Deputy Sheriffs: Enforcing the Law, Protecting the Public
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What It Means to be HGEA Strong
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Every third Monday in January, we celebrate the birthday of the late Rev. Dr. Martin Luther King, Jr., our most prominent leader of the civil rights movement in America. Once again, the HGEA staff and a large contingent of our members spent that morning marching in events on Oahu, Kauai and Maui and doing community service on Hawaii, to celebrate the legacy and martyrdom of Dr. King, remember his efforts to end racial segregation, and promote his ideal of tolerance and diversity.

We marched just as Dr. King and tens of thousands of people had done in the 1960s. Since then, our nation has made progress in many areas of inequality. Yet, in recent years, what has emerged is a different form of segregation – one that is based on economics. The divide between rich and poor continues to widen, further pushing working people down into poverty. Incredibly, the middle class is no longer the dominant economic group by number in our country – it has been replaced by the statistically defined “poor.”

In this fight for equality, our enemies’ weapons against us are more sophisticated. They create tax laws for their own personal benefit and shelter much of their money offshore where our government has no access to tax them. They push for court decisions like Citizens United, which allows the rich and their corporations to spend unlimited sums of money to elect their far-right friends. And most despicable of all, the infamous billionaires Charles and David Koch, Wisconsin Governor Scott Walker and their cronies are now seeking to restrict union membership rights for public employees via the Friedrichs v. California Teachers Association case. In short, the ultra wealthy don’t want a fair fight. They wish to control us and make us work for their benefit – and they’re willing to lie and cheat to achieve that.

This new class warfare and discrimination workers face is no less important in scope than the civil rights battles fought by our parents and grandparents. The stakes for us are just as high – we must protect what is outlined in our Constitution that guarantees ALL Americans the same “inalienable rights.”

For all of these reasons, we must continue to work to achieve Dr. King’s vision of fairness and justice.

In solidarity,

Randy Perreira
HGEA Executive Director
2016 – All of Hawaii’s Public Sector Bargaining Units at the Table

In unit meetings, via stewards, through eBulletins, and posted on the HGEA website in late 2015 and early 2016, your fellow members and HGEA staff were reaching out to you for ideas on upcoming contract negotiations that were due January 11, 2016. For the first time in years, all of Hawaii’s public sector bargaining unit contracts will be up for renewal at the same time. Yes, all public workers in the state and four counties have contracts expiring on June 30, 2017. That means in 2016, all 14 bargaining units, including those from HGEA, UPW, UHPA, HSTA, SHOPO and HFFA, are back at the bargaining table.

The past several contract rounds for HGEA members have seen the restoration of step movements (for units with that plan), the restoration of Gov. Linda Lingle’s 5 percent cuts, and modest across-the-board increases and lump sum bonuses. Unit 14 (state law enforcement officers and state and county ocean/water safety officers), the first new bargaining unit created in more than 30 years, just got its first contract after going to arbitration in November of last year.

As always during negotiation years, staff and the negotiating teams (made up of your fellow unit members) will be going through proposals and ideas that were submitted, both formally and through workplace discussions, to develop a plan to present to the employer. As we go to print with this issue of The Public Employee, we are cautiously optimistic about current economic conditions; however, we must remember that there are always more needs than funds available and we will have to work hard to continue to make gains. Yet another reason why we need to stand united and let our voices be heard.

HGEA recognizes the importance of your work to our communities. We work hard to make sure the public, the employer, and our fellow members also know about the integral role our members play in making the state and counties function properly and efficiently — from one-on-one conversations with community leaders, to building relationships with lawmakers and the media, to our public outreach campaigns on television, radio, in print and social media, as well as our internal communications in our eBulletins, our website, social media and direct mailers.

For more information about contract negotiations, contact your agent, island division office, shop steward or visit HGEA.org’s contract negotiations page.

UNIT 14 ARBITRATION UPDATE

From saving lives in the ocean to patrolling Hawaii’s international port of entry to protecting our state’s natural resources, Unit 14 members (state law enforcement officers and state and county ocean/water safety officers) protect the public every day. After years of discussions, debates, and advocating before lawmakers, Bargaining Unit 14 finally became a reality in 2013. It was the first time since 1979 that a new bargaining unit was created in Hawaii.

It’s taken another few years and binding arbitration to hash out their historic first contract. As The Public Employee went to print, the arbitration panel’s decision was still pending. As with all contract agreements, the state legislature must vote to approve funding.
Meaningful work serving our community and the benefit package that comes with it are what draw most people into public service careers. But a case before the U.S. Supreme Court, Friedrichs v. California Teachers Association, is designed to change all that by weakening public worker unions and in turn reducing our ability to bargain. Without our strength in numbers, factions that don’t support working people will be able to chip away at the many benefits public workers have today. (For the latest on the case go to the U.S. Supreme Court blog at http://www.scotusblog.com/case-files/cases/friedrichs-v-california-teachers-association/.)

We are fighting back. Here’s what you can do:

☑ Get up to speed on what’s at stake for workers and our communities at www.hgea.org/hgeastrong.

☑ Understand your rights and benefits provided in your contract, which is negotiated by HGEA staff and a team of unit members. Visit www.hgea.org, and go to the unit documents section.

☑ Pledge to continue paying union dues, if given the option. Stand strong with our 42,000 members.

☑ Become a PEOPLE MVP. www.hgea.org/People
Your support will help elect candidates who value public employees. (See “In My Own Words: Fighting for our union” on page 11.)

No matter what happens with Friedrichs, the attacks against unions and their workers will continue. We must stand together to keep the middle class and our communities strong. #HGEA Strong #StrongerTogether
HGEA is fighting back against continued attacks on public workers and the services we provide. With the Friedrichs v. California Teachers Association case currently under review in the U.S. Supreme Court, and an uncertain decision expected in a few months, we remain “HGEA Strong.”

As we have found through worksite visits and meaningful conversations, there are countless members among us with stories to share – how labor unions sustained their families, how they brought solidarity to their workplace and how being on the “other side” changed their attitudes about unionism. These members understand the value and benefits of union membership and help us in the fight for all workers. Let’s all stand together. We are HGEA Strong!

HGEASTRONG — SHAWN TSUHA

“Unions leveled the playing field for us so we can live decent lives”

“Sometimes I don’t agree with the union. But I’m still a union guy,” states Deputy Director Shawn Tsuha.

“My father schooled me about how important unions are for us,” says the 24-year State Department of Public Safety official and MCEC member. “Without unions, we’re nothing.”

Having worked his way up through the departmental ranks, Tsuha believes standing with our union is critical to the survival of working people, and he strives to instill a sense of solidarity in his sheriffs and law enforcement staff. “We need to protect the middle class. Before unions came along, our aunties and uncles worked on the plantation with no health care, no vacation, no nothing,” he says in disbelief. “Unions leveled the playing field for us so we can live decent lives. If the next generation expects to keep the benefits we have, we all have to be willing to carry our fair share of the load.”

Remembering stories his father told about working without contracts, lunch breaks or even weekends before he became part of a union, Tsuha is determined to preserve the middle-class lifestyle and benefits we enjoy because of what unions gave us. “We can’t go back to that. Look outside. That’s not built for us,” he says, pointing toward Kakaako’s sea of luxury high-rises. “This is all backwards. This country runs on the middle class and we’re being wiped out. We can’t afford that. If we keep going down this path, where will we end up?”

Despite the upcoming challenges, Tsuha’s passion for his work and standing up for working people continue to go hand-in-hand. “It isn’t just about getting a paycheck,” he says. “It’s about keeping our community safe. It’s about helping each other and working toward a sustainable future, and we’re proud to do that.”
“Many good, hard-working people are leaving Wisconsin because of Scott Walker.”

That’s how Unit 13 member Wendy Brousseau describes the sad reality of her home state under the regime of Gov. Scott Walker. Once a strong pro-union state with its long history in the labor movement – it was the first in the United States to provide collective bargaining rights to public employees 56 years ago – Wisconsin, the birthplace of AFSCME, is now a ‘right to work’ state that weakens unions, lowers employee wages and benefits and undermines the basic rights of workers.

“I’m ashamed because Wisconsin was one of the states that started unions,” says Brousseau, a behavioral health specialist at Maui High School.

Some of my friends are going to neighboring states to work. A lot of people, especially if they live near the borders of other states, are planning to apply in other states just to keep the benefits of being in a union.”

Brousseau was one of hundreds of employees affected by Gov. Walker’s $300 million budget cut to the University of Wisconsin system. After working for 12 years in Hawaii, first as a special education teacher then as a behavioral health specialist, she decided to move back to Wisconsin in 2013 to be with her family and for more job opportunities. She found what she thought was her dream job (albeit a term position without benefits) and was thrilled when she was encouraged to apply for a permanent position that was going to be available the next year. However, with cuts to the university’s budget, the permanent position that was considered vacant was eliminated. And she could no longer continue to work in her non-benefits position without health insurance.

Fortunately Brousseau applied with the Hawaii Department of Education and was offered her current job at Maui High School. She returned to Maui in September 2015. “I was happy to come back here to security and benefits I can rely on. I had really missed that,” she says. “I’ve never been so thankful to get back to a job. They don’t have positions like this in the schools there.”

Having worked without benefits for the first time in her professional career, Brousseau quickly realized how good she had it when she was part of a union in Hawaii. “I was spoiled. I’ve always had my sick and vacation protected, a union rep I could go to if I needed support,” she acknowledges. “I have a whole new appreciation. It’s something that a lot of us take for granted. I was very protected, and I took for granted the benefits that have been fought for. I am much more aware and appreciative of being a union member after my struggles to find consistent work in Wisconsin.”

Even though she felt it was the worst time of her life, she is grateful for the sobering experience. “You take health insurance and all that for granted, and then you don’t have it and you can’t find it, and you’re like ‘oh, that was a really big deal.’ You get complacent. For me, it was a really good wake-up call.”

It saddens Brousseau to see the state she grew up in, and was so proud of, falling apart. It’s no longer the place she believed had much job potential, especially with families and generations leaving for better working conditions. “I’ve been trying to recruit them out here,” Brousseau says half-jokingly. “I tell them, ‘if you’re going to make a new start, come to Hawaii.””

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HGEA STRONG — DONALD LUM
Working together, empowering workers

Unit 4 member Donald K. Lum, superintendent II at the Honolulu Corporation Yard, made so many positive changes at the worksite in less than a year that his employees nominated him for City & County of Honolulu Employee of the Year.

After Lum began working there, “it was as if everything lifted … like in the movie Moses where he got the people out of bondage,” says fellow co-worker and superintendent Rialrome “Boy” Thornton (Unit 4). “The best thing that ever happened is when Donald came back here.”

Flattered but embarrassed by the unadulterated compliments of the workers he supervises, Lum was named 2015 Employee of the Year for the City & County of Honolulu’s Department of Environmental Services. He was pleasantly surprised and humbled by the praises his staff bestowed in nominating him for the award.

“I appreciate everything they say. But it’s them and those guys out there who make it work. It’s not one person. It’s everybody,” Lum emphasizes. “We all work together and make things work, including the UPW (United Public Workers) guys. My part is just a little bit of guidance on what to do.”

Lum has been with the City’s Environmental Services department for 28 years, having worked as an automated truck driver, supervisor and superintendent. His current position as superintendent II is the highest non-administrative position in refuse collection.

Lum is a true union guy, as was his late father, a City Department of Facility Maintenance superintendent who had 45-plus years of service and was a UPW member and later an HGEA member. When Lum was a UPW member, he was a union officer and division chief steward. He has a reputation of knowing and sharing the advantages of union representation, along with a history of helping others and talking contract sensibility with everyone. As a UPW member, he played a big role in winning an arbitration case that resulted in an award of almost $1 million in back pay for nearly 100 employees.

Thornton adds that Lum previously worked at the baseyard so he knows the workers and works well with them. “Donald knows how to make decisions. It’s great because we now have someone with a strong union leadership background. He knows how to keep peace and harmony. The men are happy.”

The Honolulu Corporation Yard is the strongest unionized baseyard in the state with the largest number of employees and shop stewards. As an HGEA member, Lum continues to stress to his workers the importance of being in a union and tries to keep a positive environment despite Oahu refuse issues frequently being in the news.

And with the future of unions and working people at stake, Lum tells naysayers how important it is to remain united. “The Friedrichs case is all about weakening our ability to bargain effectively for all of us. Imagine the possibility of one day becoming an “at will” worker. We need to remind people what working conditions were like before and how they have enhanced and empowered us today.”

Challenges with the employer are a constant battle, particularly when the administration changes. But Lum empowers his workers, letting the supervisors do their job and supporting them when needed.

“Dad always told me do the right thing,” Lum says. “And I live by that every day.”

“We need to remind people what working conditions were like before and how they have enhanced and empowered us today.”
Peggy Kelley’s mother, the late state Rep. Jane P. Kelley of New Hampshire, cancelled her chemotherapy appointments so she could vote against right-to-work legislation 12 years ago. Fortunately for New Hampshire’s public employees, her tenacity helped to kill the bill, keeping union-busting, right-to-work laws out of the state.

“I’m so proud of my mother,” says Kelley, a Unit 8 member and technology training coordinator for the Office of Continuing Education & Training at Maui College. “She fought for the authentic rights of workers throughout her career. Organized labor was important to her.”

With a staunch labor union supporter for a mother, it’s no surprise Kelley is very pro-union, and understands the significance of unions and all they do for working people. She tells anti-union co-workers that the union is a very vital protection to have. “They don’t realize they could lose their benefits. The security and benefits come from our union. It’s important that we participate and be aware of our rights.”

Although Rep. Kelley herself had never belonged to a union, in tribute to her grandfather, a 50-year member of the pipe fitters union, she became a state legislator in the 1970s to get collective bargaining rights for New Hampshire’s public employees. She remembered as a young girl the countless stories her Grandpa Sullivan told her about the union and the brotherhood, and she grew up with an enormous love and respect for the American labor union movement. At one point in her legislative career, the die-hard Democrat even switched to the Republican Party briefly just so she could continue to serve on the House Labor Committee.

Kelley says her mother was revered in their hometown of Hampton, NH. In her final days, when she was too sick to drive, the Hampton firefighters visited and offered to sit with her and take her to appointments. “They said they would come every day if she wanted,” marvels Kelley. “They loved her for getting them binding arbitration. They didn’t forget her for that. I was very struck by that loyalty.”

Just as Rep. Kelley was inspired by her grandfather to go into politics, Kelley wants to honor her mother’s legacy. After years of not being actively involved in HGEA, she recently became a steward to inspire her co-workers, to represent them and to help spread the word about the value and strength of being a union member.

Her mother would be proud.

The security and benefits come from our union. It’s important that we participate and be aware of our rights.”

VIDEO: Scan the QR code to watch a video clip of Rep. Jane Kelley speaking at the 2003 Teamsters Convention in Las Vegas (speech starts from about 11 minutes into the video).
Do you know what it’s really like to work in a right-to-work state? It may sound worker-friendly, but if you ask Unit 9 member Richard Moore, it’s actually unfavorable to workers. He should know – he’s lived and worked in Arkansas and Texas, two states that have had right-to-work-for-less laws in place for years.

“Working in a right-to-work (RTW) state versus a union state is very simple,” says Moore, a registered professional nurse at Kauai Veterans Memorial Hospital. “In a RTW state, the employers decide what your pay will be, what benefits you’ll receive. You have no voice in any aspects of your job. With a RTW state you only get what the employer wants to give you. In a union you get multiple voices heard, which gets you contracts with an employer concerning pay, annual raises, health benefits, overtime rates, vacation and so forth. You have the protection of those voices for any grievances concerning your job and a process to protect yourself should your job be endangered unfairly.”

Moore believes if the Friedrichs v. California Teachers Association case goes against unions, it will create two sides in a business – those with the union and those without – causing friction and a divide between workers that may not be overcome. “This is exactly what the case hopes to accomplish,” he adds.

Moore keeps abreast on union news and is very knowledgeable about the Friedrichs case. “If the Abood v. Detroit Board of Education is overturned by the Supreme Court, it will be another victory for the 1% of this country,” he says. “It will help with the erosion of the middle class and will make it that much easier for Corporate America to own this country. It also may take us back to a time when there were not any labor laws and protections, the protections that were won by union members of this country.”

The former Navy corpsman decided to become a nurse after working in the construction field for 14 years. He has had many great experiences in his career, was able to travel broadly and met a lot of good people in places such as Guam, St. Croix Virgin Islands, California and Hawaii. What he enjoys and values most is the people he meets and works with, and the ability to help people who need it the most.

However, he can’t help but feel uneasy about his job, seeing the layoffs at the state hospitals and having to work with a reduced workforce. He fears what’s happening with the Maui hospitals and its new private management will open the doors to privatization in other areas in the state.

Moore believes it is important to continue to support HGEA in order to protect our benefits during these uncertain times, and he remains actively involved as a union member.

As the 2015-2017 Unit 9 Kauai Island Division chair, he is trying to get people to know the benefits of a strong union and their need to get more involved. “All members in our union must understand that the need for a united front is more important than ever with the attacks on the very foundations that have kept our rights safe.”
"I got RIF-ed in 2009," recalls Unit 13 member Amanda Lowrey. The former state microbiologist had just completed her first two years of government service when she received her reduction-in-force (RIF) notice. "Because of HGEA, I was able to look for a job outside the department instead of just being laid off."

While going through the unprecedented RIF, Lowrey admits, "I was concerned because we didn’t have enough information and we didn’t know what to expect. It looked like a lot of people were going to be losing their jobs and there was so much uncertainty."

Luckily, her background in biology qualified Lowrey for a position with the State Department of Health, and in an unexpected (but welcome) stroke of luck, she landed a sanitarian position. "The fact that I managed to get a job was huge. HGEA forced the state to honor my contract," she says, bolstering her confidence in our union.

In a position more commonly referred to as “health inspector,” Lowrey now enjoys working with vendors and facilities ensuring the goods and services provided are safe for public consumption. "I get to see a lot behind the scenes, and that’s pretty cool," she says. "I think a lot of people don’t realize that the person inspecting a restaurant is also inspecting a swimming pool, a mortuary, or even a tattoo parlor."

Not only did Lowrey hit the ground running, but her resilient attitude and excellent work got her standardized by the Food and Drug Administration (FDA), earning her the unofficial title of state shellfish specialist. That distinction makes her uniquely qualified to locally enforce rules set forth by the FDA ensuring standardization across the state. "I’m the only one in the state who’s doing this work, so that’s pretty amazing," she says.

Although she clearly enjoys her work, Lowrey recognizes that it’s easy to become overwhelmed and encourages help from the community. "We can’t be everywhere at once. We can’t see what’s happening all the time, so we rely on the cooperation of the public a lot. We all want be able to go out and feel safe about eating in a restaurant, going swimming or getting a tattoo and not get sick from that."

Over the past six years, Lowrey has become a driven advocate, emphasizing the importance of union protection. As a second term State Board Director, she remains committed to doing more than just the status quo. "Even when things are good, you still have to fight to hold onto what you have. It can happen in a heartbeat – everything you fought for can vanish. We need to keep fighting to make sure our benefits and retirement aren’t taken away from us," she adds, fearful of complacency.

Knowing first-hand how quickly things can change, Lowrey takes nothing for granted. "I’m very fortunate to have a boss who completely supports my union involvement. It makes fighting the good fight a little bit easier."
I’ve always been pro-union, and during a conversation with Kauai-At-Large Director Priscilla Badua, I was asked if I wanted to become more involved with HGEA. I immediately began to think about long-term strategy and how to preserve our benefits.

I have realized that ensuring safe working conditions, establishing salary schedules, and maintaining benefits such as vacation and sick leaves are just some of the examples of what our union fights for through legislation. Once I made that connection, it became clear that contributing to PEOPLE (Public Employees Organized to Promote Legislative Equality) is one of the easiest ways to ensure our voice is heard. There are misconceptions about how our dues monies can be utilized, and one big thing that it cannot be used for is working on federal campaigns – so if we want to have a chance to have our voice heard, we must raise the funds ourselves. I’ll happily trade two dollars a week for fair treatment at the workplace and a chance at a better life for my colleagues, my family, and the community as a whole. If we won’t stand up for ourselves, there will be no more union to fight for our rights.

There’s no doubt in my mind that without our union’s representation our lives would be drastically different. For that reason, I enjoy talking with my colleagues about the challenges facing our union and what’s at stake if we lose. I never want to leave someone wondering, “How can I get more involved?” when the answer is so simple. There are so many ways to get involved – we just have to give someone the opportunity to stand and be heard. Being involved with our union means a better life for the people I sit next to every day, my family, and our entire community. We need to come together and say, “I’ve got your back,” if we want to protect our future.

— Joshua Capp (Unit 3)
Eligibility Worker
State Department of Human Services, Kauai

IN MY OWN WORDS
Fighting for our union

Our 1,000-plus members in the Managerial and Confidential Employees Chapter (MCEC) are in positions “excluded” from the collective bargaining contract, yet they voluntarily pay union dues to continue the many benefits and services that come with HGEA MCEC membership. Read what some of them say are the reasons they joined and why they stick with our union.

“I wanted to be a part of the union that negotiates and works toward our employee benefits since I would also benefit as well. I believe it is important that union has the support it needs to do their work to support their members.”

“I continue paying dues because there is no reason for me to stop – I’ve never considered ending my membership. I like what our union represents and how they fight for us as government workers.”

“I’ve experienced what a non-unionized working environment is like. If all employers treated their workers as their most valuable resource, there’d be no need for unions. Unfortunately, this doesn’t always happen.”

“I grew up in a strong union household and was taught at an early age all benefits were hard fought, and I should be thankful every day and vigilant as such gains are constantly under threat by forces motivated by greed and self-interest. The middle class in this country is under siege. There is no 911 for us other than ourselves. We must stick together.”

“Unions are a great thing – they were formed to counteract the power of management. Unions brought us the 40-hour work week, the weekend, overtime pay, holiday pay, safe working conditions. Management would quickly reduce benefits if there was no union.”

“I decided to opt-in because I have always been a supporter of the union movement. My father was a retired City & County of Honolulu worker who shared with me all the challenges of being a laborer and a single father trying to make a living. I stay in because together we have the ability to have our voices heard. We need to protect the rights of workers for the next generations.”
Program Director Iris Higa (Unit 13) coordinates sports, recreation, health and educational activities for seniors 55 years and older through the County of Hawaii Elderly Recreation Services (ERS) program. More than 1,500 seniors across the Big Island participate in over 95 classes, which include zumba, ukulele, cooking, karaoke and more! The ERS program helps to encourage socialization, and an active and healthy lifestyle for our beloved kupuna.

We are proud to have the musicians of the Royal Hawaiian Band as part of our HGEA Unit 3 membership. Founded in 1836 by King Kamehameha III, the Royal Hawaiian Band is the only band in the United States with a royal legacy. As an agency of the City & County of Honolulu, it is also the only full-time municipal band in the U.S. The band performs and marches in numerous concerts and parades each year, and in various school and community functions and private events. Weekly public performances are held on Fridays at Iolani Palace and Sundays at the Kapiolani Park Bandstand.

Every day, there is an HGEA member working to provide vital services to the public. These members help to keep our state and counties running smoothly and our communities safe.
Being a lifeguard on Hawaii’s shores comes with a big responsibility. Up to the task are veteran ocean safety officers and Unit 14 members Rick Patrizio and Kekai Brown, who have been making the waters of Maui safer for residents and visitors for nearly 20 years. Patrizio keeps watch over Baldwin Beach on Maui’s north shore. Brown is the training captain, overseeing training for County of Maui’s Department of Parks and Recreation Ocean Safety Division. They are pictured here during training on the back side of Molokini.

Chemist Guomin Yao (Unit 13) tests water samples at the Department of Health State Laboratories Division, which conducts laboratory testing to support environmental and public health programs statewide. The State Laboratories Division also conducts research and laboratory science investigations, and participates in emergency response efforts, such as bioterrorism preparedness and monitoring air quality effects of volcanic activity.

The first person most people in an emergency speak with may be a 911 operator. Unit 3 members Lynette Ahina, Andrew Purdy, Alvin Kwock and Patrick Burns perform a vital role as 911 emergency response operators, calming people who are injured, distraught or scared, while trying to obtain from them the nature of the emergency along with key personal information to alert the appropriate authorities to respond to the scene. These operators receive, screen and route telephone requests for 911 emergency assistance to the Honolulu Police Department, Fire Alarm Bureau, Ambulance Dispatch, Hawaii Poison Center and the Suicide and Crisis Center. If you are interested in a career as a 911 emergency response operator at HPD, go to joinhonolulupd.org.
HGEA announces early endorsements for U.S. Congress

The HGEA Board of Directors approved the HGEA State Political Action Committee’s early endorsement recommendations for U.S. Senator Brian Schatz, Congressman Mark Takai, Congressional District 1, and Congresswoman Tulsi Gabbard, Congressional District 2.

Senator Schatz is up for re-election in 2016 for the six-year senatorial term. Prior to serving as Hawaii’s senior senator, he served as lieutenant governor, chair of the Democratic Party of Hawaii, CEO of Helping Hands Hawaii, and as a state representative.

Congressman Takai was elected to the U.S. Congress in 2014 after prevailing in a seven-way Democratic primary election and beating former Congressman Charles Djou. Prior to serving in Congress, Takai served as a state representative for 20 years and currently serves as a lieutenant colonel in the Hawaii Army National Guard.

Congresswoman Gabbard is the vice-chair of the Democratic National Committee. Prior to Congress, she served in the State House of Representatives and Honolulu City Council, and also serves as a military police company commander with the Hawaii Army National Guard.

We are pleased to report that we share strong working relationships with our entire federal delegation team. Each Senator and Congressperson has been a reliable supporter of AFSCME’s agenda and strong supporter of collective bargaining rights and working family values.

It is critically important that our organization strongly support those who stand up and fight for us.

2016 Legislative Priorities

It is 2016, and more than ever, public workers are fighting against continuous attacks on their rights and benefits. Even right here in Hawaii, public worker unions and its members continue to be bombarded with threats to weaken their voices in the workplace, with proposed right-to-work (for less) legislation.

That’s why legislative action is so important. Every year HGEA members and staff fight hard against take-away bills, submit testimony on numerous measures, testify at hearings and lobby legislators. For this year’s legislative session, HGEA anticipates continued revenue challenges and potential adverse changes to employee benefits. Among the many bills HGEA has submitted for the 2016 session are in regards to the following:

• **Hawaii Health Systems Corporation (HHSC)** – As the state enters into an agreement for Kaiser Permanente to take over operations of the HHSC Maui Region hospitals, we are concerned about employees’ retirement and are seeking ways to ensure they are able to vest into the Employees Retirement System (ERS) and Hawaii Employer-Union Health Benefits Trust Fund (EUTF).

• **EUTF reforms** – We continue to submit legislation that will improve the EUTF and allow unions to negotiate benefits and premium contributions, resulting in more affordable premiums.

• **Funding for Unit 8 and Unit 14** – An arbitration panel recently awarded Unit 8 raises for their 2015-2017 contract. Unit 14 is awaiting a decision from the arbitration panel. Legislation has been submitted for funding of these contract agreements.

• **Graduate assistants** – HGEA supports allowing graduate assistants at the University of Hawaii the right to bargain. They are currently prohibited from forming or joining a union to bargain their wages and benefits.

If you have any questions or concerns, please contact Michele Kurihara-Klein at mkurihara@hgea.org.

**REMINDER!**

Hawaii residents can register to vote online in addition to updating their existing voter registration. Simply visit elections.hawaii.gov to begin. A valid Hawaii Driver’s License or State ID including Social Security Number is required.
Collectively, Unit 14 members Colin Kalama-Malani, Gary Macarayan and Winston Chun have more than 90 years of diverse experience as deputy sheriffs in the State Department of Public Safety. Since starting their state law enforcement careers in the 1980s, they have seen the department undergo several transformations and have been part of the challenges and achievements of redeveloping an organization into the law enforcement presence that it is today. As they near retirement, they want to make sure before they leave public service that people know the unique history of Hawaii’s deputy sheriffs and recognize the vital work they do in keeping the community safe, and they want to ensure a foundation is set and a future secure for the next generation of state sheriffs.

Educating the public
As the state’s oldest law enforcement agency and the only one in the United States created under a monarchy, the sheriff division has a rich heritage with functions that have evolved over the course of 170 years. A self-taught expert of Hawaiian history, Kalama-Malani himself comes from Hawaiian lineage that includes sheriffs.
in the 19th century, and he is active with the Hawaiian royal society, Daughters & Sons of Hawaiian Warriors — Māmakakaua. His brother and uncles were also sheriffs.

Yet despite a long history dating back to King Kamehameha III, there continues to be misconceptions about Hawaii’s more than 300 state sheriffs.

“We’ve found that the public doesn’t really know what we do,” said Macarayan, who works at Ewa District Court. “We want people to understand that we’re here to provide meaningful service as state law enforcement officers. Men and women who are sheriffs are like any other law enforcement officer at the county or federal level.”

Recounting a recent incident where he stopped someone for speeding, the 29-year veteran sheriff shared, in disbelief, that the person told him he had no authority to pull him over.

“People need to know we have police power,” Macarayan said. “It’s a matter of respect and pride. We’re here to service the community. More education needs to be done in order for the public to understand our role.”

Similar to county police, state sheriffs go through four to five months of law enforcement training, carry a firearm and take an oath of office. In Hawaii, the sheriffs have concurrent jurisdiction with the police — however, generally the sheriffs take care of law enforcement statewide and the police departments are responsible for the counties. Both essentially have the same authority, and the two organizations work closely together in protecting the public.

The sheriff division provides a wide range of law enforcement services. From executive protection for the governor, lieutenant governor and their families, and security for national and international dignitaries, to arrests, transport of juvenile and adult inmates, and serving the courts and processing and executing court documents, sheriffs’ duties run the full gamut. They also provide law enforcement presence at Honolulu International Airport, where Kalama-Malani is stationed with approximately 64 sheriffs in the Airport Patrol section.

A specialized canine unit, of which Chun supervises, operates under clear cut and well-defined missions. It employs a canine team that is used primarily as a sensory enhancement tool to locate missing or wanted persons, and detect illicit drugs, improvised explosive devices and undeclared cash attempting to be smuggled into the state. All dog teams operate under strict certification standards and operate well within law enforcement industry standards.

“We want to educate people and make them aware of the varied duties and responsibilities of our job,” Chun said. (See page 18)

Changing times, notable moments

As the world changes, people and organizations adapt. Heightened security after the Sept. 11, 2001 attacks in the U.S. changed the whole dynamics of the Department of Public Safety, particularly the sheriff division.

A sheriff for 35 years, Kalama-Malani was involved in a pivotal change in the department when the sheriffs took over patrol and enforcement of the airport and surrounding areas from the Honolulu Police Department in 1999. So when 9/11 happened, they already had sheriffs specifically trained for the airport. They were better equipped and had the knowledge to train more as the need and numbers for sheriffs rose. “I was happy because I was part of this change,” said Kalama-Malani.
We were certified on the federal training standards, and had acquired duties and responsibilities a little more than what we used at the courts. We quickly had to organize and train and be prepared to meet the challenges that came our way.

The sheriffs at the airport are not only responsible for law enforcement functions and response at Honolulu International Airport, but also the surrounding business districts, Kalaeloa and Dillingham Airfield. They are tasked with duties such as traffic control, citations and motor vehicle collisions as well as patrol work. They also have their own intoxication program (alcohol testing) and a K9 unit (separate from the one that Chun supervises) with deputy dogs that search U.S. mail twice a day, inspect luggage and occasionally work with TSA dogs. In addition, they have a new bike unit and are looking to expand their operations to other airports.

With the increase in court cases and facilities, and changes in their job functions, the need for sheriffs continues to rise. But the ongoing growth and development of their jobs only make their work interesting. “Throughout my career, I had opportunities to do things I otherwise would not have been able to do,” remarked Chun. “It’s never really dull. Because we’re a small group, we’re able to do so many different tasks.” Macarayan noted, “You could be looking for fugitives in their homes one day, preparing for a conference another day, then the next waiting for the president to come in.”

One shining moment for all of them was the 2001 Asian Development Bank conference in Honolulu where the sheriffs provided security and law enforcement presence. Through diligence and with limited resources, they were able to minimize cost and expenses. “We worked so hard. We stepped up and we got the job done,” Macarayan said proudly.

Working with limited resources is not uncommon for the sheriffs. For the often-remembered search for notorious Halawa Correctional Facility escapee Albert Batalona in 2003, sheriffs, especially those in K9 and warrants, along with other law enforcement officials, put in a lot of effort combing Hauula for days. When it was all over, the community threw an aloha luncheon for all of them. “It was so overwhelming, so heart touching. That gives you reason to stay,” Chun said. “When you get moments like that, you think, ‘it’s worth it,’” Macarayan added.

Looking to the future
Like any organization, the sheriff division has its challenges. With the advent of HGEA’s Bargaining Unit 14, which was

DID YOU KNOW...
Interesting facts and history about sheriffs, Hawaii’s first law enforcement officers

- The state sheriff division is the oldest law enforcement agency in Hawaii.
- It is the only law enforcement agency established under a monarchy. Under King Kamehameha III, the highest ranking officer was Marshal of the Kingdom of Hawaii whose primary responsibilities were to recommend the sheriffs for each of the islands of Oahu, Hawaii, Maui, and Kauai, and instruct, supervise and control them in the performance of their duties.
- The Honolulu Police Department evolved from the sheriffs. After the Kingdom of Hawaii was overthrown and replaced by the Provisional Government of Hawaii, the newly proclaimed Republic of Hawaii formed its own police system in 1894. In 1900 the High Sheriff of the Territory of Hawaii was created, overseeing all elected county sheriffs, deputy sheriffs and other local law enforcement officers, and four county governments were established out of the original administrative regions of the monarchy. In 1905, each county established a police department led by an elected sheriff.
- Due to the turmoil caused by the infamous Massie case, the sheriffs and police split off. The Police Act of 1932 formed the Police Commission, enacting the first chief of police and separating the sheriffs from county police.
- Duke Kahanamoku was the longest serving sheriff from 1932-1961.
- Victoria Holt was the first female territorial high sheriff (and later first female Honolulu police commissioner).
DUTIES AND RESPONSIBILITIES OF DEPUTY SHERIFFS

The work of deputy sheriffs in Hawaii is varied, depending on where they are located and the scope and nature of their position. Like the county police, they go through law enforcement training, carry a firearm and take an oath of office. They carry out law enforcement services statewide whereas the jurisdiction for police is counties.

Here’s just a snapshot of the sheriffs’ duties and responsibilities:

**Protection services**
- Executive protection services to the Governor, Lieutenant Governor and, when requested, national and international dignitaries
- Protection of all persons and property within premises under the control of the Judiciary and all state facilities

**Law enforcement**
- Enforcement of traffic and other laws
- Provide law enforcement services at the Honolulu International Airport
- Patrol at designated locations, including State Capitol, Kakaako and the courts

**Criminal process**
- Arrest, book and process persons entering the system
- Handle detained persons and provide secure transportation for persons in custody
- Secure, escort and transport detainees at the police cellblock
- Escort, secure and transport juvenile and adult inmates to interisland and intra-state destinations for court appearances
- Conduct criminal and civil investigations on cases that occur within the jurisdiction of state entities
- Conduct records verification and background checks

**Special duties**
- Through its specialized canine unit, detect narcotics and explosives in agencies within the Judiciary, the department’s correctional facilities, and other state and county agencies that request those services
- The sheriff division is the lead agency of the State Law Enforcement Coalition, which was formed to meet the mandates of the federal Homeland Security Act and implements federal guidelines on issues related to weapons of mass destruction

**Security**
- Provide security services to the Maui Memorial Hospital, Hawaii State Hospital, Waimano Training School and Hospital, and Fort Ruger at the Department of Defense
- Assist the Department of Transportation Harbors Division with security and law enforcement functions
- Provide security services to the Department of Transportation Harbors Division with security and law enforcement functions

What they have been fighting for as state law enforcement officers is a fair and competitive compensation package compared to other law enforcement officers who have the same high level of skill and training. “We want to set it up where it’s worthwhile for the new deputies coming in, keep everybody together, make our division grow,” Chun said.

“I’ve had a great career. The bond with the guys I’ve worked with and am committed to — it’s the one thing I can think of that’s been tying me here for 27 years.”

“What I enjoy most about my job is seeing the glimmer or flicker in the eyes of the new deputies who are considering this a new career challenge,” added Kalama-Malani, who helps with recruitment and on his own time spreads the word at school Career Days about the value and benefits of becoming a state sheriff.

Heading toward retirement, the three sheriffs want the public to know they are just like everyone else — your brother, your neighbor, your friend — and are proud of the work they do. “We’re also not happy that the UH football team is not doing too well,” Macarayan joked.

Kidding aside, Macarayan said what’s rewarding is the simple, unexpected “thank yous” he gets, recalling a time when someone he had detained saw him years later and told him he appreciated the discretion Macarayan showed during his arrest.

As they advance toward the next phase of their lives in several years, they’ll have a little more time for leisure activities — paddling and tinkering with cars for Kalama-Malani, golf, traveling, dancing and walking his German Shepherd dog Nakli for Macarayan, and golf, singing karaoke and spending time with his family for Chun. For now, they are enjoying their last few years on the job they cherish and have given their lives to.

“We love this community. We’ve all grown up here. We want to keep it safe,” Macarayan said. “It’s been a worthwhile experience. We’re all in this together.”
23rd Biennial General Assembly in May

The 23rd Biennial HGEA General Assembly will be held May 11-13, 2016 at the Hilton Waikoloa Village on the Big Island. This year’s theme is “Stronger Together” as we stand strong and united against the many forces that threaten to weaken public sector unions and take away our rights and benefits as workers.

The HGEA website will feature convention updates and photos of the day’s events, as well as live streaming video of speakers, including Lee Saunders, AFSCME President.

The highest policy-making body is the General Assembly, where delegates meet every two years to act on resolutions that guide the union and its officers. They consist of HGEA members from all islands and all bargaining units.

Please visit www.hgea.org for the latest updates about the General Assembly.

Craft and gift fair raises funds for Kendall Scholarships

At the HGEA Holiday Craft & Gift Fair in November, nearly $10,000 was raised for the Charles R. Kendall Scholarship and Education Fund, which provides educational benefits to HGEA members and their families. The two-day event featured more than 50 local vendors with unique products and homemade goods, and daily door prize drawings.

Randy Perreira re-elected Hawaii State AFL-CIO president

Randy Perreira was re-elected president of the Hawaii State AFL-CIO at its 26th Biennial Convention in November.

“President Perreira continues to be the best choice, and that’s why he was re-elected,” stated Brenda Ching, executive director of SAG-AFTRA Hawaii Local.

“He truly has the best interests at heart for all of Hawaii’s workers and has been able to bring labor together. He wants a better Hawaii for all workers and their families, and I can’t think of anyone else better for the job.”

Perreira said he is grateful and humbled to be re-elected.

“I promise to continue to fight for all workers and to ensure that we have a strong and vibrant middle class. We have challenging times ahead, but I know we will come out stronger and more determined to improve the lives of all working people in Hawaii by standing together.”

The Hawaii State AFL-CIO is the state’s largest labor federation consisting of 75 local affiliate unions and constituency groups, including HGEA, representing more than 100,000 workers.
As they joyfully do every year on the first Friday in December, HGEA members participated in the popular Lights on Rice Christmas Parade in Lihue. The parade, which welcomes the holidays and closes down Rice Street, features the Kauai Festival of Lights and lighting of the Historic County Building, and includes lighted floats, bands and local groups.
An annual tradition and contribution to the Kendall Scholarship Fund for HGEA’s Kauai Island Division is the creation of *kadomatsu* (New Year’s arrangements). Many HGEA members, their families and community friends came together in December to make and sell the arrangements, consisting of bamboo stems, pine tree branches and a plum branch, to benefit the scholarship fund and bring good luck at the start of the new year.
In honor of National Athletic Training Month in March, we feature twin brothers who are both athletic trainers at rival high schools on Maui. Unit 13 members Scott Pagdilao and Chris Pagdilao have been athletic health care trainers for over 10 years, Scott at Baldwin High School and Chris at Maui High School. Both are certified through the National Athletic Trainers Association (NATA) and are members of the Hawaii Chapter. The twins have a true passion for athletics and have been playing sports their entire lives. (Fun fact: Scott is the “oldest” by 13 minutes. Their parents were not expecting twins and were pleasantly surprised during delivery.)

Athletic trainers help to improve health care for athletes as well as provide services such as education and guidance for the prevention of injuries, recognition and evaluation of injuries, and rehabilitation. There are more than 100 athletic trainers who are HGEA members at the University of Hawaii and at various schools in the State Department of Education.

Twinning: Maui Athletic Trainers

Scott Pagdilao

Chris Pagdilao

Thank A Union – Give a Shaka!

As you’ve seen on the small screen, HGEA’s latest commercial features various members and their families in shaka photos. As union members face threats from the so-called “right-to-work” movement, it’s important to remember that unions have always been the workers’ voice — pushing for fair pay, safe working conditions and retirement benefits. This spot is intended to remind everyone about the employee rights and benefits unions have won for all working people.

A big mahalo to everyone who took the time to send in their fun and awesome pictures for the photo contest. We appreciate everyone’s enthusiasm and participation.
Upcoming Events

**OAHU**
- **Feb. 27:** NOAA Sanctuary Whale Watch (Diamond Head Lookout, 8:00 a.m. to noon)
- **March:** Basketball League starts
  Contact Pam at pmits@live.com or 832-7832
- **March 8:** Lifecycle Financial Solutions workshop (HGEA Kendall Building, 888 Mililani Street - 1st floor, 5:30 p.m. to 6:45 p.m.) Register online at www.hgea.org/OahuFHBseminar16
- **March 12:** Kendall Cookie Bake (Campbell High School)
- **April (date TBD):** Netting on Nimitz – collecting for the Hawaii Food Bank
- **May (date TBD):** American Heart Association Heart and Stroke Walk

**HAWAII**
- **March 5:** American Heart Association Heart and Stroke Walk
- **March 7:** General Assembly Overview/Parliamentary Procedures – E&T Class (5:00 to 7:00 p.m.)
- **March 16:** Lifecycle Financial Solutions workshop (West Hawaii Civic Center, Community Meeting Hale, 74-5044 Ane Keohokalole Hwy., 5:30 p.m. to 6:45 p.m.) Register online at www.hgea.org/KonaFHBseminar16
- **March 24:** Lifecycle Financial Solutions workshop (HGEA Hawaii Island Division Office, 485 Manono Street, 5:00 p.m. to 6:15 p.m.) Register online at www.hgea.org/HiloFHBseminar16
- **April 13:** Investing For The Future – E&T Class (5:00 to 7:00 p.m.)
- **April 30:** HGEA West Hawaii Ohana Fun Day Picnic (Hale Halawai)
- **May 21:** HGEA West Hawaii Ohana Fun Day Picnic (Makaeo (Old Kona Airport Pavilion))
- **May 20:** WH BINGO Night, West Hawaii Civic Center (5:30 p.m. to 7:00 p.m.)
- **June 4:** HGEA Fishing Derby at Coconut Island (9:00 a.m. to noon)
- **July 16:** American Cancer Society’s Relay For Life (All are invited to join the All Units Team and/or make a donation.)

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

**KAUAI**
- **March 18-20:** State Golf Tournament on Kauai
- **March 18:** Golf (Wailua Golf Course)
- **March 19:** Hokuula (Kauai Lagoons Course)
- **March 20:** Banquet, Lihue Neighborhood Center
- **March 22:** Lifecycle Financial Solutions workshop (HGEA Kauai Division Office, 3213 Akahi Street, 5:00 p.m. to 6:15 p.m.) Register online at www.hgea.org/KauaiFHBseminar16
- **March 24:** BINGO Night at HGEA Office
- **April 6:** Texas Hold’em Poker Tournament
- **April 8-10:** Shoreline Fishing Tournament
- **April through September 2016:** Bowling League
- **May 4:** Card Making Class
- **May 11:** Lei Making Class
- **May 30:** Island Golf
- **June 7 through August 18:** Mountainball League

If you are interested in participating in any of the above events, please contact the Kauai Division office at 245-6751.

Event dates, times or locations may be subject to change. For updated information on these and other events, visit the HGEA website at www.hgea.org, look for details in upcoming eBulletins or check with your island division office.
In 1964 the Wahiawa Road Maintenance Division achieved 100% HGEA membership.

In 2016 Kaimiloa Elementary School educational assistants and office staff are 100% HGEA.

Together we make a positive difference for all. We are #HGEAStrong #StrongerTogether