labor and delivery is safe and we’re able to provide the same level of care that we do all the time.” With strict CDC guidelines and hospital policies limiting visitors, an OB nurse may be one of the few friendly faces that a woman giving birth may see during her stay.

“Families are not allowed to come and visit,” said Souza. “We allow one visitor per laboring patient and that visitor must stay with the patient throughout her entire hospitalization. It’s been more stressful. But we are right by each of our patients’ sides throughout their stay here. We’re there for them as they face the challenges of a pandemic and having a newborn.”

TELEWORKING BEHIND-THE-SCENES
TO SUPPORT ESSENTIAL INDUSTRIES

Environmental Health Program Manager and MCEC member Peter Oshiro of the state Department of Health has gained the public’s trust by cutting through the red tape and breaking down information in ways Hawaii’s residents can understand, relate to and trust. Under normal circumstances, Oshiro and his team of 34 employees generally investigate and prevent food illness and other communicable risk factors associated with the food industry. During this

pandemic, his top priority was to protect his frontline employees that interact directly with their superiors, subordinates, the general public, and the regulated industry. “We immediately reduced the number of staff physically reporting to the office. I told my team to shelter at home but to remain flexible so they could come in if it was absolutely necessary.” Thanks to his decisiveness and swift actions, Oshiro successfully

transitioned his office to teleworking. “All staff are provided with hotspots, mobile devices and smart phones,” he said. In addition to regularly checking email and taking phone calls, employees are expected to be available for food illness investigations or other imminent health hazards. “Although business has slowed, the food industry remains open, and we need to continue to enforce food safety standards for the public.”

QUOTE: “Giving the public mixed or inconsistent messaging during a crisis leads to a lack of confidence in our government officials. Without HGEA keeping the Mayors, Governor, legislature, and the medias’ actions in check, they would surely run amok.”	32 YEARS HGEA MEMBER	Read full story online: hgea.org/PeterOshiro	PETER OSHIRO ENVIRONMENTAL HEALTH PROGRAM MANAGER State Department of Health
		HGEA Unit: MCEC	



YOUR HGEA-ENDORSED CANDIDATES

2020 PRIMARY ELECTION

HGEA has endorsed a full slate of candidates for the 2020 Primary Election. For several weeks, HGEA Island Division and State Political Action Committees, made up of members from all eight bargaining units, the Retirees Unit, and the managerial/excluded MCEC Unit, met, interviewed candidates and deliberated on political endorsement recommendations over video teleconferencing.

Thank you to all members who took time to submit comments and interview questions to the PAC feedback page. All member feedback and confidential comments about candidates were strongly considered and many of your suggested interview questions were utilized. Your feedback was one component of the many factors the PACs took into consideration when deliberating on recommendations.

Please consider these candidates as you cast your ballot in the primary election on August 8.

For more details on HGEA-endorsed candidates, please visit www.hgea.org/elections2020

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

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

U.S. Representative		U.S. Representative	
CONGRESSIONAL DISTRICT 1		CONGRESSIONAL DISTRICT 1	
Ed Case		Kaiali'i Kahele	
HAWAII			
State Senate	DISTRICT 6	DISTRICT 3	
	Nicole Lowen	Sue Lee Loy	
DISTRICT 2			
Joy San	DISTRICT 7	DISTRICT 4	
Buenaventura	David Tarnas	Ashley Kierkiewicz	
State House	Hawaii County Mayor	DISTRICT 5	
DISTRICT 1	Harry Kim	Ikaika Rodenhurst	
Mark Nakashima			
DISTRICT 2	Hawaii County	DISTRICT 6	
Chris Todd	Prosecutor	Maile David	
	Open		
DISTRICT 3	Hawaii County Council	DISTRICT 7	
Richard Onishi	DISTRICT 1	Rebecca Villegas	
	Bethany Morrison		
DISTRICT 4		DISTRICT 8	
Greggor Ilagan		Holeka Inaba	
DISTRICT 5	DISTRICT 2	DISTRICT 9	
Jeanné Kapela	Aaron Chung	Tim Richards	

KAUAI		
State Senate DISTRICT 8 Ron Kouchi	DISTRICT 16 Daynette “Dee” Morikawa	Kauai County Council Addison Bulosan Bernard Carvalho, Jr. Mason Chock Felicia Cowden Luke Evslin Arryl Kaneshiro KipuKai Kualii'i
	Kauai County Prosecutor Justin Kollar	
State House DISTRICT 14 Nadine Nakamura		
DISTRICT 15 No Action Taken		

MAUI

State Senate DISTRICT 5 Gilbert Keith-Agaran	DISTRICT 10 No Action Taken	Maui County Council EAST MAUI No Action Taken	KAHULUI Open	UPCOUNTRY Yuki Lei Sugimura
State House DISTRICT 8 Troy Hashimoto	DISTRICT 11 Don Couch	WEST MAUI Tamara Paltin	SOUTH MAUI Tom Cook	LANAI Open
DISTRICT 9 Justin Woodson	DISTRICT 12 Kyle Yamashita	WAILKU-WAIHEE-WAIKAPU No Action Taken	MAKAWAO-HAIKU-PAIA Mike Molina	MOLOKAI Stacy Crivello
	DISTRICT 13 Lynn DeCoite			

OAHU

State Senate DISTRICT 9 Stanley Chang	State House DISTRICT 17 Open	DISTRICT 27 Takashi Ohno	DISTRICT 38 Henry Aquino	DISTRICT 49 Scot Matayoshi
DISTRICT 10 Les Ihara	DISTRICT 18 Mark Hashem	DISTRICT 28 John Mizuno	DISTRICT 39 Ty Cullen	DISTRICT 50 Patrick Branco
DISTRICT 11 Brian Taniguchi	DISTRICT 19 Bert Kobayashi	DISTRICT 29 Daniel Holt	DISTRICT 40 No Action Taken	DISTRICT 51 Coby Chock
DISTRICT 13 Karl Rhoads	DISTRICT 20 Jay Ishibashi	DISTRICT 30 Sonny Ganaden	DISTRICT 41 Open	Honolulu Mayor Keith Amemiya
DISTRICT 14 Donna Mercado Kim	DISTRICT 21 Scott Nishimoto	DISTRICT 31 Aaron Ling Johanson	DISTRICT 42 No Action Taken	Honolulu Prosecutor Open
DISTRICT 15 Glenn Wakai	DISTRICT 22 Tom Brower	DISTRICT 32 Linda Ichiyama	DISTRICT 43 Stacelynn Eli	Honolulu City Council DISTRICT 1 Makana Paris
DISTRICT 19 No Action Taken	DISTRICT 23 Dale Kobayashi	DISTRICT 33 No Action Taken	DISTRICT 44 Cedric Gates	DISTRICT 3 Alan Teixeira
DISTRICT 20 Mike Gabbard	DISTRICT 24 Della Au Belatti	DISTRICT 34 Gregg Takayama	DISTRICT 45 Open	DISTRICT 5 No Action Taken
DISTRICT 22 Donovan Dela Cruz	DISTRICT 25 Sylvia Luke	DISTRICT 35 Roy Takumi	DISTRICT 46 Open	DISTRICT 7 Open
DISTRICT 25 Chris Lee	DISTRICT 26 Scott Saiki	DISTRICT 36 Trish LaChica	DISTRICT 47 Sean Quinlan	DISTRICT 9 Will Espero
		DISTRICT 37 Ryan Yamane	DISTRICT 48 Lisa Kitagawa	

STATEWIDE

Office Of Hawaiian Affairs (OHA)
OHA At-Large Trustee
Keoni Souza

OHA – Molokai & Lanai Trustee
Colette Machado

ALL MAIL BALLOT ELECTION:

VOTING COMES TO YOU

Beginning with the 2020 Elections, all elections in Hawaii will be conducted by mail. This new law removes using polling places where voters cast their ballots on Election Day, and instead a ballot is automatically mailed to registered voters. **There are no polling places on Election Day.**

You must be a registered voter to receive a ballot. Your Clerk’s Office will prepare and mail your ballot packet approximately three weeks

before the election. If you do not receive your mail ballot packet, contact your Clerk’s Office. If you need to register to vote or update your voter registration, simply go to olvr.hawaii.gov.

You may return your marked ballot and signed postage-paid return envelope: by mail, or in-person at a designated place of deposit. All ballots must be received by the Clerk’s Office by 7:00 p.m. on Election Day. Postmarks do not count!

Voter Service Centers: The Clerk’s Office will establish voter service centers in your county that will be open 10 days prior to each election. Voters may visit any service center within their county should they prefer to vote in person. Additionally, the service center will provide same day registration and accessible voting.

Visit elections.hawaii.gov for more information.

2020 ELECTION DATES & DEADLINE

Election Day	Voter Registration Deadline	Ballots Mailed	Absentee Ballot Request Deadline	Voter Service Centers
PRIMARY August 8, 2020	PRIMARY July 9, 2020	PRIMARY July 21, 2020	PRIMARY August 1, 2020	PRIMARY July 27, 2020 through Election Day, August 8, 2020
GENERAL November 3, 2020	GENERAL October 5, 2020	GENERAL October 16, 2020	GENERAL October 27, 2020	GENERAL October 20, 2020 through Election Day, November 3, 2020 (Excluding Sundays)

KEITH AMEMIYA FOR HONOLULU MAYOR:

COLLABORATIVE LEADER,
FRESH VISION

Now more than ever, we need a focused, collaborative leader with new ideas and perspectives and the ability to bring everyone together to help us in our economic recovery. That’s why HGEA has endorsed Keith Amemiya for the mayor of City & County of Honolulu.

“HGEA’s Political Action Committee sees Keith as a leader who has a proven history of caring for the people of Hawaii,” said HGEA Executive Director Randy Perreira. “He’s smart, he brings people together and he gets the job done. In times of crisis and in economic prosperity, we believe he will base his decisions on what is best for the people of Hawaii.”

Throughout the COVID-19 emergency, public employees have stood strong. Amemiya recognizes that thousands of HGEA members have continued to serve on the frontlines and behind-the-scenes to ensure the continuity of state and county services for all of us — he deeply appreciates and respects the contributions of public workers that too often go unnoticed and unrecognized. He has worked alongside many HGEA members during his time as executive director of the Hawaii High School Athletic Association (HHSAA), an executive administrator at the University of Hawaii System and a member of the Board of Education.

During his 12 years at HHSAA, Amemiya faced controversial issues about high school athletics that others before him didn’t have the courage to address: gender inequality and disparities between schools. He traveled to all 95 schools statewide to listen and talk story with thousands of people — student-athletes, parents, coaches, school administrators, legislators and business executives. During the state budget cuts of 2009, he implemented a “Save Our Sports” campaign that successfully kept athletic programs afloat by building relationships and rallying the community. To this day, high school sports continue to address educational inequality and profoundly impact many students’ lives.

Amemiya said HGEA’s endorsement is especially meaningful to him. “I share your values and recognize everything you do to make Hawaii a better place. These are challenging times and our city needs a leader to help us emerge from the economic and social damage as a result of COVID-19. As mayor, working together with all of you, I know we will reposition our island for the future. As a public employee, you have been there for our community. I promise you that as mayor, I will be there for you.”



“AS MAYOR, WORKING TOGETHER WITH ALL OF YOU, I KNOW WE WILL REPOSITION OUR ISLAND FOR THE FUTURE. AS A PUBLIC EMPLOYEE, YOU HAVE BEEN THERE FOR OUR COMMUNITY. I PROMISE YOU THAT AS MAYOR, I WILL BE THERE FOR YOU.”

- KEITH AMEMIYA

KAI KAHELE

FOR CONGRESS



“THE HGEA POLITICAL ACTION COMMITTEE BELIEVES KAI UNDERSTANDS THE STRUGGLES OF WORKING FAMILIES.”

– ERIC INOUE, STATE PAC CHAIR

Earlier this year HGEA endorsed Kai Kahele for the U.S. House of Representatives, 2nd Congressional District, representing rural Oahu and the neighbor islands.

“After meeting and talking with Kai, the HGEA Political Action Committee believes he understands the struggles of working families and, if elected, will represent us well in Congress,” said State PAC Chair Eric Inouye. “As a union member, Kai knows the power of working people is strong when we stand together to help each other move forward with our union,” added HGEA President Jon Gasper.

Currently a state senator who represents Hilo, Kahele believes in a strong economy where all people can enjoy a living wage, providing an outstanding public education and ensuring all Americans have quality

and affordable health care. As a proud union member of the Air Line Pilots Association, he understands that labor unions give workers a voice, help raise wages and improve working conditions for all workers.

Kahele is grateful for HGEA’s endorsement. “Mahalo to HGEA for their early endorsement of my candidacy. It is an honor to have the support of Hawaii’s largest public sector union. As a strong advocate for Hawaii’s working families, I am committed to fighting for all workers to ensure that our working class families have the resources and support to get ahead and not be left behind. I firmly believe that we can do better to improve the quality of life for our communities, and I look forward to continuing that fight in the halls of the United States Congress.”

A MESSAGE FROM

RETIREES UNIT ADMINISTRATOR

Remember when we couldn’t wait for school to let out and mango season would be in full bloom? Summer is here, but instead of mango blossoms and graduation ceremonies, our lives have been turned upside down with COVID-19 restrictions and a new way of living.

Many thanks to your state board and chapter board of directors! You all make sure the work of the Retirees Unit continues. Election season is upon us. Your island chapter members attended Political Action Committee meetings online as well the state PAC meetings to decide on endorsements in the State Senate, House, Mayoral and County Council races statewide. HGEA Retirees Unit President Ruth Walker participated in the State Board of Directors meeting to finalize the island endorsements. Letters to the Editor from retirees including Oahu board member Ethel Fleming and President Ruth Walker were printed. Please be sure you are registered, have signed and mailed the card back to the Elections Office — that will ensure you will receive your ballot in the mail. Every vote matters.

President Walker and I attended online meetings with the AFSCME Retiree Department and Western Region staff to keep up with issues in other retiree chapters as well as retiree issues in Congress. I hope you

are subscribers of the Weekly News Digest, an online news bulletin. You can also “Like” AFSCME Retirees on Facebook. As you know the Trump White House continues to threaten cuts to Social Security, Medicare and Medicaid. We are fortunate that all four of Hawaii’s Congressional Delegation supports AFSCME legislation to block any cuts. Both Senators Schatz and Hirono have introduced legislation to increase Social Security. Friends and family in Republican states could use your help with calls to their Congressional delegation to not cut these programs.

Check HGEA eBulletins for the latest news. You’ll be notified of the next chapter meetings. HGEA offices have been and continue to be open and I’m available at (808) 543-0090 or mtrask@hgea.org for suggestions or to answer questions.

It’s important to complete the Census 2020 forms. Online instructions are simple, or you can request a written Census questionnaire. Mahalo State and Chapter officers and directors for your commitment to our Retirees Unit. Join me in calling on all HGEA retirees to Rise Up and join your island chapters, become an active participant. Together we will build a stronger HGEA Retirees Unit.



Mahie Trask
HGEA Retirees Unit Administrator

2020-2021
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 2021-2022 school year will be available at www.hgea.org in September.

\$2,500 AWARD



Elijah K. Bernardo-Flores
OAHU
Chaminade University
Parent: Lene Bernardo (Unit 3)



Kayla R. DeRouin
MOLOKAI
Honolulu Community College
Parents: Lee DeRouin (Unit 6) & Arlene DeRouin (Unit 13)

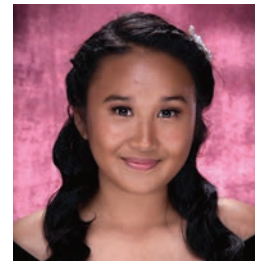


Lee P. Miyahira
OAHU
Hawaii Pacific University
Parent: Kathy Miyahira (Unit 13)



Samantha H. Yamamoto
HAWAII
University of Hawaii at Manoa
Parent: Ed Yamamoto (Retiree)

\$1,500 AWARD



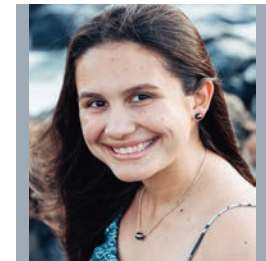
Kylie Charice P. Alarcon
OAHU
University of Hawaii at Manoa
Parent: Reziel Alarcon (Unit 13)



Ki'ilaweau Aweau
OAHU
Ottawa University
Parent: Dawn Tanaka (Retiree)



Kaitlyn M. Cook
KAUAI
Pacific University
Parent: Jerilyn Cook (Unit 13)



Kaitlin DeRouin
MOLOKAI
Chaminade University
Parents: Lee DeRouin (Unit 6) & Arlene DeRouin (Unit 13)



Kylie K. Hull
OAHU
Azusa Pacific University
Parent: Suzanne Hull (Unit 13)



Lauren Ikeda
OAHU
Whitworth University
Parent: Jan Ikeda (Unit 13)



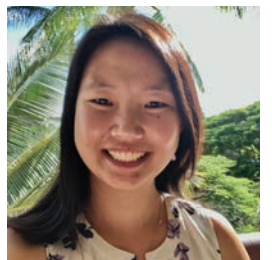
Riana M. Kawamura
OAHU
University of Hawaii at Manoa
Parents: Derek Kawamura (Unit 3) & Evangeline Kawamura (Unit 3)



Hope Kudo
HAWAII
Harvard University
Parent: Ruth Kudo (Unit 3)



Aaron S.H. Lieu
OAHU
University of Hawaii at Manoa
Parent: Krystine Lieu (Unit 3)



Penny Z. M. Loo
OAHU
University of Hawaii at Manoa
Parent: Dennis Loo (Unit 13)



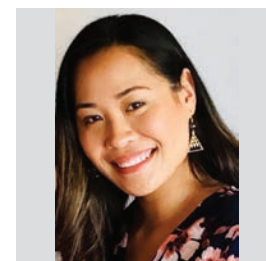
Samantha Martinez
MAUI
Corban University
Parent: Kristy Bugtong (Unit 3)



Jazlyn O. Rapozo
KAUAI
Hawaii Pacific University
Parent: Rose Rapozo (Unit 3)



Xavier W. Tablit
HAWAII
University of Hawaii at Hilo
Parent: Candace Walker (Unit 13)



Rachel K. Utu
OAHU
University of Hawaii at Manoa
Parent: Melanie Almazar-Utu (Unit 4)



Sydnee'O W. Valdez
OAHU
Chapman University
Parent: Darylne Maka (Unit 3)

HGEA SAYS ALOHA TO KAUAI ISLAND DIVISION CHIEF

GERALD AKO

HGEA Kauai Island Division Chief Gerald Ako retired from HGEA at the end of 2019 after 36 years of service, the last 28 on Kauai. His understated leadership style, dedication and caring for the members and community will be greatly missed. Ako worked hard to make Kauai HGEA strong.

HGEA Executive Director Randy Perreira said, “I never have met a more quality individual than this man. We’ve seen a lot, we’ve gone through a lot, we’ve worked together for so long and he has served our organization extremely well. Thirty-six years of service from a great guy.”

As Ako said aloha to HGEA staff, he left us with these thoughts: “My parents and grandparents made sacrifices so we could have a better life, and it is our responsibility to continue and make sure the next generation may enjoy what we have today. In the same way that unions helped working families have better working conditions and the benefits — the challenge now is to continue, hold on to and improve those gains that were made.”

While thousands of members know Ako as the leader of the HGEA Kauai

Division, many others remember him as the all-star pitcher for the University of Hawaii during its baseball glory years in the 1970s. Ako pitched for UH from 1974-1977. From there he went on to an exciting career in Minor League Baseball playing for teams including the Kansas City Royals and Milwaukee Brewers. In the off season, Ako and some of his teammates would play in Mexico and Colombia, South America in their professional league.

Ako is also the proud father of two sons and two daughters. From star baseball player to longtime labor leader, Gerald Ako has made an immeasurable positive impact on countless lives. Ako would like to thank the staff who have been so supportive, our HGEA members, and especially the Kauai Division for treating him with such encouragement and kindness. We wish him well in his retirement and know that he will still help working families as part of the HGEA Retirees Unit.

On behalf of all of us at HGEA, thank you for your work, leadership and friendship.

“I NEVER HAVE MET
A MORE QUALITY
INDIVIDUAL THAN THIS
MAN. HE HAS SERVED
OUR ORGANIZATION
EXTREMELY WELL.
THIRTY-SIX YEARS OF
SERVICE FROM A
GREAT GUY.”

– RANDY PERREIRA



HONORING OUR VETERANS

WEST HAWAII



For several years now, some of our HGEA members in Kona have been assisting Kamehameha Scholars students with their community service project of making lei to be placed around the gravestones of the West Hawaii Veterans on Memorial Day. This year, due to the COVID-19 pandemic, there was no Memorial Day ceremony. Wanting to continue this great tradition of honoring veterans on Memorial Day, a group

of HGEA members along with Nainoa Nakasone, a Kamehameha Scholars student and daughter of Unit 3 member Ruth Nakasone, placed lei around the gravestones. What a wonderful gesture by our members who not only made the lei but placed them around the gravestones and columbarium in honor of the men and women who sacrificed their lives for our country.



2020 HGEA STATE BOWLING TOURNAMENT

Forty-eight HGEA members rock-and-bowled at the 2020 HGEA State Bowling Tournament on February 14-16, 2020 at the Maui Bowling Center in Wailuku. One participant even achieved a perfect 300 score!

Thank you to Maui Recreation Coordinator Sharon Char, Hollie Dalapo and Marc and Kristine Kim for coordinating this year's state bowling tournament.

TEAM EVENT

FIRST PLACE HUI PA'ANI #1

Team members: Mike Delos Santos, John Moses, Marc Kim, Sr., and Wally Arakawa. Total team score: 3,216 over three games.

SECOND PLACE TROPO

Team members: Curtis Matsumura, Bryson Koerte, Lysande Sagawa-Panangan, and Sheldon Peralta. Total team score: 3,198 over three games.

THIRD PLACE KAUAI 24/7

Team members: Darren Alcos, Cherie Miyashiro, Gareth Yoshida, and Allen Suan. Total team score: 2,902 over three games.

DOUBLES EVENT

FIRST PLACE DARREN NISHIOKA/GLADYS HARADA

Total score: 1,301 over three games.

SECOND PLACE MIKE ISHIKAWA/KEVIN TANAKA

Total score: 1,276 over three games.

THIRD PLACE MIKE DELOS SANTOS/JOHN MOSES

Total score: 1,266 over three games.

SINGLES EVENT

FIRST PLACE JACOB DAVIS

Total score: 713. It should be noted that David bowled a PERFECT 300 game in his first game of the three games bowled in this event!

SECOND PLACE MARC KIM, SR.

Total Score: 648 over three games.

THIRD PLACE (TIE) MARC KIM, JR. AND SCOT MITAMURA

Total Score: 633 for each.

ALL EVENTS

FIRST PLACE JOHN MOSES

Total Score: 1,925 over the nine games bowled during the weekend.

SECOND PLACE MIKE DELOS SANTOS

Total score: 1,911 over the nine games bowled during the weekend.

THIRD PLACE CURTIS MATSUMURA

Total score: 1,903 over the nine games bowled during the weekend.

DON'T MISS OUT!

HGEA Members have access to incredible insurance options powered by CIGNA, but open enrollment ends **August 31, 2020.**



Learn more by pointing your cell phone camera at this box, or by visiting
hgea.mwadmin.com





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

CONNECT WITH HGEA

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Text HGEA to 237-263

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