HGEA Members Building Strong Communities
Principal Ignites Passion In Middle School Students

Transforming Our Union
HGEA/AFSCME Strong
A threat to all public worker unions has made its way to our country’s highest court. *Friedrichs v. California Teachers Association* is scheduled to be heard by the U.S. Supreme Court this fall with a decision expected next spring or early summer. This case is one more in a string of recent Supreme Court cases that seek to undermine the ability of unions to represent our members.

Relentless attacks on unions have been eroding our middle class. Certain ultra wealthy executives of our nation’s largest corporations are showing that they value profits over workers. Huge sums of corporate money are influencing politics, and are giving rise to policies that decimate worker rights, wages and benefits, and cause a damaging ripple effect to our communities.

Robert Reich, a renowned American economist who was President Bill Clinton’s Secretary of Labor, says that a vast middle class is the basic foundation for a strong American economy. Reich examined the root causes of our nation’s wage gap between the ultra wealthy and everyone else – which right now is worse than during the Great Depression. He states, “One big reason America was far more equal in the 1950s and 1960s is unions were stronger then. That gave workers bargaining power to get a fair share of the economy’s gains – and unions helped improve wages and working conditions for everyone. The decline of the American middle class mirrors almost exactly the decline of American labor union membership.” *(Scan the QR code below to watch Reich’s video clip about this topic.)*

As your union, we stand for fairness and equality. Labor’s very existence and purpose is to ensure all workers have opportunities to live a quality life. We must continue to join together and keep the labor movement strong – what happens to unions today will have a significant impact on future generations.

In solidarity,

Randy Perreira
HGEA Executive Director
Message from the President

A look at union history serves as an important reminder that our power comes from our collective spirit.

The date was April 5, 1989. Two thousand coal miners working for the Pittston Company in Virginia were fed up with stalled negotiations and walked off the job after 14 months without a contract.

Thus began a bitter struggle with their employer for the next 10 months. This strike was not about higher wages and more benefits. The coal miners were fighting to get back what their employer decided to take away – health benefits, pensions, hours, job protection and safety provisions that they had enjoyed for nearly 40 years! Their employer decided they couldn’t afford to pay for it.

Suddenly keeping promises to provide health care coverage and pension benefits for their hard-working employees was not as important to the employer as making higher profits off the sweat and aching backs of the employees. They were willing to spend millions to fight the union, and they did.

But United Mine Workers of America (UMWA) was steadfast. The union pulled the miners and other unions like AFSCME together, showing the miners that solidarity and organizing their efforts were possible weapons against corporate big money. The important thing was the 2,000 miners showed up and fought alongside union officials! They remained in solidarity throughout the long ordeal until they were successful.

The point I’m trying to make in conveying this bit of history is to remember that we are unionized for a reason. We have enjoyed decent wages, pension benefits, protection of our rights, and everything else that is in our contracts for years because of our union. The employer does not just hand over these things to all of us. So, if you are an agency fee paying member, please call HGEA and ask for a membership application and join us. You will be joining the organization that has the biggest impact on your quality of life.

In solidarity,
Jackie Ferguson-Miyamoto

PRESENTING YOUR 2015–2017
HGEA Board of Directors

Unit 3 member Jackie Ferguson-Miyamoto was elected the new president of the 2015-2017 HGEA Board of Directors. She most recently served as Unit 3 Director for the 2013-2015 term and has previously served as board president from 1995-1997 and 2009-2013.

The 2015-2017 State Board of Directors take the oath of office in July. President Ferguson-Miyamoto’s term of office, as well as that of the board of directors, is July 1, 2015 to June 30, 2017. All are volunteers and are not paid for their services.

OTHER OFFICERS INCLUDE:
Diane A. Nakashima, Vice President
Darleen K. Hoshida, Secretary
Arnold D. Abe, Treasurer

NEW TO THE BOARD ARE:
Roberta Chun, Unit 13
Joycelyn “Jolly” Iwata, Unit 3
Josette “Jojo” Kawana, Unit 9
Harold K. Naone, Unit 4
Suzy S. Okino, Unit 3
Elwyn L. Watkins, Unit 8

INCUMBENTS RETURNING FOR A SECOND TERM ARE:
Harry Gima, Unit 3
Darleen K. Hoshida, Unit 3
Kelcy K. M. Koga, Unit 6
Amanda R. K. Lowrey, Unit 13
Diane A. Nakashima, Oahu-at-Large
Melvin N. Puu, Unit 16
Veronica M. Tarleton, Hawaii-at-Large
Pamela Young, Unit 13

RETURNING TO THE BOARD IN A DIFFERENT POSITION ARE:
Arnold D. Abe, Unit 13
Jackie Ferguson-Miyamoto, President
Mary D. Wagner, Maui-at-Large

RETURNING TO THE BOARD AFTER A PERIOD OF ABSENCE ARE:
Priscilla A. Badua, Kauai-at-Large
Jon A. Gasper, Unit 3
Ken K. Morikawa, Unit 2
Sandra Moses, Unit 3
If you’ve been watching national news or been to one of HGEA’s Member Activist Trainings, you already know that public worker unions across the country and here in Hawaii are under attack. There have been ongoing efforts by the so-called “right to work” movement, The Center for Individual Rights, certain corporate giants, and Republican governors, such as Wisconsin Gov. Scott Walker and Illinois Gov. Bruce Rauner, to bust public worker unions, lower wages and benefits, and weaken collective bargaining rights.

The attacks are continuous, strategic and more than legislative. Now, anti-union groups such as the National Right to Work Legal Defense Foundation are using the courts to push their agenda. The United States Supreme Court has decided to hear Friedrichs v. California Teachers Association, which is a challenge to the 1977 decision in Abood v. Detroit Board of Education. If Abood is overturned, public-sector fair share fees may be outlawed and there may be no bargaining over “issues of public interest,” which include wages.

Without fair share, the choice becomes full dues or nothing. How many members may choose not to pay? By opting out, our union and unions across the country become weak. When unions are weak, it is easier for politicians to outsource our jobs, reduce or take away pensions, and chip away at other hard-fought quality-of-life benefits.

Together, as members of AFSCME, we have a history of fighting tough battles and winning. Most recently, last year AFSCME launched its 50,000 Stronger campaign to build our parent union by 50,000 members. That goal was greatly surpassed; to date we have 140,000 new members nationwide. Because we have a history of winning, we know we can face the challenges ahead.

Now, in 2015, HGEA and AFSCME are part of the bold nationwide initiative to counter attacks and strengthen our union. We have reorganized operations, are focusing on exceptional member service and are strengthening our union by talking with members in one-on-one conversations that matter.

HGEA is conducting continuing training of members who are having conversations with their co-workers about issues that matter, why unions are important, and how we all can make a difference by standing with our union.
Shifting Resources to Better Serve Our Members

In order to connect with more members, HGEA’s Oahu field operations have been reorganized into two sections in a pilot project: the contract enforcement and member outreach teams. Union agents assigned to the contract enforcement team will focus on issues involving representation of members during investigations and grievances. The member outreach team is training member activists and engaging members at their worksites.

While some things change, others stay the same. To promote consistency, your assigned union agent will likely stay the same. If you know your agent, feel free to continue to contact them as in the past. Depending on your issue or need, you may be referred to an agent from either contract enforcement or member outreach.

If you don’t know your agent, simply find out by checking the Members Only section of www.hgea.org or by calling your island division office:
Oahu 543-0000, Hawaii 935-6841, Maui 244-5508, and Kauai 245-6751.

As you know, many of the working conditions that we take for granted, such as a fair wage, overtime pay, paid holiday and sick leave, workplace safety and a defined pension plan, were put in place through decades of hard-fought union negotiations. But these benefits in your union contract can be taken away by politicians if we are not strong and united.

There are many ways you can be an important part of our union and help make it stronger for everyone. By simply talking with your co-workers about our history, the benefits we receive and the importance of unions, you are making a difference. We also encourage everyone to attend a Member Activist Training, be part of the legislative process, find out about member benefits and activities, and follow us on social media. Our voices do matter, and when all 42,000 HGEA members stand together and speak as one, we can and do make a difference. #HGEAStrong

Executive Director Randy Perreira “exceeds expectations” on annual board evaluation

In June, the outgoing 2013-2015 HGEA State Board of Directors conducted its annual performance evaluation of Executive Director Randy Perreira for the period from July 1, 2014 to June 30, 2015.

Perreira received “Exceeds Expectations” in all eight categories: Vision, Mission & Strategic Plan; Collective Bargaining; Legislative & Political Process; Planning & Programming; Working Relationships; Managing Resources; Personal; and Overall.

On behalf of the board, 2013-2015 President Darren Wong provided the following statement: “Mr. Perreira is an effective leader and does an excellent job. He has led HGEA through many years of challenging economic times, and consistently pulls labor forces together to address political action, collective bargaining and legislative issues.”

Big Island members do the “Rocky and Bullwinkle” exercise, used as an icebreaker at a recent training.
Why It’s Good To Be A Union Member

Unions are advocates for working people. Strong unions equate to a strong middle class. We at Hawaii Government Employees Association have a history of negotiating fair wages and working conditions for our members.

IT IS IMPORTANT TO KNOW THAT UNION DUES PROVIDE YOU:

- A contract with the employer detailing your rights and benefits as a public worker (log in to hgea.org to view your contract).
- A negotiations team for contracts and arbitration
- Representation in complaints, investigations and grievances
- Legislative monitoring and lobbying for employee rights and to guard against takeaways
- Member discounts, events, education and training

UNIONS FIGHT FOR:

- Better wages
- Safe working conditions
- Retirement benefits
- Fair treatment of workers

Why should you care? As a public worker, your salary, working conditions and benefits can be improved or taken away by our elected senators and representatives. It’s necessary to remember that legislators work with a limited budget that must be spread among many competing needs. Lawmakers ultimately decide whether your negotiated pay increases get funding because they must pass funding bills to cover the costs. We, as HGEA, are strong when we stand together. When you hear elected officials complain about collective bargaining costs, please speak up and remind them that public workers are important and that your family and ultimately, our community, will benefit when lawmakers fund collective bargaining agreements. We are #HGEAStrong.

Since 1934, HGEA has brought our members a better quality of life and fair wages. The following is a brief history of achievements HGEA has hard fought for and won for Hawaii’s public workers:

- 5 DAY 40 HOUR WORK WEEK
- OVERTIME PAY
- PAID VACATION AND SICK DAYS
- PAID HOLIDAYS
- STATE SUBSIDIZED MEDICAL AND DENTAL
- COLLECTIVE BARGAINING
- FINAL AND BINDING ARBITRATION
- RETIREMENT SYSTEM
Hawai'i government employees have passion for their careers and many fascinating stories. Our members are also shy and reluctant to talk about themselves. But with some convincing and much credit to his faculty and staff, Washington Middle School Principal Michael Harano agreed to share some of the vision, goals and successes of his school.

Harano, a Unit 6 member, is clearly a middle school advocate. He believes that the middle school student’s brain is where great inspiration for future endeavors can be started. Through the guidance of his dedicated teachers, staff and programs, Harano wants students to be motivated, whether it’s academics or extracurricular activities. “We need to expose them to different things to light the passion,” he said. “Here at Washington Middle School we have extensive afterschool programs, our own clubs, and athletic teams. Higher level, abstract thinking kicks in during the middle school years; this should be a place that ignites their passion.”
One of those afterschool activities incorporates academics – the Math Team. The Washington Middle School Math Team has a reputation around town for excellence in competing with top students from public and private schools across the state. It was 2007 when Washington Middle School’s students first out calculated their peers and won the state’s top MathCounts competition, giving them the realization that they could do it. Before it happened, Harano remembers overhearing students’ comments. “I heard the kids say, ‘first place will be Punahou and second place is Iolani,’ and I really challenged them and let them know that the eventual winner will be the team that works the hardest. In 2007 when we broke through, they were like, ‘oh, I guess we are smart.’”

The Math Team isn’t the only bright spot for the middle school located in the densely populated urban Honolulu area between South King and Punahou Streets where 800 kids show up each school day. Washington Middle School has created a can-do atmosphere to encourage all of their students to think about attending college. To get students motivated, they have a program called Advancement Via Individual Determination, or AVID, which promotes college preparedness to middle school students. Washington Middle was the first Hawaii middle school and one of only 2 percent of AVID schools nationwide to be named an AVID National Demonstration School, the highest level of AVID implementation in the AVID World.

As a way to promote the college going culture, faculty and students have had designated “Wear a College Shirt” day where everyone is encouraged to wear a college shirt of their choice. Also, the campus and some classrooms are decorated with college paraphernalia and posters of the College Search Project assigned to all AVID students. Not all of the students have a college shirt, and donations are always welcome.

Washington Middle School also boasts an award-winning video production class, the National Middle School Chess Champions, the current Honolulu District Spelling Bee Champion, District and State Science Fair winners, and an Olympic hopeful in women’s wrestling.

Harano believes that his students will go on to do great things in the world, and he urges them to remember their middle school as the place where it all began.
“Our former student would never have thought about wrestling in high school except that here at Washington, she wrestled for two years and found that she liked it,” Harano said. “Now she is in high school and recently won first place in the OIA in her weight class. She is an example of someone who found her passion in our afterschool program and now she knows there are college scholarships for female wrestlers and even possibly the Olympics.”

Harano started out teaching part-time at Aiea High School. He also coached baseball, softball and basketball at various schools. His first full-time teaching job was as an alternative education teacher at the Wahiawa Storefront School. He later taught special education at Waianae High School and Kalani High School, was an administrative intern at Dole Middle School for one year, vice principal at Washington Middle School for four years and principal at Kailua Elementary School for four years.

Harano certainly loves the middle school level. He has been at Washington Middle School for 18 years, 14 as principal and four as vice principal. It is a place where he is making a positive impact and guiding many young minds.

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**IN MY OWN WORDS**

Our benefits were hard fought by our union – we need to continue to support HGEA

Aloha. I have been a proud card-carrying HGEA member since the start of my employment as an investigator with the State Department of Labor and Industrial Relations’ Civil Rights Commission almost 17 years ago.

For me the importance of supporting HGEA is two-fold. First, our state and our country are blessed with a thriving middle class because of the efforts of unions over the past 100 years. Without unions we workers would continue to be under the total control of management and the owners of industry. Every benefit and pay increase that workers experience are a direct result of the work unions have done throughout the decades. These benefits and pay increases were not gifts from management but hard fought and bargained for by unions. I want to ensure that the benefits and pay that have been achieved over the years continue to benefit workers now and for decades to come. We need a healthy, vibrant and thriving middle class in order to sustain the democracy that we all have come to enjoy and need strong unions to ensure this.

Secondly, the efforts of the very wealthy owners of industry to diminish the advances of the benefits that unions have fought for workers must be challenged and stopped, not only for the big picture but also for the individual worker like me. I bargained for my state job with the understanding that after 25-plus years of good hard work in service to our Hawaii community that I would be able to receive a fair wage, benefits and retirement. Now those promises that I relied upon are challenged. Who will fight for me and all of us if there is no HGEA to stand up for me, my co-workers and all of us who agreed to take a government job offering lower pay than the private sector for the promise of retirement after a career in government service? We need HGEA to ensure that the promises that were made to us are kept.

Please join me in supporting HGEA to enable HGEA to support all of us. Mahalo.

— Wayne Keola Akana
Unit 13 member
Community Partnerships Support Lanai’s Sole Public Health Nurse

As the only full-time public health nurse on the island of Lanai, Unit 9 member Linda Mau is well-known among residents and keeps a full schedule. But as busy as she is, she wouldn’t have it any other way.

Mau’s position had been vacant for about three years after the previous longtime nurse retired, and Mau and a few other nurses from Maui were traveling back and forth to Lanai to help with basic health services. The community was very vocal about filling the position. “Everyone has been warm and open to me from the get-go. Many residents thanked me for being here,” said Mau, who has been happily ensconced as the island’s public health nurse since October 2012. “The community looks out for one another.”

From student immunizations for the island’s only school and monthly TB testing to prenatal and well-baby care, elder case management and home health care, Mau’s job involves caring for individuals from every demographic on the island. While most nurses care for one patient at a time, public health nurses care for an entire community. They provide direct health care services, increasing access to care, helping people improve their health and educating them about health issues. Like Mau, who teaches chronic disease management workshops and caregiver workshops on the weekends.

It’s an ideal job for Mau, who has help from her paramedical assistant, Gina Alonzo. “I love working with people,” she said. “Every day is different.”

With Lanai’s small size and limited health care resources, Mau said “we need to think outside of the box.” She recounted one case of a man with dementia who lived alone and continuously forgot to take his medications, putting him at risk for kidney failure. Mau and Emergency Medical Services worked together with his physician, who initiated the partnership, and came up with a system where they would each make regular visits to check up on him and remind him to take his medications. Case management, she added, is a role everyone on the island performs to fill those gaps in services. Another example of people working together is the Lanai Aging Network Coalition, whose efforts created Hospice Hawaii Lanai and Arcadia Home Health (Ke Ola Hou O Lanai).

Since she has been on Lanai, Mau – utilizing her 30 years of nursing experience – has already helped make strides in improving access to care and providing well-needed programs and services. Her work with seniors, in particular, has gotten noticed. Last year she was recognized by the Hawaii State Department of Health and the Fall Prevention Consortium for her “dedication and passion for helping prevent senior falls in her community.”

Lanai’s senior population makes up about 25 percent of the island, and Mau has been focusing on fall prevention safety for them through tai chi, the graceful Chinese martial art that involves a series of movements performed in a slow, focused manner and accompanied by deep breathing.

“Tai chi has proven to be effective in preventing senior falls,” said Mau, who took it upon herself to learn tai chi and is now a certified instructor. “It’s generally safe and requires no special equipment, can be done inside...
Mililani Community Takes Care of Its Library


Over Labor Day weekend in 2014, more than 50 volunteers began the daunting job of repainting Mililani Public Library, which was sorely in need of a fresh coat of paint. The timing was perfect, with the bright new paint job a wonderful anniversary present for the library that celebrated 30 years a month later in October. “It was incredible. The library looks awesome, clean, and there’s new signage,” said Wendi Woodstrup, librarian and branch manager of Mililani Public Library and a Unit 13 member.

After being told the library was on the State Department of Accounting and General Services’ (DAGS) long list of buildings and facilities scheduled for maintenance and repair in the unforeseeable future, and that there was not enough manpower to paint it, the undeterred Woodstrup simply asked, “Would you provide the paint if we got the people to do it?” With support from Keith Fujio, Acting Special Assistant to State Librarian of the Hawaii State Public Library System (HSPLS) – who Woodstrup called instrumental because he said “it needs to be done” and helped make it happen – HSPLS and DAGS provided the paint and supplies.

However, it was the overwhelming support from the community that made it all possible. The project actually took months of preparation, from the procurement requests and figuring out how much paint was needed to cleaning and prepping the exterior. “I had never been in charge of a project this big. But everybody pitched in,” Woodstrup said. “I was almost in tears that day. I couldn’t believe it was actually happening.”

Volunteers help paint Mililani Public Library.

Woodstrup recalls the hot weather, yet the camaraderie of the volunteers made it an enjoyable project for everyone involved. “Staff, residents, groups like the Friends of the Mililani Library, Rotary Club and Lions Club, and legislators helped out,” she said. “And people who couldn’t physically help brought food, water and drinks.”

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HGEA members working for you

Every day, there is an HGEA member working to provide vital services to the public. These members help to keep our state and counties running smoothly and our communities safe.

At Honolulu International Airport, considered one of the world’s largest and busiest airports, you’ll find friendly visitor information program assistants like Kiyomi Shimizu (Unit 3) who greet, welcome and assist travelers. Each year the Honolulu airport, which is owned and operated by the State Department of Transportation, hosts more than 20 million visitors. There are over 200 visitor information program assistants statewide, including those who work at the neighbor island airports.

As deputy sheriffs in the State Department of Public Safety, Unit 14 members Gregory Mayo and Rollin Canon carry out law enforcement services statewide. As part of the specialized canine unit, Mayo (right) and his K9 partner Fanta detect explosives, and Canon (top) and K9 partner Robbie detect narcotics. Fun fact: You can watch Mayo, fellow deputy sheriff Frank Lacaden and their four-legged TV stars in the “Money Dog” episode of the National Geographic Channel’s Alpha Dogs show.

Serving nutritious meals for growing students at Iao Intermediate School in Wailuku is no small feat for Brian Heu (Unit 2), the school’s food services manager. Shown here making a healthy version of cinnamon rolls, Heu serves, on average, 725 lunches and 250 breakfasts daily. He credits his food services staff at the Maui school for being such an excellent team and for making his job enjoyable.

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Hawaii Emergency Management Agency radio technicians and Unit 3 members Kurt Nagano and Jack Machida inspect a siren installation at Camp Erdman on Oahu. Did you know the Civil Defense outdoor warning sirens are tested monthly at 11:45 a.m. on the first work day of the month? Nagano and Machida are part of the Department of Defense’s State Civil Defense team of workers responsible for the state’s emergency preparedness and rapid response and assistance during disasters.

Michele Nagamine (Unit 8), head coach of women’s soccer at the University of Hawaii, holds practice at UH Manoa. Games are played at the Waipio Peninsula Stadium, and are free and family-friendly. Coach Nagamine says there is always an autograph session afterward, and the players enjoy meeting with young soccer fans.

Jeff Hall (Unit 8), head coach of women’s beach volleyball at the University of Hawaii, works with his players on the new sand volleyball courts at Clarence T. C. Ching Athletics Complex. In 2012 women’s sand volleyball debuted in the NCAA. The sport was recently added to the Big West Conference, with the Rainbow Wahine set to compete in its inaugural tournament in the 2015-2016 season.

At the Lanakila Health Center, public health nurse Ailene Barranco (Unit 9) collaborates with program manager Arnold Villafuerte (Unit 13) of the Lanakila Easy Access Program/Bilingual Services Program, a statewide program that assists immigrants and limited and non-English speaking people to access health services in the community. They also work together to promote and protect health and prevent diseases with immigrant and migrant populations.

Cori Saiki (Unit 13), elections program specialist at the Office of the County Clerk in Hilo, is gearing up for another exciting election year. A dedicated employee who has been with the County Clerk’s Office for 16 years, Cori is responsible for overseeing the absentee mail processing, absentee walk-in voting and candidate filing. The Hilo Elections Division provides convenient and accessible services to all voters in the County of Hawaii, partnering with individuals, organizations and educators in the community to encourage participation in the electoral process.

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 2016–2017 school year will be available at www.hgea.org in September.

### $2,500 AWARD

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### $1,500 AWARD

<table>
<thead>
<tr>
<th>Name</th>
<th>University/Location</th>
<th>Parent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tamara Akau</strong></td>
<td>Eastern Washington University</td>
<td>Teresa Caires (Unit 3)</td>
</tr>
<tr>
<td><strong>Kendrick Chang</strong></td>
<td>George Washington University</td>
<td>Alisa Chang (Unit 3)</td>
</tr>
<tr>
<td><strong>Joseph Choy</strong></td>
<td>Santa Clara University</td>
<td>Soohee Choy (Unit 3)</td>
</tr>
<tr>
<td><strong>Allyssa Mary Clark</strong></td>
<td>Creighton University</td>
<td>Annabelle Clark (Unit 3)</td>
</tr>
<tr>
<td><strong>Kaylee Decambra</strong></td>
<td>University of Hawaii at Hilo</td>
<td>Randy DeCambra (Unit 3)</td>
</tr>
<tr>
<td><strong>Celina Hayashi</strong></td>
<td>University of Hawaii - John A. Burns School of Medicine</td>
<td>Agnes Hayashi (MCEC)</td>
</tr>
</tbody>
</table>
2015–2016 Scholarship Recipients

BRIANNA-MARIE HOLLISTER
Boston University
Parent: Carmen Hollister (Unit 13)
Oahu

TRAVIS IBERA
Creighton University
Parent: Francilito Ibera (Unit 3)
Oahu

LISA ISHIMOTO
Seattle University
Parent: Shelley Ishimoto (Unit 3)
Hawaii

NICOLE ISODA
University of Hawai‘i at Manoa
Parent: Noe An Isoda (Unit 3)
Kauai

BRITTANY KALAHIKI
University of Hawai‘i at Manoa
Parent: Michelle Kalahiki (Unit 4)
Oahu

ALYSSA LEE
University of Nevada, Las Vegas
Parents: Robert Lee (Unit 13) & Chana Lee (Unit 3)
Hawaii

KAILEE LOA-SUGIHARA
Northeastern University
Parent: Denise Sugihara (Associate)
Oahu

CHI HANG LO
George Washington University
Parent: Kwai Lin Fung (Unit 13)
Oahu

MADISON MAEHSIRO
Seattle Pacific University
Parents: Robert Maeshiro (Unit 13) & Romona Maeshiro (Unit 13)
Oahu

LORMONA MEREDITH
University of Hawai‘i at Manoa
Unit 8 Member
Oahu

KHAILA MOKE-SAKAMOTO
New York University
Parent: Korri Sakamoto (Unit 3)
Hawaii

TIANNA MORIMOTO
Chapman University
Parent: Jann Saiki-Morimoto (Unit 13)
Hawaii

SARAH PIKE
George Fox University
Parent: Rowena Pike (Unit 3)
Hawaii

ANGELIKA QUESTIN
University of Hawai‘i at Manoa
Parent: Celia Melchor-Questin (Unit 13)
Kauai

DANICA QUEVEDO
University of Hawai‘i at Manoa
Parent: Danny Quevedo (Unit 3)
Oahu

TYRA RAPOZO
Kapiolani Community College
Parent: Rose Rapozo (Unit 3)
Oahu

CHAD SAKODA
University of Portland
Parent: Cindy Sakoda (Unit 3)
Hawaii

REECE TERAMOTO
University of Portland
Parents: Neal Teramoto (Retiree) & Dana Teramoto (Unit 13)
Oahu

ARIELLE TOTTEN
New York University
Polytechnic School of Engineering
Parent: Kelli Totten (Unit 3)
Hawaii

JA‘IE VICTORINE-DYMENT
University of Hawai‘i – Maui
Parent: Beverly Victorine-Dyment (Unit 3)
Maui

JENNIE LEIGH YAMADA
Santa Clara University
Parent: Judy Yamada (Unit 13)
Oahu

NOE YOSHIOKA
University of Puget Sound
Parent: Miho Yoshioka (Unit 3)
Oahu
2015-2017 Contract Negotiations Update
Units 2, 3, 4 and 9 Ratify Their Contracts

UNITS 2, 3, 4, 9: Statewide ratification meetings were held from April 6 through April 27, 2015. Members in the four bargaining units ratified new two-year contracts covering the period of July 1, 2015 through June 30, 2017.

- Unit 2, blue-collar supervisory: 89% accept
- Unit 3, white-collar non-supervisory: 73% accept
- Unit 4, white-collar supervisory: 72.5% accept
- Unit 9, registered professional nurses: 99% accept

While Units 2, 3 and 4 ratified with a strong majority vote, Unit 9 overwhelmingly ratified their new two-year agreement.

The terms of the four agreements include a variation of across-the-board salary increases, continuation and restoration of step movement plans including placement on appropriate steps, and increased employer contributions to the Hawaii Employer-Union Health Benefits Trust Fund (EUTF) health insurance premium or lump sum payments.

The 2015-2017 collective bargaining agreements for Units 2, 3, 4 and 9 were implemented on July 1, 2015.

UNIT 6 completed arbitration in 2014 and established the Rewards and Recognition Program (RRP) to financially recognize Educational Officers who excel in the workplace. The RRP criteria for 2015-2016 will include a peer nomination component to recognize and reward leadership practices in the field.

UNIT 8 was unable to reach an agreement on a new two-year contract and proceeded to binding arbitration. The hearing took place from July 7-11, 2015 at the HGEA Oahu office. At the time The Public Employee went to press, a decision was pending and is expected by the end of October 2015. All arbitration decisions are final and binding.

UNIT 13 is in the third year of their four-year contract, which was ratified in 2013. The negotiations team will begin discussions for a new contract with the employer in 2016.

At the time The Public Employee went to press, UNIT 14 had not reached an agreement with the employer. If an agreement is not reached, the unit will proceed to binding arbitration by the end of the year.
The Bargaining Table

Navigating the contract negotiations process

<table>
<thead>
<tr>
<th>INPUT FROM THE MEMBERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Individual or groups of employees submit contract proposals.</td>
</tr>
<tr>
<td>- HGEA staff may propose changes to strengthen contract language</td>
</tr>
<tr>
<td>- Negotiating committees develop proposals</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>REVIEW, DISCUSS, AND NEGOTIATE EACH PROPOSAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Unit Negotiation Teams assisted by HGEA Staff</td>
</tr>
</tbody>
</table>

| FINALIZE proposals and exchange with employer |

<table>
<thead>
<tr>
<th>IMPASSE</th>
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<tbody>
<tr>
<td>- A public employer and an exclusive representative were unable to achieve agreement through normal negotiations.</td>
</tr>
<tr>
<td>- The employer and union may also negotiate an alternate impasse procedure from the one outlined in Chapter 89-11, HRS that leads to arbitration.</td>
</tr>
</tbody>
</table>

**HAWAII LABOR RELATIONS BOARD (HLRB)**

- Either party may give written notice that an impasse exists following more than 90 days after written notice to initiate negotiations by either party.
- The date on which the HLRB receives the notice shall be the date of impasse.
- February 1 is designated the date of impasse if neither party gives written notice of an impasse on January 31 of the year in which the agreement is due to expire. (Section 89-11, HRS)

<table>
<thead>
<tr>
<th>RATIFIED</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Voted to accept by a simple majority by the employees of that bargaining unit (Section 89-10, HRS)</td>
</tr>
<tr>
<td>*The employer must also approve</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FUNDING</th>
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</thead>
<tbody>
<tr>
<td>- Agreement/arbitration decision must be funded by the appropriate legislative bodies, which include the state legislature and the county councils</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>MEDIATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>- A third party attempts to help the parties reach a voluntary agreement</td>
</tr>
<tr>
<td>- Process lasts for 20 days following the date of impasse</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ARBITRATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Occurs if an impasse continues beyond 20 days.</td>
</tr>
<tr>
<td>- Final positions on all provisions, existing or being proposed for inclusion in the final agreement by the Union and the Employer, are submitted to a three-member arbitration panel</td>
</tr>
<tr>
<td>- One member is appointed by the employer</td>
</tr>
<tr>
<td>- One by the union</td>
</tr>
<tr>
<td>- Third member is usually selected from a list of arbitrators provided by the American Arbitration Association. That member becomes the Chairperson of the arbitration panel</td>
</tr>
<tr>
<td>- The arbitration hearing begins within 120 days of the panel’s appointment, unless there is an agreement through an alternate impasse procedure to begin the hearings sooner. (Section 89-11, HRS)</td>
</tr>
<tr>
<td>- Two of the three panel members must agree for a decision to be rendered</td>
</tr>
<tr>
<td>- The decision made by the arbitration panel is final and binding</td>
</tr>
</tbody>
</table>

| THIRD member is usually selected from a list of arbitrators provided by the American Arbitration Association. That member becomes the Chairperson of the arbitration panel |
| One member is appointed by the employer |
| One by the union |

<table>
<thead>
<tr>
<th>NOT NEGOTIABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Classification – process of placing positions into appropriate classes</td>
</tr>
<tr>
<td>- Reclassification – process of redescribing a position and placing into another class</td>
</tr>
<tr>
<td>- Health care benefits</td>
</tr>
<tr>
<td>- Retirement benefits</td>
</tr>
<tr>
<td>- Initial pricing – assignment of a civil service class to an appropriate pay grade</td>
</tr>
<tr>
<td>- Recruitment</td>
</tr>
<tr>
<td>- Examination</td>
</tr>
</tbody>
</table>

Become a member of our negotiating teams — Each bargaining unit’s negotiating team is comprised of HGEA members of the respective bargaining unit. The larger the unit, the larger the negotiating team could be. The selection of each bargaining unit’s negotiating team members is determined by each bargaining unit’s Bylaws.

continued on page 20
Privatization, RIF of Hawaii Health Systems Corporation

Despite heavy union opposition during the past legislative session, including thousands of member signatures collected on petitions, member testimonies, and calls to legislators, in June Gov. David Ige signed House Bill 1075 into law, clearing the way for privatization of the Hawaii Health Systems Corporation (HHSC) Maui Region.

Throughout the legislative session, HGEA strongly opposed all versions of the bill, raising concerns about the impact on more than 900 members and several hundred other public employees working in the Maui Region HHSC and the community which they serve. We continuously testified in opposition to the measure, which requires continued taxpayer subsidies for operations, requires joint funding of capital improvement projects and transfers all current public employees to the private operator’s wage and benefit structure. Thank you to the many members who took time to testify in person or submit written testimony opposing the bill.

In addition to passing the privatization legislation, lawmakers chose to provide insufficient funding for HHSC to operate at current levels, which has led to a Reduction In Force (RIF) affecting 56 HGEA positions on Oahu, Kauai, and Hawaii Island. Members affected by the RIF are urged to contact their agent or island division office, if they haven’t been contacted already. As The Public Employee went to press, HGEA was in the process of filing a grievance against HHSC for violating its own RIF guidelines.

HGEA continues to work with affected employees during this most difficult time.

The collaborative effort turned out to be more than just a one-day event. After the primer was painted that Labor Day weekend, volunteers returned several times in the next month to apply the new green paint. When the library’s 30th anniversary arrived, the community celebrated for a week with a variety of fun activities.

Open six days a week, including two nights, the library constantly has a bustle of people – students, retirees, families – and is conveniently located, with a shopping center, movie theater, schools and the YMCA nearby. It serves the growing community of Mililani of about 50,000 and neighboring areas such as Wahiawa and Waipio.

Mililani is a reading community, said Woodstrup, who has been with the Hawaii library system for more than 25 years and at the Mililani branch since 1999. The library offers programs for all ages – story times, cultural music, crafts, poetry reading, storytelling, and instructional classes for computers and library orientation. What’s heartening for Woodstrup and her staff is that the programs are free and available for patrons because of the support of the Friends of Mililani Library and the Friends of the Library of Hawaii, which help fund these programs through book sales.

It’s no wonder Woodstrup loves her job despite the challenges of being understaffed and keeping up with technology on a limited budget. “I love helping people find answers to their reading and informational needs. I work with a good staff and am constantly learning. No one day is the same,” she said. “The Mililani community really cares about their library. We are surviving through their efforts. The staff and I are so thankful to them.”
Halawa Xeriscape

The annual Halawa Xeriscape Garden Open House and Unthirsty Plant Sale provides an opportunity to learn about xeriscaping — an innovative and creative way to conserve water through efficient landscaping, resulting in money saved on your water bill. Through Oahu’s Community Action Committee, HGEA members helped out at various booths at this free event presented by the Board of Water Supply (BWS) and the Friends of Halawa Xeriscape Garden.

HGEA wins settlement for educational assistants

HGEA filed a Prohibited Practice Complaint with the Hawaii Labor Relations Board in June 2013 against the State Department of Education and the Board of Education for failing to consult with the union on the decision to withhold a paycheck from the Zones of School Innovation Educational Assistants. In December 2014, a decision in favor of the union was rendered.

Funding for payments went through the legislative process, and payments to the educational assistants were recently made this past summer.

This case and others like it that fight for fair treatment for HGEA members are funded through union dues that are paid by all members.
If you want to participate in your bargaining unit’s negotiations, it is highly recommended that you become a steward and get involved in your respective island division. It is also helpful to attend Education & Training classes offered through HGEA and become familiar with your bargaining unit contract. HGEA offers a variety of classes dealing with collective bargaining, Chapter 89, HRS (the state’s collective bargaining law), and how contracts are negotiated and agreed upon.

Being on the negotiating teams may be grueling at times, but members find they like being a part of the collaborative process. The negotiating teams review contract proposals and make the decision to accept, modify, or decline the proposals from fellow employees. Their most important responsibility occurs at the bargaining table where they meet with the employer representatives and have significant input into the final agreement reached between the parties.

The recent Unit 3 contract negotiation was Hollie Dalapo’s first experience as a negotiator, and she now has a better understanding of the process. “There were a lot of proposals, and the hard part was trying to prioritize them all. We as a committee wanted to address each one but were faced with trying to achieve a greater good for all,” said Dalapo, who is from Maui. “We knew going into this negotiation would be difficult, with a new governor and newly appointed chief negotiator. When we looked at the proposal, we had to consider all the different aspects and how it would affect each type of member. We tried to come to some sort of medium to appease most members – something for the member who is on the latter part of the salary schedule as well as the newer members.”

Sheri-Lyn Amimoto, a Kauai member on the Unit 3 negotiating team, said each year the team has its challenges, but they base their decisions on members’ concerns. “As a team member, it was sometimes difficult to make a decision not based on just my personal position or circumstance,” she said. “We each had to remind ourselves throughout the process that as a team, we needed to make decisions for our brothers and sisters of HGEA.”

Carrick Agbayani, chair of Unit 2’s 2013-2015 negotiating team, was pleased with the team’s work. “I’m very glad our negotiations team did their best for our members in their contract for the next two years,” he said. “The agreement restructured the pay scale of supervisors and their employees, so that the supervisors’ compensation would be on par with Unit 1 (UPW’s non-supervisory employees) and monetary incentives would be provided for workers who take on supervisory responsibility.”

Active participation in the collective bargaining process helps to make our union strong and effective. For more information on how you can participate, please contact your HGEA island division office.
Next Wave member activists had the opportunity to beef up their organizing skills and learn about #AFSCMEStrong at the third National Next Wave Assembly in St. Louis, Missouri. Suzy Okino (Unit 3, Oahu), Dulce Butay (MCEC, Maui), Jandee Ferguson (Unit 13, Maui) and Mary-Jane Akuna (MCEC, Kauai), and HGEA staff Lariel Sato and Kevin Hirayama networked with other young labor leaders, attended mobilization trainings and rallied for Missouri home care workers during their three-day stay.

AFSCME President Lee Saunders started the assembly by pumping up the crowd, making sure we were more than just AFSCME members – we were #AFSCMEStrong. “You aren’t the leaders of tomorrow,” President Saunders said. “We need you to lead today.”

We were moved by stories of our brothers’ and sisters’ struggle to organize, fight for fairness in the workplace and of course, fight for a livable wage. Before we knew it, we were alongside over 200 Next Wavers from across the country snake-line protesting outside of Paraquad, a homecare provider notorious for violating their employees’ contracts. After an hour of chanting and marching in the 97-degree Missouri heat, administrators finally agreed to take a meeting with AFSCME the following week! We couldn’t stick around to see it, but we’re proud to have showed off that we are #AFSCMEStrong.

JOIN US AND BE #AFSCMESTRONG!
Email nextwave@hgea.org for more information.

— Lariel Sato
Communications Specialist, HGEA
HGEA Holiday Craft & Gift Fair to benefit Kendall Scholarship Fund

The popular HGEA Holiday Craft & Gift Fair is back – come join the fun! Grab some co-workers, check out this year’s treasure trove of handcrafted goods and goodies from local vendors, and shop for a good cause.

**Wednesday & Thursday, November 18 & 19, 2015**
10:00 a.m. – 2:00 p.m.
HGEA Kendall Building (corner of Queen & Mililani Streets)

Already have your holiday shopping done? Take a break to stretch your legs and treat yourself to a yummy snack. While you’re here, remember to enter to win our daily door prize drawings!

The craft fair is a fundraiser to benefit the Charles R. Kendall Scholarship and Education Fund.

For more information, please call the HGEA office at 543-0000.

Hawaii Island members tee up for Kendall Scholarship

Hawaii members raised approximately $4,000 in March for the Charles R. Kendall Scholarship and Education Fund at the Hawaii Island Division’s third annual benefit golf tournament. Held at Hilo Municipal Golf Course, the event included fun contests, great prizes and good food.

Mahalo for supporting Hawaii Foodbank

HGEA members on Oahu were among 3,000 volunteers statewide who helped Hawaii Foodbank collect healthy meals and monetary donations to feed hungry families in April. With numerous helpers at the 26th Annual Food Drive raising awareness about hunger in Hawaii, and many generous donations, Hawaii Foodbank reached its goal of one million meals.
Upcoming Events

**OAHU**

**September 9:** New Member Mixer  
(HGEA 1st Floor Meeting Hall, 5:00 p.m.)

**September 14:** Poker Tournament – qualifying round  
(HGEA Kendall Building - 1st Floor, 4:45 p.m. to 8:00 p.m.)

**September 17:** Poker Tournament – semi finals and finals  
(HGEA Kendall Building - 1st Floor, 4:45 p.m. to 8:00 p.m.)

**September 19:** 11th Annual AFL-CIO Hunger Walk  
(City Hall)

**September 29:** I’m a Steward, Now What? – E&T Class  
(HGEA Kendall Building - 1st Floor, 5:00 p.m. to 7:00 p.m.)

**October 4:** Children & Youth Day  
(State Capitol, 10:00 a.m. to 3:00 p.m.)

**October 10:** Family Fun Day with UH Warriors – UH vs San Diego State  
(Aloha Stadium, 6:00 p.m.)

**November 3:** Employees’ Retirement System – E&T Class  
(HGEA Kendall Building - 1st Floor, 5:00 p.m. to 7:00 p.m.)

**November 18-19:** HGEA Holiday Craft & Gift Fair  
(HGEA Kendall Building - 1st Floor, 10:00 a.m. to 2:00 p.m.)

**January 12:** Legislative Process System – E&T Class  
(HGEA Kendall Building - 1st Floor, 5:00 p.m. to 7:00 p.m.)

**January 18:** Martin Luther King, Jr. Parade  
(begins at Ala Moana Park’s Magic Island, ends at Kapiolani Park, 9:00 a.m. to 12:00 p.m.)

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

**HAWAII**

**September 9-10:** Kupuna Hula Festival in West Hawaii

**September 12:** Natural Disaster Awareness for Community Leaders – E&T Class  
(495 Manono Street, Hilo, 8:00 a.m. to 12:00 p.m.)

**September 13:** Natural Disaster Awareness for Community Leaders – E&T Class  
(West Hawaii Civic Center, 9:00 a.m. to 1:00 p.m.)

**September 26:** Alzheimer’s Walk in East Hawaii

**October 2015:** Adopt-A-Highway in West Hawaii

**October 3:** Lauhala Bracelet Weaving Class  
(West Hawaii Civic Center, Bldg. G, 9:30 a.m. to 1:00 p.m.)

**October 17:** Coastal Community Resilience – E&T Class  
(David Trask Building #207, 8:00 a.m.)

**November 15:** Tennis  
(Wells Park Tennis Courts, 8:00 a.m.)

**November 24:** Hanafuda  
(David Trask Building #207, 5:00 p.m.)

**November 28:** Golf  
(Waiehu Golf Course, 9:16 a.m.)

**December 27:** Golf  
(Waiehu Golf Course, 10:05 a.m.)

If you are interested in participating in any of the above events, please contact the Maui Division office at (808) 244-5508.

**KAUAI**

**October 3:** Natural Disaster Preparedness Class  
(HGEA Meeting Room, 8:30 a.m. to 12:30 p.m.)

**December 4:** Lights on Rice Community Christmas Parade thru Lihue Town  
(Meet at Vidinha Stadium at 5:30 p.m.)

**December 9:** HGEA Kauai Holiday Get Together  
(Lihue Convention Hall, 5:30 p.m.)

SANTA will be arriving so please bring a gift for your child, grandchild, spouse.

**December 16-19:** Kendall Scholarship  
Kadomatsu Project

**Dec. 16:** Harvest Bamboo in the fields  
(HGEA Office, 8:00 a.m.)

**Dec. 17 & 18:** Preparation of bamboo for Kadomatsu final assembly  
(HGEA Hall, 9:00 a.m. to 4:00 p.m.)

**Dec. 19:** Assembly of Kadomatsu Bamboo  
(Floral arrangement  
(HGEA Hall, 8:00 a.m.)

If you are interested in participating in any of the above events, please contact the Kauai Division office at (808) 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.
Elections for the 2015–2017 term of office for the president and board of directors will be held this year. Active members interested in running will be able to pick up a candidate packet from the HGEA offices starting Tuesday, February 3, 2015.

In addition to electing the president, active members will elect directors for Units 2, 3, 4, 6, 8, 9, 13, 14, Hawaii-at-large, Kauai-at-large, Maui-at-large and Oahu-at-large.

Key dates in the election schedule, subject to board approval, are:

- **Friday, March 6:** Deadline to submit nomination petitions
- **Saturday, March 21–Monday, April 20:** Period for mailing ballots
- **Tuesday, May 5:** Last day to vote (Election Date).
  
  Ballots must be hand-delivered before 4:30 p.m. or postmarked before midnight.
- **Friday, May 15, 4:30 p.m.:** Deadline to receive mailed ballots postmarked by midnight, May 5.
- **Saturday, May 16, 8:00 a.m.:** Ballots counted and results certified.

The president and directors will serve from July 1, 2015 to June 30, 2017. They are not paid for their service.

For more information on these events, visit the HGEA website at www.hgea.org and look for details in upcoming eBulletins.