

THE PUBLIC

EMPLOYEE

SPRING 2021
VOLUME 56 | ISSUE 1

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AND DEDICATION **PAGE 6**

*State Department of Health's
Registered Nurse Karisa Deitch*

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YEAR LATER **PAGE 4**

2021 STATE BOARD
ELECTION **PAGE 13**

HONORING HGEA'S FIRST ELECTED
WOMAN PRESIDENT **PAGE 24**



EXECUTIVE DIRECTOR MESSAGE



Randy Perreira
HGEA Executive Director

It's incredible that a full year has passed since Hawaii was impacted and shut down by COVID-19. Reflecting on the year, one cannot help but be in awe of how this past year has changed our lives and society forever.

However, one thing that remained constant was the dedication all of you have shown to government service and our community. So, at this one-year point, please allow me to thank each of you for your continued commitment to providing service to our community and remaining pillars of strength as we have sought to rebuild our economy after the shutdown.

Thank you, too, for remaining HGEA Strong and sticking with our union; it has been a turbulent year for sure, but we have proven through our unity that we can continue to serve the people of Hawaii in great ways. We have seen a year that started with the challenges of teleworking, fighting for safe workplaces and enough protective equipment, and proper protocols and policy to ensure that we are safe as we do our jobs.

We successfully fought against the impulse of some who pushed for immediate budget cuts and employee furloughs. With the help of our International Union, AFSCME, we successfully saw an election of change for America, and in President Joe Biden and a Democratic-

majority Congress we will be seeing unprecedented fiscal support for Hawaii and our entire country.

And, despite our critics, your continued support and patronage of local businesses has helped keep Hawaii's economy afloat as we seek to restore our visitor industry base with more safe tourist arrivals.

All these successes are great, but our work is not now (nor ever) done. Today we look to rebuild our economy — certainly relying on tourism, but hopefully in a more sustainable way. We look to create new job opportunities for all — in a world where “going to the office” may not be an everyday thing.

We look forward to strengthening our union, with more training and growth opportunities. The AFSCME Free College benefit is a significant start to this effort.

In the coming year I ask all of you to remain supporters of your union, as we work to continually improve. I know you will remain committed to your roles in making ours a better community, with greater opportunities and fairness for all.

It is truly my privilege to work on behalf of all of you, and knowing that HGEA is backed by a strong membership is a priceless reward. Thank you for that, and for all that you do. Together we will make all of Hawaii better.

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AMERICAN RESCUE PLAN PROVIDES \$6.1 BILLION FOR HAWAII, SAVES JOBS

GOV. IGE SAYS FURLOUGHS, LAYOFFS NO LONGER NECESSARY

The passage of President Biden's \$1.9 trillion coronavirus relief package also known as the American Rescue Plan in March 2021 gives much needed funds for Hawaii, saving jobs and delivering relief to families and communities. The plan, which brings \$6.1 billion to Hawaii, includes **\$2.2 billion to help boost Hawaii's state and county budgets** that have sustained significant tax revenue losses because of the pandemic. Since the plan essentially eliminates the budget shortfall for 2021, Gov. David Ige announced that "layoffs and furloughs are no longer necessary in the foreseeable future."

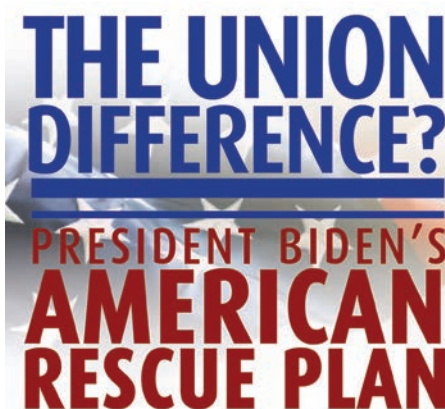
From the beginning of the pandemic, AFSCME has been calling on the federal government to fund the frontlines to ensure that essential workers, including many HGEA/AFSCME members, have the resources they need to serve our communities and stay safe.

AFSCME President Lee Saunders lauded the passage of the American Rescue Plan and praised Biden for his swift and decisive leadership to shore up public services and support working families. "This is a historic victory for public service workers and working families across the country. The American Rescue Plan is a bold and comprehensive expression of our values," Saunders said. "For over a year, frontline public service workers have put their lives on the line to beat back this pandemic ... AFSCME members also raised their collective

voices so loudly and in such an unprecedented way that their elected leaders could not ignore them. Public service workers deserve more than thanks; they deserve respect. That means a guaranteed seat at the table and recognizing that their collective voice leads to safer, healthier and stronger communities. It's time that everyone treat them as the heroes that they are."

On behalf of HGEA members, President Jon Gasper thanked AFSCME for its persistence in pushing for federal funding. "We are so proud of and grateful for the work AFSCME and our congressional delegation have done. They have done a fantastic job educating lawmakers on the importance of funding the frontlines and making unrestricted federal aid a priority to fund COVID-19 relief measures and the public services that are needed for the economic recovery," Gasper said. "Like many of our brothers and sisters across the country, we have been threatened with furloughs and layoffs by the state administration multiple times as a way to balance the budget. With the passage of the American Rescue Plan, Gov. Ige has called off layoffs and furloughs. This is a huge example of the good that can happen when we stand together with our union in solidarity."

AFSCME and HGEA had endorsed Biden for president. Because of your support in electing President Biden, the American Rescue Plan is a reality.



"WITH THE PASSAGE OF THE AMERICAN RESCUE PLAN, GOV. IGE HAS CALLED OFF LAYOFFS AND FURLOUGHS. THIS IS A HUGE EXAMPLE OF THE GOOD THAT CAN HAPPEN WHEN WE STAND TOGETHER WITH OUR UNION IN SOLIDARITY."

— JON GASPER, HGEA PRESIDENT



COVID-19:

ONE

YEAR

LATER

SP
21

MOVING FORWARD, CONTINUING TO SERVE THE PUBLIC

The World Health Organization declared COVID-19 a pandemic on March 11, 2020. In the following weeks, schools moved to distance learning, businesses closed, and states mandated stay-at-home orders across the country. As the pandemic disrupted the way we live and work and devastated the local economy, essential workers like many of our HGEA members in Hawaii risked exposure and continued to do their jobs and adapt to our new normal.

Over a year after the coronavirus outbreak, with millions of lives lost to the virus globally and families and businesses hurt economically, we are still struggling to make sense of this new reality. Wearing face masks and social distancing remain the norm, but as more people are vaccinated, we have begun to see signs of hope as businesses reopen, people go back to work in their offices, children return to the classrooms and travel restrictions lessen.

Through it all, HGEA members have remained resilient — despite the constant threats of furloughs and layoffs, and in some workplaces not being equipped with proper or any personal protective equipment and not being provided a safe environment. While public employees worked amid the COVID-19 outbreak, HGEA continually fought and continues to fight for fair compensation for members as well as health and safety in the workplace.

We are grateful to our members for all that you do on the frontlines and behind the scenes every day, making sure vital public services are provided to communities. We know that oftentimes these services are taken for granted and your work goes unrecognized and unappreciated. Thank you for being HGEA Strong. You truly have been our unsung heroes.

A LIFESTYLE OF PASSION AND DEDICATION



“BEING A PASSIONATE, DEDICATED NURSE IS A LIFESTYLE. WE LIVE TO SERVE AND HEAL HUMANITY IN TIMES JUST LIKE THIS.”

— KARISA DEITCH, UNIT 9

As a registered nurse with the state Department of Health, Unit 9 member Karisa Deitch has been on the frontlines of the pandemic. And since the rollout of the COVID-19 vaccines in December 2020, she is one of many healthcare workers performing the very essential service of vaccinating people in the fight to end the pandemic.

“The vaccine pod (point of dispensing) has been very successful and has given us the opportunity to vaccinate thousands of frontline/essential workers, our kupuna, our medically fragile population, as well as many others,” said Deitch, who is part of the pod at Windward Community College. “I’m really pleased with how DOH has organized the pods. It’s been a relatively smooth process.”

The nurses are very versatile to the pod, Deitch added, being responsible not only with preparing the vaccines and vaccinating the individuals but also assisting with the screening process and observation area as well as providing education on the vaccine and multiple resources for more information.

“This opportunity wouldn’t be possible without the hard work, dedication and collaboration from our DOH Behavioral Health Administration team, HGEA Unit 9 nurses, Local 5 union members, our partner Project Vision, and the many wonderful volunteers who show up every day to help with admin support and nursing duties and our medical staff to ensure safe and efficient operation,” Deitch said.

Believing in their mission to serve, she also volunteers with Project Vision, a nonprofit organization that aims to improve access to healthcare for people of Hawaii and protect those who are medically vulnerable. To help contain the spread of the coronavirus in our communities, Deitch serves alongside them and vaccinates homeless and underserved individuals on the west side of Oahu, U.S. veterans and those in transitional shelters. “Project Vision is a huge contribution to our success at the pod. It’s been exciting to work with them,” she said. “It involves long days but the benefit of knowing you are a part of something bigger than yourself makes it more than worth the while.”

Working with the vaccine pod is voluntary for the nurses. As a nurse with DOH Adult Mental Health Division Central Leeward Oahu Treatment Services Section, Deitch still manages to complete her day-to-day tasks back at her home clinic in Pearl City, in addition to the Wahiawa clinic that became an extra workload for her with the retirement of two nurses. She continues to work with her team of psychiatrists, therapists, social workers and other staff to provide the best possible care to their patients, which involves face-to-face and telehealth visits. She also facilitates a wellness class at an outpatient psychiatric clinic every week.

Deitch’s passion for her job is evident from the time and commitment she puts in not just at DOH but with the hours she puts in outside of work in the communities. “Being a passionate, dedicated nurse is a lifestyle,” she said. “We live to serve and heal humanity in times just like this.”

FURLOUGHS AND LAYOFFS OFF THE TABLE

Throughout the last year, public employees in Hawaii have been threatened with furloughs and layoffs as a solution to address the state's revenue shortfall due to the pandemic. HGEA, along with other public-sector unions, stood in strong opposition to Gov. David Ige's plan, noting the negative impact to all public services provided by the government and to working families, communities and the economy.

"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," said HGEA Executive Director Randy Perreira. "We need to keep public workers employed, many of whom are on the frontlines. We can't afford cuts to essential public services like public safety, sanitation, water treatment and health care."

"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. WE NEED TO KEEP PUBLIC WORKERS EMPLOYED, MANY OF WHOM ARE ON THE FRONTLINES. WE CAN'T AFFORD CUTS TO ESSENTIAL PUBLIC SERVICES LIKE PUBLIC SAFETY, SANITATION, WATER TREATMENT AND HEALTH CARE."

– RANDY PERREIRA, HGEA EXECUTIVE DIRECTOR

After Ige vacillated several times announcing furloughs and layoffs and then retracting his statements, he announced in March 2021 that furloughs and layoffs are no longer necessary after President Joe Biden signed the American Rescue Plan. The plan, which brings \$6.1 billion to Hawaii, includes \$2.2 billion in assistance for our state and four counties to bolster their budgets that have sustained significant tax revenue losses as a result of the pandemic. *See page 3 for more information on the American Rescue Plan.*

Please note that we received notification layoffs from a couple of state departments at the time this publication went to print, and are seeking answers from the employer as to why these actions are still needed when the governor announced that furloughs and layoffs of state employees are no longer necessary.

HELPING TO PROTECT AND VACCINATE OUR COMMUNITIES

In addition to our public health nurses (Unit 9 members) from various health centers who have been overseeing some of the vaccination clinics statewide, numerous Unit 3 members and Unit 13 members help with registration as well as handling everything from temperature checks and screenings to recording post-visit resident data.

Thank you for your contributions to keeping our communities healthy and safe. At the time *The Public Employee* went to print, more than 500,000 people in Hawaii had received at least one dose of the vaccine, and about 356,000 had been fully vaccinated, according to the Centers for Disease Control and Prevention COVID data tracker.



Unit 9 member and Registered Nurse Sheri Yamashita gives a COVID-19 vaccination to Unit 13 member Reyland Aguada.

TEMPORARY HAZARD PAY DENIED, HEADED TO ARBITRATION

Since the coronavirus outbreak, HGEA has been fighting for temporary hazard pay for all affected employees in all jurisdictions statewide who have been designated to perform essential functions — workers on the frontlines who have had contact with the public since the beginning of the pandemic and were/are at heightened risk of being exposed to COVID-19.

The employer groups denied all of our grievances. The first case for arbitration, *HGEA vs. the City & County of Honolulu*, is scheduled to start on May 24, 2021. HGEA will be represented by Advocacy Chief Stacy Moniz. The outcome of this first case is significant because it will likely set the tone for how other arbitrators will rule for employees in other jurisdictions.

DOE CHALLENGES

“WHILE WE APPRECIATE THE GOAL OF EMPOWERING SCHOOL LEADERS, WHEN IT COMES TO HEALTH AND SAFETY, THERE SHOULD NOT BE MUCH VARIABILITY IN WHAT IS EXPECTED. WE ARE LEFT TO MAKE PLANS WITHOUT CLEAR GUIDANCE, LEADING TO A DISPARITY OF IMPLEMENTATION.”

– DEREK MINAKAMI, UNIT 6

Numerous HGEA members have been working continuously on campuses since the start of the pandemic, reporting to work to perform their duties and keep our schools running. Despite many challenges, principals and school staff are making extraordinary efforts to reopen schools. At the time *The Public Employee* went to print, the state Department of Education was bringing back as many students as possible safely at public elementary schools for in-person learning in the fourth quarter — after a year of distance learning for most schools.

HGEA supported efforts to safely bring students back to school with clear and consistent direction and protocols from the DOE superintendent and supported by guidance from DOH, and with a solid plan that has been effectively communicated to school employees, students and their families. However, principals

bore the burden of planning for their school’s reopening without adequate support or guidance from the superintendent.

In his testimony to the Board of Education’s Human Resources Committee regarding Superintendent Christina Kishimoto’s employment contract, Derek Minakami, Unit 6 state board director and Kaneohe Elementary School principal, stated: “While we appreciate the goal of empowering school leaders, when it comes to health and safety, there should not be much variability in what is expected. We are left to make plans without clear guidance, leading to a disparity of implementation.”

Thank you to U.S. Senator Brian Schatz and Hawaii House Speaker Scott Saiki who brought leaders and key stakeholders together to help facilitate discussions that will lead to the best possible outcome for Hawaii’s students and families.

TELEWORKING

The onset of COVID-19 made teleworking a necessity for businesses and working from home became the norm for many employees including those in state and county governments. While some Hawaii departments and agencies were unprepared and had issues with allowing their employees to work remotely, others effectively made adjustments to how they worked and served the public. (See *"A Department's Seamless Transition to Telework"* on this page.)

HGEA has strongly advocated for allowing public employees, who are willing and able, the ability to telework to limit the amount of physical presence of employees

wherever possible to stop the spread of COVID-19, and to provide workplace flexibility for employees who are having to balance work and family responsibilities during this pandemic. We recognize the many benefits teleworking can have on employees, the employer, and the public, including a better work-life balance and increased productivity. However, while we support the concept of telework, we stress that since telework and alternative schedules significantly impact an employee's condition of employment, it is a matter of negotiations between the union and employer and the terms must be negotiated and mutually agreed upon.

WE RECOGNIZE THE MANY BENEFITS TELEWORKING CAN HAVE ON EMPLOYEES, THE EMPLOYER, AND THE PUBLIC, INCLUDING A BETTER WORK-LIFE BALANCE AND INCREASED PRODUCTIVITY. HOWEVER, WHILE WE SUPPORT THE CONCEPT OF TELEWORK, IT IS A MATTER OF NEGOTIATIONS BETWEEN THE UNION AND EMPLOYER AND THE TERMS MUST BE NEGOTIATED AND MUTUALLY AGREED UPON.

A DEPARTMENT'S SEAMLESS TRANSITION TO TELEWORK

The state Department of Commerce and Consumer Affairs was successful in making the seamless shift for its employees to work from home. "When the pandemic abruptly shut down businesses and government offices a year ago, our tremendously talented and patient Information Systems Communications Office team answered the call to help our employees make the emergency transition to continue serving the public remotely," said DCCA Director Catherine Awakuni Colón. "They provided endless support to help us connect to our internal network while sheltering at home. Our employees willingly used their home computers or devices to carry out their work when possible, and divisions dug out old laptops and scraped their budget to purchase equipment to connect staff in need, to support the non-stop work still being generated by DCCA's expanding online services."

The Hawaii Public Utilities Commission, which is administratively attached to DCCA, also moved swiftly to adjust their operations. Within one week after the governor declared an emergency, the PUC Information Technology Services staff in collaboration with management

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A DEPARTMENT'S SEAMLESS TRANSITION TO TELEWORK

CONTINUED FROM PAGE 9



Top: DCCA's Information Systems Communications Office employees meeting on a Microsoft Teams call; **Bottom:** Plexiglass window counters at various offices provide safe walk-in services for the public. At the Professional & Vocational Licensing Division (left) Office Assistant Anmercil Canoneo (Unit 3) helps a customer with his license application form; (right) Executive Officer Kedin Kleinhans (Unit 13) talks to a prospective applicant about the requirements for licensure

staff set up the internal and external IT infrastructure to enable every PUC employee to telework and all business transactions to be conducted entirely via the PUC website. "We immediately took steps to protect our employees and the public, while ensuring we continue to maintain service and accessibility to the public and oversight of regulated utilities," said PUC Executive Officer Jodi Endo Chai. "To this day, PUC Chair Jay Griffin and I marvel at all that our IT staff and managers accomplished in such a short period of time, and that the infrastructure we put in place has and will continue to work very well for our organization."

However, recognizing the need to service those that may not readily have online access, DCCA strove to reopen its doors to the public as soon as possible. "With so many struggling as Hawaii's economy stopped in its tracks, we needed to ensure that professional licensees and businesses could be serviced in-person if necessary," added Awakuni Colón. "This meant modifying our main building with directional walkways and stairwells, extra signage, hand sanitizing stations and additional plexiglass window counters, and allowing staff to continue teleworking to maintain physical distancing and an environment where both employees and the visiting public felt safe. I am extremely proud of the resiliency and genuine dedication to public service demonstrated by our team throughout this challenging period."

FOOD DRIVES, SCHOOL MEALS AND SUPPORT SERVICES



Food distribution drives and grab-and-go school meal distributions became regular weekly events and continue today on a smaller capacity. Partnered with the Hawaii Foodbank, the Hawaii State AFL-CIO Labor Community Service Program coordinated food distribution drives to help workers and families in need, and HGEA members and staff at the island division offices assisted in distributing boxes of food.

Top: Kalihi Elementary School Principal William Grindell and Vice Principal Marjorie Patalinghog (both Unit 6) help out at a food distribution drive in Honolulu; **Bottom:** HGEA Maui Division staff and members have been helping to distribute about 500 boxes of food weekly since April 2020. Front: Charity Sadang (staff), Hollie Dalapo (Unit 3), Jennie Aruda (staff); back: Mark Adams (Unit 3)



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FOOD DRIVES, SCHOOL MEALS AND SUPPORT SERVICES

CONTINUED FROM PAGE 11

The Hawaii Department of Education's Grab-and-Go school meals program was extended through June 30, 2021 by the U.S. Department of Agriculture and continues to provide free meals to children ages 18 and younger. The program, which began in March 2020 with 39 schools, is currently running at 203 public schools statewide and includes a nutritious breakfast and lunch.

During the pandemic, HGEA members at Oahu's First-to-Work Program of the state Department of Human Services continued to provide case management, employment and support services to work-eligible individuals of TANF (Temporary Assistance for Needy Families) households.



Top Left: Unit 3 members Educational Assistant Laurie Manning and School Health Assistant Delphia Thomas distribute Grab-and-Go meals at Pearl City Elementary School; **Top Right:** Principal Alvan Fukuhara (Unit 6) lends a hand with the Grab-and-Go meal distribution at Lehua Elementary School. **Bottom:** Staff at DHS First-to-Work Program

2021-2023 STATE BOARD ELECTION

17 MEMBERS RUN FOR OFFICE

An election is now being held for the state board's 2021-2023 term. The HGEA Board of Directors is responsible for policy decisions affecting the organization. The president and the board, who will serve from July 1, 2021 to June 30, 2023, are volunteers and do not receive compensation for their services.

The 10 total director seats up for election this year are one for President, five for Unit 3, three for Unit 13 and one for Unit 14. Candidates who ran unopposed were automatically elected (see page 16 for the list of unopposed candidates).

Ballots were mailed to eligible members in April.

- Active members on all islands will receive one ballot to elect the President.
- Active members in Unit 3, Unit 13 and Unit 14 will get an additional ballot to elect their Unit Directors.

The last day to vote is May 4, 2021. All ballots must be postmarked by May 4, 2021 and mailed to N&K CPAs, Inc., the third-party elections organization for the 2021-2023 board

election. Hand-delivered ballots will not be accepted.

For questions about your ballots and for disability access information or other accommodations, please call N&K CPAs, Inc. at (808) 524-2255.

For more information on the 2021-2023 HGEA state board election, including complete candidate profiles and videos, visit: www.hgea.org/boardelections2021

IMPORTANT DATES TO REMEMBER

Voting Deadline

Tuesday, May 4, 2021

Ballots must be postmarked by May 4, 2021.

Ballot Counting

Saturday, May 15, 2021

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

PRESIDENT (1 seat)



JON A. GASPER

Clerk V, Unit 3
State Dept. of Commerce & Consumer Affairs
Professional and Vocational Licensing
Oahu

I feel that serving the membership is my kuleana (responsibility). As President of HGEA, we have faced and overcome many challenges during these unprecedented times. I want to continue the fight and representation. I am running because it is my kuleana.



HAROLD K. NAONE

Police Communications Officer IV, Unit 4
Honolulu Police Department
Communications Division
Oahu

Now is the time to offer a higher level of leadership excellence. We must build back membership TRUST in our organization. With my leadership experience, I will lead our Board of Directors to positive outcomes. We shall provide membership services in a timely manner. We are HGEA Strong.

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UNIT 3 DIRECTORS (5 seats)

RYVETTE G. FIGUEROA



Commission Support
Clerk, Unit 3
County of Maui
Dept. of Finance, Real
Property Assessment Div.
Maui

Having been active in HGEA for the past ten years, it is important that members understand what their union does for them.

THOMAS JON "TJ" GIEL



Educational Assistant III,
Unit 3
State Department of
Education
Kohala High School
Hawaii

I am running for Unit 3 Board of Director to be a voice for our members. During these unprecedented times it is important that we continue to fight to protect our rights and benefits that our predecessors fought for.

DARLEEN K. HOSHIDA



Account Clerk IV,
Unit 3
State Dept. of Commerce
& Consumer Affairs
ASO/Fiscal
Oahu

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

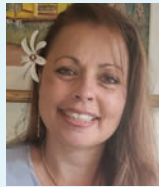
SANDRA "SANDY" MOSES



Account Clerk IV, Unit 3
State Department of
Public Safety
Hawaii Community
Correctional Center
Hawaii

With all that we are facing today, we need to stand together in "solidarity." Being active in the union all these years, I want to continue in representing the membership in protecting and maintaining our benefits.

LAKEA C. A. K. TJOMSLAND



Police Communications
Officer II, Unit 3
Honolulu Police
Department
Communications Division
Oahu

For the second year of COVID we are facing many changes. I can bring a positive change to our union. I have given Unit 3 members a strong voice and have ensured your interests have been represented. I will continue to preserve and strengthen our members' rights and benefits.

VERNON L. VERZON



Educational Assistant III,
Unit 3
State Department
of Education
Aiea Elementary School
Oahu

I am running for state director because I feel my experience from serving in various chair positions and committees has prepared me to serve at the next level. I want to be that director that will make the difference.

DARREN A. WEAVER



Educational Assistant III,
Unit 3
State Department
of Education
Farrington High School
Oahu

Most know me notoriously as "Coach Weaver." I have accumulated a tenure of over 20 years with the Department of Education. I have been watching from the sidelines; although I have reaped the benefits of our outstanding Union, I've considered myself "watching." It is time for me to step up.

UNIT 13 DIRECTORS (3 seats)

ARNOLD D. ABE



Civil Engineer V,
Unit 13
County of Maui
Dept. of Environmental
Management
Maui

Raised in a HGEA & IBEW household, I grew up understanding our unions' value. In my mom's retirement, these valuable hard-won benefits are essential to maintaining her quality of life. I will work hard to preserve these principles while moving HGEA forward, and I humbly ask for your consideration.

DANNY DE GRACIA



Program Specialist IV,
Unit 13
State Department
of Health
Chronic Disease Preven-
tion & Health Promotion
Oahu

HGEA members are the backbone of Hawaii and they need strong, effective representation to stop and prevent any furloughs, pay cuts, or reductions in force. Our members need someone fighting for them and their family's future who understands how tough things are in Hawaii. I am here to help!

GINET U. HAYES



Section Administrator,
Unit 13
State Department of
Human Services
Benefit, Employment &
Support Svcs, Div.
Oahu

My job is to serve the public and as a steward, to advocate for our members, either in negotiations, at the worksite, alongside other labor unions to fight for us in the middle class, ensure safe and healthy work conditions with a living wage, and to preserve our workforce.

AMANDA R. K. LOWREY



Food Safety Specialist IV,
Unit 13
State Department
of Health
Environmental Health
Services
Oahu

Members need strong leaders to represent them and always fight for their best interests. I believe I am one of the most qualified candidates to act decisively on behalf of my peers during the challenging years ahead.

MUHAMMAD ANWAR QUADRI

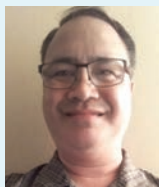


Public Health Educator IV,
Unit 13
State Department
of Health
Chronic Disease Preven-
tion & Health Promotion
Oahu

During this crisis time of the COVID-19 pandemic, I am running for the Unit 13 Board of Directors. I want to help my fellow union members have the proper work environment, one which is safe and productive. All state and city and county employees are essential workers.

UNIT 14 DIRECTORS (1 seat)

CHARLES R. AMONG, JR.



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

I believe that a good labor leader listens to the membership, filters the information, commits to making the right decision and institutes a plan of action to make the best, intelligent and honest choice with the membership in mind. My vision is to bridge and unify the unit and our administration together.

MARK A. ELLIS



Deputy Sheriff II,
Unit 14
State Department of
Public Safety
Sheriff Division
Hawaii

I am running to ensure that all HGEA Unit 14 members who are protecting our families and communities are given the protection they need. I will defend members from threats of layoffs during this economic crisis and work towards better member benefits.

PATRICK M. LEWIS



Deputy Sheriff II,
Unit 14
State Department of
Public Safety
Sheriff's Canine Division
Oahu

I hope to pass on the experience and knowledge I have gained as a Deputy Sheriff over the last 35 years working with my Brothers and Sisters in Harbors and DOCARE. I believe I have a broad view of Unit 14 and am able to address all of our concerns.

UNOPPOSED CANDIDATES

The following candidates ran unopposed and are automatically elected.

OAHU-AT-LARGE DIRECTOR (1 seat)

JASON R. LOCKE



Head Custodian,
Unit 2

State Department
of Education

Oahu

HAWAII-AT-LARGE DIRECTOR (1 seat)

KALOA R. N. ROBINSON



Housing Specialist,
Unit 13

County of Hawaii

Office of Housing &
Community Development
Dept.

Hawaii

KAUAI-AT-LARGE DIRECTOR (1 seat)

RUSSELL K. WELLINGTON



West Coordinator II,
Unit 13

County of Kauai

Department of Parks &
Recreation

Kauai

MAUI-AT-LARGE DIRECTOR (1 seat)

CIELO E. MOLINA



Special Investigator,
Unit 13

State Department of
Human Services

BESSD Investigations
Office

Maui

UNIT 2 DIRECTOR (1 seat)

LANCE M. KAMISUGI



School Food Service
Manager, Unit 2

State Department of
Education

Mililani Middle School

Oahu

UNIT 4 DIRECTOR (1 seat)

PAM F. MITSUMURA



Parking Enforcement &
Collections Supervisor,
Unit 4

Honolulu Police
Department

Traffic Division

Oahu

UNIT 6 DIRECTOR (1 seat)

DEREK K. MINAKAMI



Principal,
Unit 6

State Department
of Education

Kaneohe
Elementary School

Oahu

UNIT 8 DIRECTOR (1 seat)

MARK C. YAP



IT Manager,
Unit 8

University of Hawaii

College of Education

Oahu

UNIT 9 DIRECTOR (1 seat)

JUSTIN S. LAM



Registered Nurse VI,
Unit 9

State Department of
Health

Office of Health Care
Assurance

Oahu

UNIT 15 DIRECTOR (1 seat)

BRYAN S. PHILLIPS



Water Safety Officer II,
Unit 15

City & County of Honolulu

Emergency Services,
Ocean Safety Division

Oahu

WELCOME, UNIT 15!

NEW BARGAINING UNIT ESTABLISHED FOR OCEAN & WATER SAFETY OFFICERS

In a historic win for our members, the Hawaii Labor Relations Board issued a decision on January 7, 2021, formally establishing Bargaining Unit 15. The addition of Unit 15 — to represent state and county ocean safety and water safety officers — separates this group of first responders from state law enforcement officers, who remain in Unit 14. The separation allows for bargaining and negotiations on items specific to ocean and water safety officers.

The unit's first state board director is Bryan Phillips, a water safety officer on Oahu and the 2020 City & County of Honolulu Employee of the Year. "I am happy to represent nearly 400 ocean safety and water safety officers who are highly trained professionals," Phillips said. "With 17 years of experience in public safety as a lifeguard, I have a good grasp

on the issues that affect us all. One of my goals is to educate our state leaders about lifeguarding. Through contract negotiations, I want to ensure that our wages, working hours, and our benefits are kept at a fair level and to bring us on par with mainland lifeguard agencies."

Thank you to the legislative team and many HGEA members who were instrumental in lobbying for this legislation. In September 2020, House Bill 1698 was signed into law as Act 031, Session Laws of Hawaii, 2020.

HGEA remains the largest labor union in the state and with the addition of Unit 15 we now represent nine bargaining units covering nearly 30,000 active public employees. HGEA also represents more than 11,000 associate members. Thank you all for being HGEA Strong!



"I WANT TO ENSURE THAT
OUR WAGES, WORKING
HOURS, AND OUR BENEFITS
ARE KEPT AT A FAIR LEVEL
AND TO BRING US ON PAR
WITH MAINLAND LIFEGUARD
AGENCIES."

- BRYAN PHILLIPS, UNIT 15
STATE BOARD DIRECTOR

25TH HGEA BIENNIAL GENERAL ASSEMBLY GOES VIRTUAL



Top: President Jon Gasper, as seen on screen by delegates, calling the General Assembly to order; **Bottom:** Behind the scenes of Executive Director Randy Perreira's run-through of his State of the Union address.

We missed being together and the fellowship of our usual in-person meeting, but due to COVID-19 restrictions on large gatherings, the 25th HGEA Biennial General Assembly was held virtually on Nov. 14, 2020. Despite the fact that we were remote, more than 300 delegates and staff connected for our first-ever virtual convention. In addition to watching HGEA President Jon Gasper facilitate the General Assembly, HGEA Executive Director Randy Perreira and AFSCME President Lee Saunders delivered inspirational messages, and delegates deliberated on amendments to the HGEA/AFSCME Charter of Incorporation and Bylaws.

As the highest governing body of the union, the General Assembly convenes every two years and considers amendments to the HGEA Charter & Bylaws, establishes policies and sets forth direction for the organization. Delegates at the General Assembly adopted three resolutions to amend the HGEA Charter & Bylaws. Adoption of the three resolutions was recommended by the Charter, Bylaws & Resolutions Committee, which discussed, reviewed and evaluated all of the proposed resolutions. The

amendments then required approval from active members who were notified by email to vote online.

Online voting took place in January 2021 among active members statewide, and HGEA members overwhelmingly voted to ratify amendments to the HGEA Charter of Incorporation & Bylaws:

- **Article III-Objectives of the HGEA Charter of Incorporation** — reconfirm HGEA's primary focus on public sector membership and internal organizing efforts of HGEA bargaining unit members
- **Article I-Membership of the HGEA Bylaws** — reconfirm HGEA's primary focus on public sector membership and internal organizing efforts of HGEA bargaining unit members
- **Article III-Election of the HGEA Bylaws** — confirm that elections for HGEA President and the Board of Directors shall be conducted in accordance with the AFSCME Constitution and AFSCME's Local Union Election Manual

Thank you to all delegates and members for your continued support and commitment. We appreciate you being "all in" with our union.

FIGHTING FOR YOU

GRIEVANCE RESULTS IN SAFER WORKING CONDITIONS AT HONOLULU BOARD OF WATER SUPPLY

As a result of HGEA staff and members working together to fight for workplace safety, renovations were made to the Honolulu Board of Water Supply (BWS) Customer Care Division in 2020, and the customer service representatives (CSRs) can now feel safer from hostile customers coming into their office.

On a daily basis, the CSRs interact and come into direct contact with BWS customers, some of whom threatened to physically harm CSRs in late 2019. These customers had a

known history of threatening CSRs at BWS. Previously, the Customer Care Division was entirely open, and CSRs sat behind open desks that placed them within arm's reach of customers.

"The immediate response from BWS wasn't sufficient to ensure the health and safety of HGEA's members," said HGEA Union Agent Jesse Sliva. "HGEA members organized around this issue and called a meeting with management at BWS, including BWS Director Ernie Lau. We raised our concerns, and proposed

improvements and changes to security features, the physical layout of the worksite, and their policies and procedures. We also filed a grievance on behalf of all of CSRs to preserve their right to appeal further if the proposed changes didn't materialize in a timely fashion."

After HGEA filed and presented its grievance, BWS made many, if not all, of the requested changes. Barriers, doors and cameras were installed, resulting in a safer workplace for HGEA members.



Barriers, doors and cameras were installed at Honolulu Board of Water Supply's Customer Care Division to ensure workplace safety for customer service representatives.

HGEA WINS SETTLEMENT FOR FOOD AND DRUG INSPECTORS AND SANITARIANS

Thanks to HGEA's doggedness, approximately 25 employees from the state Department of Health (DOH) — food and drug inspectors and sanitarians — finally received compensation from a settlement, totaling nearly \$200,000.

"It was a drawn-out battle because the employer kept refusing to compensate. We finally prevailed," said HGEA Advocacy Chief Stacy Moniz.

In the settlement, food and drug inspectors were credited with sanitarian experience for the time period (August 2013 to February 2019) that they were performing additional sanitarian duties, such as food establishment inspections, while

they were administratively assigned to the Sanitation Branch.

Under the guise of a reorganization in 2013, consolidating the Food and Drug Branch (FDB) and the Sanitation Branch, all FDB positions were administratively assigned to the Sanitation Branch. However, DOH evaluated the consolidation and determined that FDB and the Sanitation Branch should remain as separate branches, initiating an organizational change to re-establish the FDB and return to its functions of a fully operational branch. The FDB reorganization was approved in December 2018, and the administrative assignment of

the FDB positions to the Sanitation Branch ended in February 2019.

From 2013 to 2017, HGEA persistently filed numerous grievances on behalf of the food and drug inspectors and sanitarians, and eventually filed a prohibited practice complaint with the Hawaii Labor Relations Board.

We received an overwhelmingly positive response from the DOH employees who were at last compensated for the extra duties they performed for several years. This case illustrates the importance of being an HGEA member and HGEA's function to fight for fairness in the workplace and protect your rights and benefits.



HGEA GETS DEPUTY SHERIFF'S JOB BACK AFTER WRONGFUL TERMINATION

In the 30-plus years he had been an HGEA member, Brian Brunn never had to ask his union for help. But after he was blindsided with a notice of termination from his job as a deputy sheriff in February 2019, he turned to HGEA. Nearly two years later, as a result of an arbitration decision, Brunn was reinstated to his former position as deputy sheriff at the state Department of Public Safety (PSD), with back pay and benefits. "The union really did go out of their way to help me. They were there when I needed them," Brunn said. "What can I say, except thank you so much."

This case of wrongful termination began back in May 2018 when Brunn suffered an injury on the job and was on worker's compensation. He had gone through several operations and was told by his physician that he could return to full duty in October 2018. But even after providing the necessary documentation and being cleared to go back to work by a state-sanctioned doctor, Brunn was denied official clearance by PSD.

PSD claimed they wanted Brunn to return to work, but he was not included in a department email that informed him so. Instead, he was sent two letters by certified mail, which purportedly directed him to return to work on January 28, 2019, but he never received the letters. There were no attempts to make personal contact with Brunn or personally deliver the return to work notice to him, as has been past practice with other department employees. That is, until Brunn was hand-delivered the termination letter by a fellow deputy sheriff for failure to report to work for 15 calendar days, which PSD considered insubordination.

"Why couldn't they show him the same personal courtesy when it came to delivering the return to work notice as they did when they hand delivered the termination letter?" asked HGEA Advocacy Chief Stacy Moniz. "Brian never received a return to work notice nor was he informed that PSD had cleared him for duty, and he was not warned of any disciplinary action that could be taken against him if he did not return."

Part of PSD's second recruit class, Brunn has no record of prior disciplinary action. Moniz determined there was a "lack of just and proper cause to terminate" and filed a formal grievance. PSD denied the grievance and the case proceeded to arbitration.

In the meantime, Brunn was struggling to survive since he had no income after his unemployment claim was denied. "I did whatever I could. I had modest savings. I sold a car and several items on Craigslist. Foodbank was another option I turned to," he said, explaining how he got by. When Brunn was threatened with eviction, HGEA connected him with the Hawaii State AFL-CIO's Labor Community Services Program, which paid one month's rent to keep him afloat. "I suffered a little bit, but with HGEA behind me the burden wasn't that great," Brunn said.

While awaiting arbitration proceedings and almost a year after he was terminated, Brunn was hired as an investigator with the state Department of Attorney General in December 2019. He resigned from that position after the arbitration decision and award was made in June 2020. "We're thrilled with the result," Moniz said. "We hope this kind of egregious situation never happens again."

As for Brunn, he's been back to work as a deputy sheriff since September 2020. "I enjoy my job. I want to work and feel I can still contribute to the system," he said. "I'm happy with the outcome of the arbitration. I used to think what am I paying dues for? But the union came through when I needed them. I'm really grateful. They're the real deal."



Deputy Sheriff Brian Brunn, State Department of Public Safety

"I'M HAPPY WITH THE OUTCOME OF THE ARBITRATION. I USED TO THINK WHAT AM I PAYING DUES FOR? BUT THE UNION CAME THROUGH WHEN I NEEDED THEM. I'M REALLY GRATEFUL. THEY'RE THE REAL DEAL."

- BRIAN BRUNN, UNIT 14

HGEA WINS PRECEDENT-SETTING CASE AGAINST FORMER PUBLIC SAFETY ADMINISTRATION



Lanikoa Dobrowolsky with his wife Candace at the Department of Public Safety's pinning ceremony on March 16, 2021 to announce Dobrowolsky's promotion to First Deputy of the Sheriff Division

"THIS IS HUGE. THERE'S NO WAY I COULD'VE EXPECTED THE SAME RESULTS IF I HAD DONE THIS ON MY OWN. MY UNION SUPPORTED ME FROM THE VERY BEGINNING. HGEA DID EVERYTHING THEY COULD EVERY STEP OF THE WAY."

— LANIKOA DOBROWOLSKY,
FIRST DEPUTY

HGEA recently won a precedent-setting grievance non-selection case where the arbitrator and former Hawaii Intermediate Court of Appeals Justice Daniel Foley ruled in favor of HGEA and former Unit 14 member Lanikoa "Koa" Dobrowolsky. "This is huge," said Dobrowolsky, now an excluded member. "There's no way I could've expected the same results if I had done this on my own."

While still a deputy sheriff in Unit 14, Dobrowolsky applied for a promotion to an excluded position and after successfully completing the selection process, was wrongfully denied the job. Under the previous administration, the state Department of Public Safety historically addressed non-selection cases by sending employees' internal complaints to the Merit Appeals Board rather than honoring the grievance process outlined in the collective bargaining agreement, or union contract.

"The state tried to get the case dismissed on the grounds that we had to go to the Merit Appeals Board," said HGEA Advocacy Chief Stacy Moniz. "But we argued that Koa was covered by the promotions article in his contract and the arbitrator agreed. Because Koa was a Unit 14 member when he applied for the position, the arbitrator recognized that he was protected by his rights in the Unit 14 contract and he determined the case was arbitrable, so we moved to arbitration."

Moniz and Union Agent Jesse Sliva presented an airtight case for

Dobrowolsky where the arbitrated decision returned was in favor of the union. "The arbitrator concluded that the selection process had not complied with the with merit principle, as defined by the Hawaii Revised Statutes," said Sliva. "Ultimately, the arbitrator provided us with an award that enabled Koa to finally be selected for his current position in the Department of Public Safety."

"This is an enormous victory," said Moniz. "Under previous director Nolan Espinda's administration, the department perverted the interview and selection process to fit their own personal desires, which were to exclude Koa. This was the very first time where the Phase 2 interview process was done without any type of guidelines and it was blatantly obvious that Espinda was altering the process to select someone other than Koa for the job."

"My union supported me from the very beginning," said Dobrowolsky. "I knew that for a situation like this, it would take time and I had to be patient, but HGEA did everything they could every step of the way. Jesse and Stacy did a phenomenal job and I literally owe those guys everything." Dobrowolsky recently assumed his new role as First Deputy of the Sheriff Division and looks forward to being part of the new team. "This administration is receptive, respectful and honored the arbitrated summary and ruling. Director Max Otani, Deputy Jordan Lowe, and State Sheriff Billy Oku absolutely supported the process 100 percent."

ANNUAL BOARD EVALUATION

EXECUTIVE DIRECTOR RANDY PERREIRA CONTINUES TO EXCEED EXPECTATIONS

Each year the HGEA State Board of Directors meets to evaluate Executive Director Randy Perreira's performance. This evaluation covers the period from July 1, 2019 to June 30, 2020.

The executive director is evaluated in the categories listed below 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

The executive director has skillfully continued to lead his staff and the board toward HGEA's vision and goals.

Collective Bargaining

The experience and knowledge he brings to the table is vital and essential to the negotiations teams' ability to make the right decisions based on employer tendencies, economy, and best outcome for our members.

Legislative and Political Process

The interpersonal relationships he has with the legislators is invaluable, as is the sheer breadth and depth of his knowledge and understanding of Hawaii's government and legislative processes.

Planning and Programming

One thing that was especially beneficial to the membership during the pandemic was the video messages informing us of current issues. The executive director has continued to demonstrate leadership by establishing clear goals and objectives and by communicating them to staff and board members. He effectively communicates concerns as they arise and recommends solutions. In addition, he is very supportive of each island division's programs and trainings, and he is attentive to our needs.

Working Relationships

The executive director projects a positive image of HGEA to the public through his public announcements and when he appears to clarify issues concerning HGEA. He has an open-door policy with all employees and the members.

Managing Resources

He has demonstrated an excellent ability to manage resources to keep HGEA strong even in times of economic challenges. He has managed to keep finances maintained during the outcome of the Janus decision and budget cuts. His finance staff is well qualified in keeping the books balanced as they are reported in our financial meetings. He includes board

members on all financial investments and its resources. Everything is transparent.

Personal

Perreira uses a systemic approach to decision making. He is careful to base decisions on relevant fact and input, taking into account pertinent long and short-range factors. He is up to date on local Union issues and maintains a high level of honesty and integrity when dealing with board members. He is always up for the challenge when members' rights are in jeopardy.

Overall Performance Rating: EXCEEDS EXPECTATIONS

Perreira's expertise and experience is outstanding. Randy continues to lead professionally and commands respect from peers and members of the public. During the COVID-19 crisis, he was quick to adapt to VTC for board and committee meetings. He continues to provide valuable information to the membership via the HGEA webpage and video messages. Overall, Perreira is effectively leading our union given the many challenges we face. He brings true leadership to the membership, something that is gravely needed in our challenging times.

A portrait of Jackie Ferguson-Miyamoto, a woman with long, wavy blonde hair, wearing a dark blazer over a light-colored top. She is looking slightly off-camera with a thoughtful expression. The background is a blurred indoor setting with warm lighting.

JACKIE FERGUSON- MIYAMOTO

HGEA'S FIRST ELECTED WOMAN PRESIDENT

Before the COVID-19 pandemic disrupted all of our lives in the spring of 2020, one of HGEA's longest serving member leaders had recently retired and completed her last term as HGEA president. Jackie Ferguson-Miyamoto dedicated her career to public service and

retired from her position as an office assistant at the Hawaii Department of Transportation, Harbors Division after more than 40 years. Her journey to become Hawaii Government Employees Association's first elected woman president in 1995 is one of her greatest achievements.

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Jackie Ferguson-Miyamoto retired in December 2019 after 43 years of public service.

Q+A WITH JACKIE FERGUSON-MIYAMOTO

In 1995 Bill Clinton was the 42nd president of the United States, the O.J. Simpson trial riveted the nation, and tragically, 168 people were killed in the Oklahoma City Federal Building bombing.

Here in Hawaii, Ben Cayetano was governor and was seeking a major reduction in the state workforce. That was the year Unit 3 member Ferguson-Miyamoto was elected president of HGEA.

We sat down with Ferguson-Miyamoto to find out more.

HGEA: What are you most proud of?

Ferguson-Miyamoto: Winning the election for president is what I am most proud of. I won at a time when there was controversy at HGEA. Controversy still going on about why we should be HGEA members and why we should pay dues. Communication wasn't as great as I would have liked it and I wanted to improve it and make changes. I think that's one of the accomplishments I succeeded in, is holding this office as president of HGEA. It also led to other women running and winning. We were able to give a different perspective.

HGEA: What was the reaction to you winning the election?

Ferguson-Miyamoto: It surprised a lot of people. I remember Russell Okata was HGEA's executive director at the time. He was surprised, too. And I don't think that he even knew what to do when he found out. He actually sent me flowers. I thought that was so sweet.

HGEA: You mentioned you decided to run for president for a couple of reasons and that it was a controversial time. Please explain.

Ferguson-Miyamoto: One reason was the controversy about being a member of HGEA. There was a push by a group of members to quit HGEA and stop paying dues. That's why communication became very important. I knew members needed to be informed about what HGEA does for them and they had to feel their concerns as members were going to be addressed. The second was because I wanted to look into the Employees' Retirement System and see what could be done to stop the employers from "skimming" the system. Most of our members knew very little about ERS in those days. Once I became president of HGEA, I knew I had to try for a seat on the ERS Board of Trustees if I intended to do something about the skimming and lack of communication from ERS. That meant running another campaign to get elected. As President, I had the backing of HGEA. I was elected and served on that board from 1996 until I retired in 2019.

HGEA: What was the skimming that you are referring to?

Ferguson-Miyamoto: In those days there was about four to five billion dollars in the ERS. Its goal was to achieve between 7 percent to 8 percent returns on the investment. At that time, it was making double digit returns. The employers' contribution would be reduced by whatever amount the fund exceeded its stated goal. That had been going on for 18 to 20 years. Many members didn't know about this, but those of us who did were very worried about the health and sustainability of the ERS.

HGEA: We heard there is a story about how you were campaigning

for ERS trustee and what may have helped in your election to that position.

Ferguson-Miyamoto: Well, I was signwaving in front of Honolulu Hale and this reporter came up to talk to me, asked me what I was doing. I explained and the next thing you know, I ended up in the newspaper. The race for ERS trustee is decided upon by voters who include more than HGEA members. I had to reach police and fire employees, all university employees, teachers, legislators, judiciary employees and UPW members and more. So that article really gave me a lot of visibility.

HGEA: You got elected, then what?

Ferguson-Miyamoto: I really set out to improve communication between the executive director and his staff and the members. As soon as I got on board, I created a communication task force to find out how we can go about better communicating with our members, and really, the community because even the community didn't know that much about HGEA. They knew we were a big organization, but never knew exactly where HGEA fit in to the community. So, it was an important thing to do. Improved communication definitely was one of the accomplishments when I was president. And it wasn't only the newsletter, but also the way the organization operated and how the island divisions were talking to members and to each other. We are such a diverse organization representing a wide range of employees covering many jurisdictions. Many of the members didn't know who their union brothers and sisters were.

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Q+A WITH JACKIE

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HGEA: You got elected to the ERS Board of Trustees. Was the board able to stop the skimming?

Ferguson-Miyamoto: Yes. It took a lot of lobbying. The administrator at the time, some of the trustees, as well as HGEA all pulled together to lobby. And our members called their legislators. Although the trustees did file a lawsuit in 2002, it was dismissed because the trustees were working it out with the legislature for them to stop the skimming. The discussion resulted in a settlement as the employers agreed to stop the practice.

HGEA: It sounds like you made positive change happen throughout

your career. You continued to be active and make many contributions to our union, on the negotiating teams and serving on the board of directors in different roles many times including serving as the HGEA president again. In fact, you finished your public service career while serving as our president. What would you say to someone wondering if they should get involved in our union?

Ferguson-Miyamoto: It is really important to get involved. HGEA is our union and our advocate. Many people think they don't have time to participate. I thought that that too when I first started. I was a

busy mom. But I started coming to meetings and getting to know people. I encourage members to do that. If there are no in-person meetings, sign up for some of the Zoom meetings, trainings or classes about our HGEA member benefits. Go on the HGEA website and start reading your contract. As HGEA members, we have a robust contract. It is important to understand the rights afforded to you by that contract. HGEA works very hard to uphold the articles in your contract and to fight for respect and fairness in the workplace. It is definitely worth it to get involved. HGEA is all of the members' union.

"IT IS REALLY IMPORTANT TO GET INVOLVED. HGEA IS OUR UNION AND OUR ADVOCATE. MANY PEOPLE THINK THEY DON'T HAVE TIME TO PARTICIPATE. I THOUGHT THAT THAT TOO WHEN I FIRST STARTED. I WAS A BUSY MOM. BUT I STARTED COMING TO MEETINGS AND GETTING TO KNOW PEOPLE. I ENCOURAGE MEMBERS TO DO THAT. IT IS DEFINITELY WORTH IT TO GET INVOLVED. HGEA IS ALL OF THE MEMBERS' UNION."

- JACKIE FERGUSON-MIYAMOTO

JACKIE FERGUSON-MIYAMOTO

- First woman elected President of HGEA - 1995-1997
- President of HGEA - 2009-2013, 2015-2019
- Positions on HGEA Board of Directors: Vice President, Secretary, Treasurer, PAC Chair, Charter & Bylaws Chair, Incentive Committee Chair, Oahu-at-Large Director
- Chair Positions on Committees: Political Action, Unit 3 Oahu Island Division, Unit 3 Negotiating Team, DOT Agency Council, the first Education/Training, AFSCME Rules Committee, Unit 3 General Assembly Caucus, Council of Presidents, HGEA Building Committee, OHA Endorsement Committee; Member of other HGEA Committees
- Trustee since 1996 - Hawaii Employees Retirement System (longest serving trustee in ERS history)
- Unit 3 Negotiating Team Member since 1983
- Chair, Legislative/Administrative Committee - HIERS
- Presiding Officer of General Assembly - 1996, 2010, 2012, 2016, 2018
- Trustee/Chair, HGEA Staff Retirement System
- Vice Chair - Hawaii Democratic Party Labor Caucus
- AFSCME National Women's Committee Member
- VP, AFL-CIO Executive Board
- Trustee/Chair, Kendall Scholarship Board

THE LAYOFF (REDUCTION-IN-FORCE) PROCESS

Shortly after President Biden signed the American Rescue Plan into law, Gov. David Ige announced that layoffs and furloughs for public workers are off the table.

We're very pleased that our governor has chosen to keep our frontlines funded to ensure essential workers are able to provide vital community services as we look forward to safely rebuilding our state's economy. None of the counties had any plans to furlough or lay off employees.

However, in the event layoff or RIF (reduction-in-force) notices are issued, please remember that there are differences across bargaining units, individual circumstances may vary and will be handled on a case-by-case basis.

What triggers a Reduction-In-Force (RIF)?

- The Reduction-In-Force (RIF) process begins when the employer provides written notification to the union of an impending reduction-in-force. Official layoff notices to affected employees usually include a Work Force Reduction Placement Questionnaire, which must be completed by the affected employee(s) and submitted back to the employer for possible job placement consideration.

FURLOUGH VS. REDUCTION-IN-FORCE (LAYOFF)

Furlough	Layoff
A furlough is a temporary reduction in pay as a result of less work hours	A layoff or reduction-in-force (RIF) is a termination of employment because of lack of work or funds
Furloughs do not mean there will be no layoffs	The employer can impose layoffs and is responsible to inform the affected employees in writing
Furloughs (and their terms) must be negotiated between the employer and HGEA	Layoffs are not subject to negotiation with HGEA; however, the employer must consult on its plans for reduction-in-force
Furloughed employees are still considered employed	Affected employees may have placement and bumping rights outlined in the contract

"I GOT RIFFED TWICE - ONCE IN THE 90S AND THEN AGAIN IN 2009. IT WAS STRESSFUL, BUT THERE ARE PROCEDURES THAT HAVE TO BE FOLLOWED AND THE UNION HELPED ME WITH THAT. I HIGHLY ENCOURAGE ANYONE WHO RECEIVES A RIF NOTICE TO CONSULT WITH YOUR UNION AGENT IMMEDIATELY. YOU ONLY GET ONE CHANCE TO FILL OUT YOUR PLACEMENT FORMS AND WE WANT TO MAKE SURE YOU GET AS MUCH HELP AS POSSIBLE."



BENNETT YAP, UNIT 13
STATE BOARD DIRECTOR
STATE DEPARTMENT OF LABOR AND INDUSTRIAL RESOURCES,
OAHU

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REDUCTION-IN-FORCE

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RIF NOTIFICATION: WRITTEN LAYOFF (REDUCTION-IN-FORCE) NOTICE RECEIVED FROM EMPLOYER

- **A written notice is required before a RIF takes place.**
 - o The employer can impose layoffs or a reduction-in-force (RIF) and is responsible to inform the affected employees in writing. Employees who receive a RIF notice may or may not have placement and bumping rights outlined in the contract.
- **Once written notification is received:**
 - o Affected employees with placement and bumping rights outlined in the contract may begin placement process, or
 - o Affected employees without placement and bumping rights may be laid off immediately with proper notice

RIF CONSULTATION PROCESS

- **After RIF notices have been issued, consultation with the union must occur.**
- **Can an employer implement RIFs without negotiating with the union?**
 - o Yes. A RIF is not subject to negotiation with HGEA (mutual agreement is not required), however the employer is required to consult on plans for any reduction-in-force.
- **Why is consultation required?**
 - o The purpose of the consultation is for the employer to share and respond to our requests for information regarding the RIF including but not limited to reasons for the layoff, department RIF plans, employee options and RIF rights, etc.
 - o The department may conduct an informational meeting(s) regarding the RIF for the affected employees.

RIF RIGHTS

- **Who has RIF rights?**
 - o An included permanent employee has RIF rights only within the employee's bargaining unit and jurisdiction.

RIF PLACEMENT RIGHTS

1. **In general, regular/permanent civil service employees have rights to placement into**

- o Vacant positions or
- o To bump into an occupied position if they meet certain criteria.

Non-regular/temporary employees do not have placement or bumping rights if their position is identified for layoff

2. **Departmental job search for placement**

- o Placement in a vacant position or displacement of an employee (bumping) in a position within the affected employee's bargaining unit is based on employment conditions the affected employee is willing to accept and meeting the minimum qualifications of the position.
- o Searches are limited to positions in the same or lower salary range of the affected employee's current position and are in accordance to the order outlined in the collective bargaining agreement (CBA).

3. **If the departmental job search is not successful and the affected employee has at least 24 retention points (one point for each full month of service with the jurisdiction), the employee may be eligible for a jurisdiction-wide search**

4. **If the searches are unsuccessful, the employee will receive a written notice of termination. A laid off employee will be placed on a recall list for re-employment.**

WHO DOES NOT HAVE RIF RIGHTS?

- **Exempt and temporary employees as well as initial probationary employees may be laid off and they do not have RIF rights.**

RIF WORK FORCE REDUCTION PLACEMENT QUESTIONNAIRE

- **What is the Work Force Reduction Placement Questionnaire?**
 - o A questionnaire that is usually provided by the employer to the affected permanent employee along with the RIF notice.

- **When does it need to be completed?**

- o The affected employee is usually given 5-7 calendar days to complete and return the questionnaire

- **What information do I need to complete the questionnaire?**

- o The questionnaire normally asks for:
 - + Geographical locations (in ranked order) where the employee is willing to accept employment
 - + The lowest salary range within the bargaining unit that the employee will accept. NOTE: Employees placed in a position in a lower salary range due to a RIF will retain their pay.
 - + Whether the employee is willing to accept employment in a temporary position
 - + Whether a full-time employee is willing to bump into or accept placement into a part-time position
- o Can I make changes to the questionnaire?
 - + No. Once an employee completes and submits their placement questionnaire, their responses cannot be changed.

RIF APPLICATION FORM

- **What is a RIF application form?**

- o This application form is similar to a job application and used to determine if the affected employee meets the minimum qualifications of available positions.

RETENTION POINTS

- **What are retention points?**

- o Numerical units accrued by permanent civil service employees denoting the amount of time an employee has been employed in the applicable jurisdiction.

- **How are retention points calculated?**

- o Retention points are computed on the basis of one (1) point for each full month of employment in the applicable jurisdiction. A fraction of a month or service shall be used to break "ties."
- o Retention points are computed up to the day on which the work or funds terminate.

- **How are retention points used?**

- o Used to determine if a permanent employee is eligible for jurisdiction-wide RIF job placement and to determine priority for placement and bumping

- **What is bumping?**

- o The displacement of an employee from a position by another employee according to an order prescribed in your union contract.

PLACEMENT AND BUMPING RIGHTS

- **How does bumping work?**

- o An eligible employee may bump or displace a less senior employee whose position has been identified in the eligible employee's RIF search in the employee's same or related job class. A related job class requires similar knowledge, skills and abilities as another class.

BARGAINING UNIT RIF ARTICLES

Each Unit contract outlines what placement and bumping rights affected employees may have under a RIF:

- Unit 2: Article 9, Layoff
- Unit 3: Article 9, Reduction-In-Force
- Unit 4: Article 9, Layoff
- Unit 6: Article 16, Layoff
- Unit 8: Article 11, Layoffs
- Unit 9: Article 12, Layoff and Reemployment
- Unit 13: Article 9, Reduction-In-Force
- Unit 14: Article 9, Reduction-In-Force
- Unit 15: TBD

For more information about the layoff process, please refer to your union contract or visit **www.hgea.org/rif**. We will keep you informed via eBulletin of any prospective furloughs or layoffs.

**Hawaii Government Employees Association, Local 152,
American Federation of State, County and Municipal Employees, AFL-CIO and Affiliate
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
June 30, 2020 and 2019**

	<u>2020</u>	<u>2019</u>
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	\$ 6,971,199	\$ 6,942,480
Time certificates of deposit	1,088,846	838,093
Accounts receivable	604,144	669,318
Interest receivable	1,235	--
Prepaid expenses and other current assets	<u>467,261</u>	<u>16,110</u>
Total current assets	<u>9,132,685</u>	<u>8,466,001</u>
INVESTMENTS	<u>7,697,337</u>	<u>7,530,447</u>
PROPERTY AND EQUIPMENT, NET	<u>6,255,557</u>	<u>6,240,664</u>
	<u>\$ 23,085,579</u>	<u>\$ 22,237,112</u>
LIABILITIES AND NET ASSETS (DEFICIT)		
CURRENT LIABILITIES		
Current maturities of notes payable	\$ 219,140	\$ 280,700
Accounts payable and other current liabilities	188,764	176,619
Accrued vacation payable	763,307	668,144
Payable to AFSCME	520,101	524,193
Due to bargaining units	219,772	149,260
Deferred income	25,508	49,347
Postretirement medical benefit liability	<u>258,000</u>	<u>257,653</u>
Total current liabilities	<u>2,194,592</u>	<u>2,105,916</u>
LONG-TERM OBLIGATIONS		
Notes payable, less current maturities	551,617	255,851
Defined benefit pension liability	20,572,310	14,938,707
Postretirement medical benefit liability, less current portion	<u>10,831,640</u>	<u>8,799,957</u>
	<u>31,955,567</u>	<u>23,994,515</u>
NET ASSETS (DEFICIT)		
Without donor restrictions		
Undesignated	(14,247,547)	(7,318,946)
Designated for arbitration	1,454,828	1,422,902
Designated for medical trust	1,535,218	1,498,444
Designated for future repairs	<u>366,315</u>	<u>497,051</u>
	(10,891,186)	(3,900,549)
NONCONTROLLING INTEREST IN THE ASSOCIATION	<u>(173,394)</u>	<u>37,230</u>
	<u>(11,064,580)</u>	<u>(3,863,319)</u>
	<u>\$ 23,085,579</u>	<u>\$ 22,237,112</u>

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HGEA Members have access to incredible insurance options, but open enrollment is limited to

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hgea.mwadmin.com



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HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

P.O. Box 2930

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For more information, go to **bachelorsdegree.afscme.org** and **freecollege.afscme.org**.

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