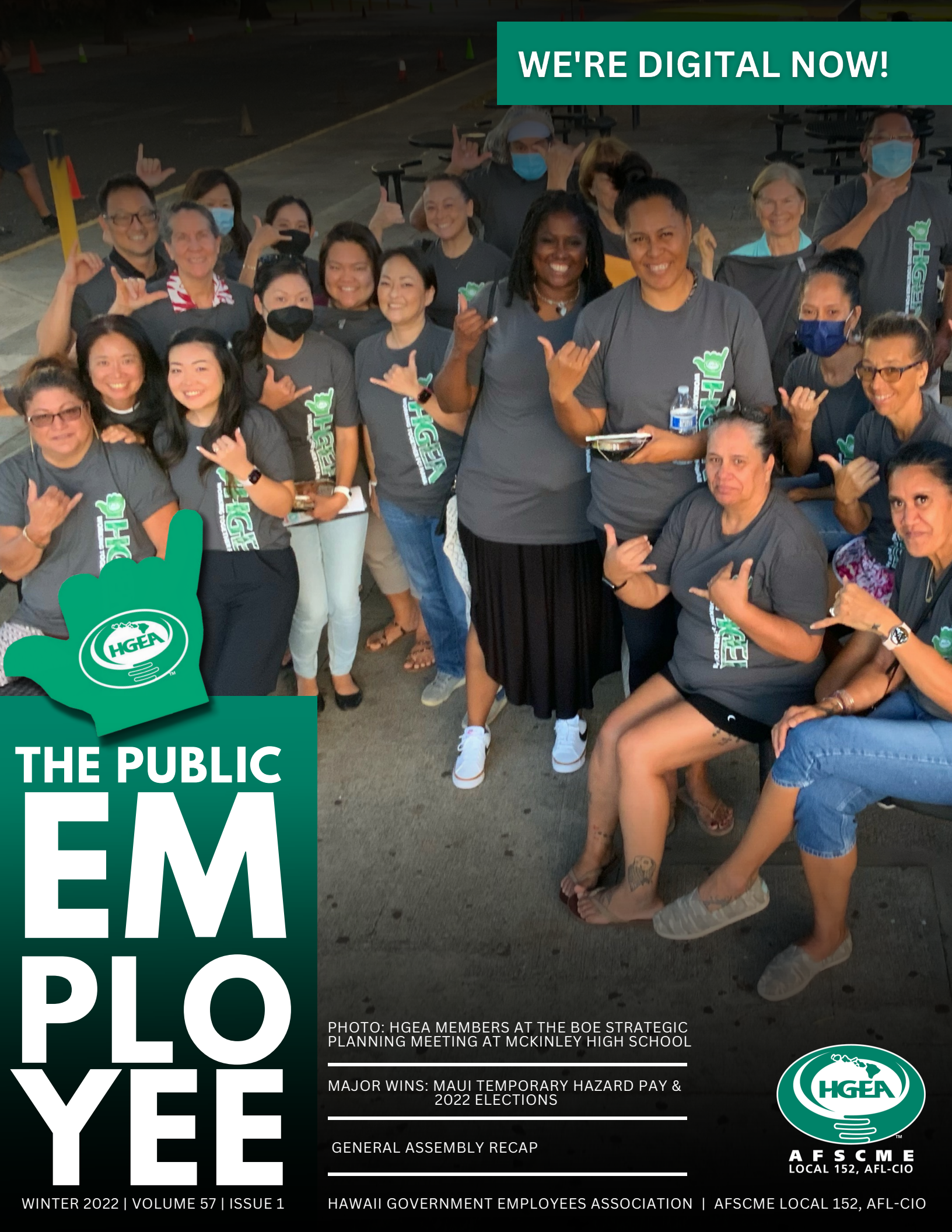


WE'RE DIGITAL NOW!



THE PUBLIC EMPLOYEE

PHOTO: HGEA MEMBERS AT THE BOE STRATEGIC
PLANNING MEETING AT MCKINLEY HIGH SCHOOL

MAJOR WINS: MAUI TEMPORARY HAZARD PAY &
2022 ELECTIONS

GENERAL ASSEMBLY RECAP





MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear Members,

By all accounts and with great thanks to each of you, HGEA enjoyed a very successful 2022.

Together, we ratified 4-year contract agreements for units 2, 3, 4, 6, 8, 9, 13, and 14, and our newest unit 15 won its first contract in arbitration. After a long four years, the 26th Biennial General Assembly met in-person in Waikoloa to conduct the union’s business and for fellowship. We built upon the Stewards Academy to grow the next generation of leaders. Our advocacy team and Maui County members presented a strong case and won a precedent-setting arbitration on temporary hazard pay.

We emerged from COVID by opening our union hall and hosting two successful *HGEA Grindz* events, each featuring over 30 local small businesses and food trucks – with many vendors selling out within an hour. We elected Governor Josh Green and Lieutenant Governor Sylvia Luke, U.S. Senator Brian Schatz, Congresswoman Jill Tokuda, and many more pro-worker legislators across the state. We grew our social media and revamped our communications program – including this edition of *The Public Employee* which was launched online.

To date, we’ve awarded over 2,300 scholarships and grants to HGEA members and dependents. In all, we welcomed 2,591 new HGEA members this year. We closed out the year with the *12 Days of HGEA-Lidays* giveaway in partnership with our newly launched Makana Perks and Discounts program.

It's been quite a year.

Looking forward to 2023, although we are at a precipice, I’m hopeful and cautiously optimistic. With Josh Green as Governor, the new administration is taking shape. Senate President Ron Kouchi and Speaker Scott Saiki maintain their leadership roles in the Legislature and the Capitol will be full of eager newcomers. Although it’s a new beginning for state government, we cannot rely solely on our elected leadership – we all must step up and actively participate in shaping the Hawaii we want, for our children and our grandchildren.

Let us reflect and enjoy the hard-fought victories of 2022, but not relent. The work is not yet done. We must continue to increase our membership numbers – and for those of you lucky enough to retire, we need you in our Retiree Unit ranks. We must continue the fight for pay equity and as the State Political Action Committee and Board of Directors identified, government must do more to retain the best and brightest in our workforce.

Lastly, we must remain a strong member-driven organization. HGEA’s success hinges on you, all 36,000 of you. We need your active participation, starting with the 2023 Legislative Session and including the upcoming Board of Directors election in May.

I am so proud to stand with you – in our successes and in the upcoming fights ahead.

In solidarity,

Randy Pereira
Executive Director



(Left: Catching up with AFSCME International President Lee Saunders and former HGEA Executive Director Russell Okata at General Assembly Right: shaka-waving with Hawaii Fire Fighters Association President Bobby Lee and endorsed candidates Josh Green and Sylvia Luke)

2022 YEAR IN REVIEW

MAJOR WIN:

Maui County Employees Awarded
Temporary Hazard Pay
PAGE 4



26TH BIENNIAL HGEA GENERAL ASSEMBLY RECAP

Delegates gathered at the Hilton Waikoloa
Village from September 8-10, 2022
PAGE 7

HGEA GRINDZ

Bringing life back to downtown
with ono food
PAGE 4

HGEA MEMBERS ORGANIZE, PARTICIPATE IN BOE STRATEGIC PLANNING

PAGE 5

MEMBER SERVICE CENTER

Helping members one call
or email at a time
PAGE 9

MEMBER DISCOUNTS REBRAND: MAKANA PERKS & DISCOUNTS



Same amazing member
discounts and savings
with a new look!
PAGE 7

2022 ELECTIONS

Election season came fast and
furious as candidates faced
redistricting and tight races
PAGE 6



MAUI COUNTY EMPLOYEES AWARDED TEMPORARY HAZARD PAY



Throughout the COVID-19 pandemic, HGEA members kept Hawaii running by providing essential services at the risk to their own health and their families' safety. HGEA has fought for years to have these temporary hazardous working conditions acknowledged by employers in the form of temporary hazard pay (THP).

In October, HGEA celebrated its first win in arbitration hearings against the County of Maui for over 1,300 HGEA bargaining unit members. The decision awarded THP compensation of a 15% or 25% THP differential during the period of March 4, 2020 to March 25, 2022.

HGEA held a Virtual Town Hall to answer questions by affected members and is closely following the progress of funding and pay schedules for its Maui County employees.

HGEA takes the result of this case as a positive sign as it remains in the grievance process in all other jurisdictions.

"This is a precedent setting award," said HGEA Executive Director Randy Perreira. "We look forward to resolving similar grievances with other jurisdictions so that our members can move forward and focus on serving our community."



HGEA's headquarters has stood in the heart of historical downtown Honolulu since 1964. The pandemic brought an eerie silence to the once-bustling streets filled with a healthy mix of business professionals, university students, and tourists.

HGEA Grindz was conceived as a way to bring life back into the downtown community. Since "small kid time," sharing food has always been an act of love. There was no better way to connect local small businesses, HGEA members, and the Hawaii community than ono food.

The first *HGEA Grindz* event was on July 20, 2022. Over thirty vendors sold poke, laulau, plate lunch, lechon, pasteles, andagi, mochi, desserts, and so much more. As the first event of its kind, vendors were not sure what kind of turn out to expect. They were overwhelmed with its success, however, with many selling out before the event ended.

After witnessing the community support for the first event, HGEA hosted a second *HGEA Grindz* on October 21, 2022 with even more food vendors. Once again, the air was filled with mouth-watering smells and the pleasant hum of chatter over shared food and people talking story with friends and family.



A student in Hawaii’s public school system is the product of an entire school community. It takes the work of many HGEA members in the Department of Education (DOE) to meet students’ needs such as school office staff and administrators who keep operations running, educational assistants who work alongside teachers to help students learn, security attendants who keep students safe, food service staff who prepare meals, and specialized service staff such as librarians, health aides, psychologists, speech pathologists, behavioral health specialists, and many more.

This extensive network of school support staff is often overshadowed by the issues of teacher pay and retention. An example of this is the passage of the state budget that included \$132 million intended to address salary compression issues for teachers. While the correction in salary is well-deserved for Hawaii’s teachers, it was done outside of collective bargaining and ignores all other classifications and positions that have long been underpaid and understaffed.

HGEA ensured that its DOE members were not forgotten by demanding to bargain with the DOE and organizing members to attend Board of Education (BOE) Strategic Planning Sessions that were held across 15 complexes in October and November.

HGEA members attended the meetings and spoke about the essential services they provide to students and important issues to consider in the final strategic plan. HGEA continues to work with members and will remind the BOE about members’ concerns during all stages of their strategic planning and approval of the DOE operational budget.

HGEA MEMBERS ORGANIZE, PARTICIPATE IN BOE STRATEGIC PLANNING

PHOTO: HGEA MEMBERS AT THE BOE STRATEGIC PLANNING MEETING AT RADFORD HIGH SCHOOL

2022 ELECTIONS



Coming into 2022, HGEA State PAC Chair Justin Lam knew this election season would be tough. “HGEA always comes out in force in election years. That’s one piece of what makes us so powerful at the legislature. But there was some political uncertainty after the COVID-19 pandemic and challenges to endorsed candidates brought on by redistricting.”

The HGEA community answered the call for endorsed candidates with an impressive amount of PAC-tivities for the primary and general election - canvassing neighborhoods, phone banking, sign waving, writing friend-to-friend cards, rubber-banding literature, and more.

The majority of HGEA’s endorsed candidates won, including Brian Schatz for U.S. Senate, Jill Tokuda and Ed Case for Congress, Josh Green and Sylvia Luke for Governor and Lieutenant Governor, and Rick Bissen for Maui Mayor. HGEA looks forward to working with our new leadership to achieve our legislative priorities in 2023.

90
HGEA ENDORSED
CANDIDATES WON

2023 LEGISLATIVE PRIORITIES

After careful deliberation, the Board of Directors approved the following Legislative Priorities for HGEA’s State Committee on Political Action:



RECRUIT AND RETAIN A STRONG GOVERNMENT WORKFORCE

Address pay equity, attract the next generation of employees, and develop benefits for a 21st century workforce



ENSURE FUNDING OF VITAL SERVICES FOR OUR COMMUNITY

Actively seek ways to generate additional state and county revenues to preserve government programs



PROTECT THE RIGHT TO ORGANIZE, MAINTAIN CIVIL SERVICE, AND ADVANCE COLLECTIVE BARGAINING

Ensure civil service protections under Chapter 76, HRS and expand collective bargaining rights under Chapter 89, HRS



OPPOSE PRIVATIZATION

Services provided by government employees should be protected



PROTECT RETIREMENT BENEFITS FOR CURRENT AND FUTURE RETIREES

Promises made to employees upon hire should be kept

26TH BIENNIAL GENERAL ASSEMBLY RECAP

Every two years, delegates meet for the General Assembly to act on resolutions that guide the union and its officers. Delegates consist of HGEA members from all islands and bargaining units. The 2022 General Assembly was held at the Hilton Waikoloa Village on Hawaii island from September 8-10.



KEY RESOLUTIONS

HGEA delegates voted to adopt these key resolutions:

- 

RESOLUTION TO OPPOSE EFFORTS OF MAINLAND-BASED ORGANIZATIONS LIKE THE FREEDOM FOUNDATION
[READ FULL RESOLUTION](#)
- 

RESOLUTION TO DECLARE FEB. 24, 2023 AS "REMEMBER UKRAINE DAY"
[READ FULL RESOLUTION](#)

MEMBER DISCOUNTS REBRAND UNVEILED

Previously referred to as "Member Benefits," HGEA rebranded the program as "Makana Perks & Discounts." *Makana* means "gift" in Hawaiian, and this new name more accurately represents the additional gifts that come with being an HGEA member.



With over 100 partners, the Makana Perks & Discounts program provides access to savings for travel, recreation, and more.

Featured Speakers

- Lee Saunders**
AFSCME International President
- Randy Perreira**
HGEA Executive Director
- Jill Tokuda**
Endorsed Candidate for Congressional District 2
- Dr. Josh Green**
Endorsed Candidate for Governor
- Sylvia Luke**
Endorsed Candidate for Lieutenant Governor
- Dr. Kimo Alameda**
CEO of Bay Clinic, Inc.

2022-2023 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 2023-2024 school year are available at hgea.org**



\$3,000 SCHOLARSHIP WINNER

SAMANTHA N. MARTINEZ
MAUI
CORBAN UNIVERSITY
PARENT: KRISTY H. BUGTONG (UNIT 3)

\$2,000 SCHOLARSHIP WINNERS

KYLIE CHARICE P. ALARCON
MANAMI T. ALSPACH
EMMA H. CHUNG
KAITLIN R. DEROUIN
KAYLA R. DEROUIN
MAKANAMA KALANIKE ALOHAPAINAOLE M. HUDDLESTON
LAUREN H. IKEDA
MONTANA A. LAGAT
SUMMER LEDESMA
TYLER LEE
KOA K. MORSE
ANELA M. MOSQUEDA
RHEMA V. NAKAMURA
KIAN K. RAPOZO
TYLER H. TANAKA
KAITLYN M. TOKUNAGA
MARCY R. TOKUNAGA
CHRISTOPHER D. UNRUH
RAINE K. YOSHIDA



SCAN THE QR CODE OR [CLICK HERE TO LEARN MORE ABOUT AVAILABLE SCHOLARSHIPS!](#)



2023 HGEA STATE BOARD ELECTIONS *Election dates current as of January 6, 2023.

Elections for the 2023-2025 term of office for the President and Board of Directors will be held in 2023. **Active members interested in running will be able to pick up a candidate packet from HGEA offices starting January 31, 2023.** In addition to electing the President, active members will elect Directors for Units 2, 3, 4, 6, 8, 9, 13, 14, 15, Hawaii-at-Large, Kauai-at-Large, Maui-at-Large, and Oahu-at-Large.

IMPORTANT DATES

ELECTIONS
March 3 at 4:30 PM: Deadline to submit nomination petitions
March 18 - April 17: Period for mailing ballots
April 25 at 4:30 PM: Deadline to request ballot
May 2: Last day to vote (Election Date). Ballots must be hand-delivered before 4:30 PM or postmarked before midnight.
May 15: Ballots counted and results certified

RUN-OFF ELECTION DATES (IF NECESSARY):
May 29 - June 5: Period for mailing ballots
June 13 at 4:30 PM: Deadline to request ballot
June 20: Last day to vote (Run-off Election Date). Ballots must be hand-delivered before 4:30 PM or postmarked before midnight.
July 3: Ballots counted and results certified

The President and Directors will serve from **July 1, 2023 to June 30, 2025**. Positions are volunteer and unpaid.



[CLICK HERE TO LOGIN TO YOUR ACCOUNT & UPDATE YOUR CONTACT INFO TO RECEIVE YOUR BALLOT & ELECTION NEWS](#)

MEMBER SERVICE CENTER:
HELPING MEMBERS ONE CALL OR EMAIL AT A TIME



808.543.0000
SERVICE@HGEA.ORG

FROM LEFT, KAI HOPKINS, BEN OLIVER, MAILE TUPOUNIUA, JESSE SLIVA, JAYSON FUKUMOTO, SCOTT COLLINS, MICHAEL IGE, ERIN KAMAKAIWI, AND MELANIE PUGAY

The Member Service Center (MSC) and Advocacy Team is comprised of nine HGEA staff trained to handle inquiries from members. Whether it is a question about a workplace issue, ongoing arbitration, or upcoming HGEA events, MSC staff are just one phone call or email away.

NOTICE OF AFSCME AFFILIATION FEE INCREASE



Effective January 1, 2023, the AFSCME Affiliation fee will increase by 45 cents per month for full-time employees and 35 cents per month for part-time employees. This increase in the AFSCME Affiliation fee occurs because of HGEA’s legal affiliation with AFSCME.

As HGEA's parent union, AFSCME helps protect the interests of 1.4 million members nationwide and is a leading advocate on national issues such as pensions, privatization, worker rights, fair taxes, and health care. AFSCME also provides assistance and resources to HGEA for bargaining, organizing, political action and education and training. The affiliation fee will increase from \$14.45 to \$14.90 and \$10.75 to \$11.10 per month for full-time and part-time employees, respectively.



HGEA-LIDAYS CELEBRATES ITS
SECOND YEAR OF GIVEAWAYS!

HGEA and its Makana Perks & Discounts partners completed a second year of giveaways for members. Congratulations to this year's winners!

DAY 1: Echo Dot & Dell Mouse

Kendra G., Unit 2 member from Kauai

DAY 2: \$50 Dave & Buster's Gift Card

Naomi I., Unit 3 member from Hawaii Island
Shaila P., Unit 3 member from Oahu

DAY 3: Group Classes at Body & Brain
Yoga Tai Chi & \$75 Ruby Tuesday's
Gift Card

Rizalina B., Unit 3 member from Oahu

DAY 4: Tickets to The Magical Mystery
Show

Sheri C., Unit 3 member from Maui
William U., Unit 8 member from Oahu

DAY 5: Consolidated Theatres Movie
Passes

Kathleen A., Unit 9 member from Oahu
Sam B., Unit 14 member from Oahu
Clara D., Unit 13 member from Oahu
Damien K., Unit 4 member from Oahu
Kimberly S., Unit 13 member from Maui
Zaida U., Unit 3 member from Maui

DAY 6: 1-Month Free Gym Membership
& \$75 Rainbow Drive-In Gift Card

Glen C., Unit 13 member from Oahu

DAY 7: Michael Kors Jet Set Bag OR
New HGEA Shaka T-shirt

Shun A., Unit 3 member from Oahu
Anthony A., Unit 3 member from Oahu
Radlynn B., Unit 9 member from Kauai
Kristen B., Unit 3 member from Oahu
Beverly B., Unit 13 member from Maui
Jean B., Unit 3 member from Hawaii Island
Francine C., Unit 13 member from Oahu
Joann C., Unit 4 member from Oahu
Wayne C., Unit 8 member from Oahu

DAY 7 CONT.

Dakota C., Unit 13 member from Maui
Maia G., Unit 13 member from Kauai
Cherie H., Unit 3 from Oahu
Jennifer K., Unit 3 member from Oahu
Karen K., Unit 13 from Oahu
Roxanne K., Unit 3 member from Oahu
Mandy L., Unit 3 member from Molokai
Newman M., Unit 2 member from Oahu
Diane M., Unit 3 member from Maui
Mark M., Retirees Unit from Maui
Celia M., Unit 13 member from Kauai
Diana M., Unit 3 member from Oahu
Kason P., Unit 13 member from Hawaii Island
Cynthia S., Unit 9 member from Hawaii Island
Sherrilee R., Unit 3 from Kauai
Brenda W., Retirees Unit from Oahu

DAY 8: Salon Argio Facial & \$75 Gyu-Kaku
Gift Card

Jennifer O., Unit 8 member from Oahu

DAY 9: \$100 Longs Drugs Gift Card &
HGEA x Eden in Love Tote

Sherilyn C., Unit 3 member from Kauai

DAY 10: 1-Night Stay at Outrigger Waikiki
Beach Resort & Outrigger Canoe Ride from
Waikiki Beach Services

Emelynn R., Unit 13 member from Oahu

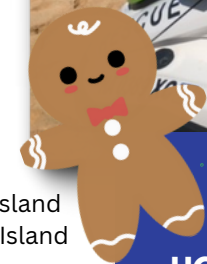
DAY 11: \$200 Grocery Store Gift Card &
HGEA x Eden in Love Tote OR \$50 Hele
Gas Gift Card & HGEA x Eden in Love Tote

Franklin B., Unit 15 member from Oahu
Ashley K., Unit 3 member from Hawaii Island



DAY 12 GRAND PRIZE: KAUAI STAYCATION FOR TWO
Lyndie M., Unit 3 member from Hawaii Island

DAY 11 WINNER FRANKLIN B.



MAHALO TO OUR
GENEROUS
HGEA-LIDAYS PARTNERS:

- AMERICAN INCOME LIFE
- BODY & BRAIN YOGA TAI CHI
- CONSOLIDATED THEATRES
- DAVE & BUSTER'S
- DELL
- F45 PEARLRIDGE
- GYU-KAKU
- HILTON GARDEN INN KAUAI WAILUA BAY
- HOMESTREET BANK AFFINITY PROGRAM
- MWG MESTMAKER & ASSOCIATES
- OUTRIGGER HOTELS & RESORTS
- PAR HAWAII
- RAINBOW DRIVE-IN
- RUBY TUESDAY'S
- SALON ARGIO
- THE MAGICAL MYSTERY SHOW
- WAIKELE PREMIUM OUTLETS
- WAIKIKI BEACH SERVICES



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, 2022 and 2021

Assets	2022	2021
Current assets:		
Cash and cash equivalents	\$ 7,158,567	\$ 9,867,911
Time certificates of deposit	1,138,052	245,348
Accounts receivable	621,166	640,622
Interest receivable	1,496	1,261
Prepaid expenses and other current assets	353,480	34,852
Total current assets	9,272,761	10,789,994
Investments	10,736,313	9,609,531
Property and equipment, net	5,374,882	5,761,051
Total assets	\$ 25,383,956	\$ 26,160,576
Liabilities and Net Assets (Deficit)		
Current liabilities:		
Current maturities of notes payable	\$ 14,844	\$ 59,114
Accounts payable and other current liabilities	180,136	177,614
Accrued vacation payable	634,830	783,030
Payable to AFSCME	504,961	512,461
Due to bargaining units	374,439	299,424
Deferred income	21,723	26,714
Contract liabilities - assessments received in advance	895,862	647,406
Current portion of postretirement medical benefit liability	288,000	260,000
Total current liabilities	2,914,795	2,765,763
Noncurrent liabilities:		
Notes payable, less current maturities	341,400	356,244
Defined benefit pension liability	10,404,004	13,843,159
Postretirement medical benefit liability, less current portion	7,281,020	9,765,618
Total noncurrent liabilities	18,026,424	23,965,021
Total liabilities	20,941,219	26,730,784
Net assets (deficit):		
Without donor restrictions:		
Undesignated	1,563,038	(3,770,310)
Designated for arbitration	1,289,612	1,330,699
Designated for medical trust	1,737,318	2,025,866
	4,589,968	(413,745)
Noncontrolling interests in the Association	(147,231)	(156,463)
Total net assets (deficit) without donor restrictions	4,442,737	(570,208)
Total liabilities and net assets (deficit)	\$ 25,383,956	\$ 26,160,576

HAWAII GOVERNMENT EMPLOYEES ASSOCIATION, LOCAL 152,
AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES, AFL-CIO AND AFFILIATE

Consolidated Statements of Activities

Years Ended June 30, 2022 and 2021

	2022	2021
Revenues and other support:		
Bargaining unit dues	\$ 11,657,417	\$ 12,446,953
Affiliation dues	3,939,757	4,023,356
Net investment return (loss)	(1,925,417)	2,276,815
Associate member dues	956,773	959,123
Rental income and recoveries	476,884	839,549
Other gain (loss), net	40	(126,823)
Total revenues and other support	15,105,454	20,418,973
Expenses:		
Program services:		
Field services	4,502,776	3,909,802
Affiliation dues	3,939,757	4,023,356
Communication	790,564	922,251
Representation	764,156	554,754
Unit appropriations	231,328	235,341
Legislation/political action	172,857	417,472
Statewide recreation	69,403	85,392
Board of directors	25,393	100,794
Negotiation/arbitration	5,169	3,648
General assembly	-	527,193
Steward's incentive/training	-	2,300
Total program services expenses	10,501,403	10,782,303
Supporting services:		
General and administrative	4,134,790	4,583,563
Property management	923,944	954,602
Operations of the Association	693,953	553,712
Total supporting services expenses	5,752,687	6,091,877
Total expenses	16,254,090	16,874,180
Change in net assets before other credits	(1,148,636)	3,544,793
Other credits:		
Net periodic pension costs other than service cost	(3,359,949)	(5,870,289)
Net periodic postretirement benefit costs other than service cost	(2,801,632)	(1,445,605)
Total other credits	(6,161,581)	(7,315,894)
Change in net assets	5,012,945	10,860,687
Change in net assets attributable to noncontrolling interest in the Association	(9,232)	(189,924)
Change in net assets attributable to the Union	\$ 5,003,713	\$ 10,670,763
Net deficit at beginning of year	\$ (570,208)	\$ (11,430,895)
Change in net assets	5,012,945	10,860,687
Net assets (deficit) at end of year	\$ 4,442,737	\$ (570,208)

WE ARE ...



HGEA STRONG!

THE PUBLIC EMPLOYEE

WINTER 2022 | VOLUME 57 | ISSUE 1

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Sign up at hgea.org/registration



TEXT ALERTS

Text HGEA to 237-263 to opt-in for text alerts
(message & data rates may apply)

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