IT COULD HAPPEN TO YOU

How HGEA helped a member get her career back

2015–2017
State Board Election
Message from the Executive Director

We recently had the privilege of greeting more than 21,000 HGEA members across the state during February, which was our second annual “Member Appreciation Month.” Armed with smiles and lollipops, HGEA staff visited more than 1,000 worksites. I hope this simple gesture conveyed our sincere appreciation for your public service and membership with HGEA. Of course, while we devote a special month to recognize and thank our members, it is our aim to provide you with a high level of service throughout the year, ensuring value for your membership and assistance in your time of need.

Social media enabled us to instantaneously share these member visits with our “followers.” We posted on Facebook and Twitter many messages of appreciation and photos of members. The Twitter feed is a heartwarming pictorial of the variety of workers who help make Hawaii a special place to live, work, play and visit. Use of this and other electronic media enhances our ability to share information quickly, keeping you informed of the latest union news and issues that affect you. In an effort to continue to reach as many members efficiently and effectively, our communications staff will be exploring greater use of electronic media to connect with you.

We are also improving our “traditional” communication methods. This is the inaugural issue of our new and improved format of The Public Employee, which has been the primary source of information for our members for many years. We are pleased to provide you with this enhanced communication tool, and hope you will discover exciting new perspectives through a different writing style, interesting photos and appealing graphic design.

We are truly excited about the changes in our communications program, and hope it meets your needs in this ever-changing world. Your opinions truly matter to us. If you have any comments or suggestions about our newsletter format, please contact our Communications Department at communications@hgea.org or call your island division office.

In solidarity,

Randy Perreira
HGEA Executive Director
2015–2017
State Board Election
23 Members Run for Office

IMPORTANT DATES TO REMEMBER

VOTING DEADLINE
4:30 p.m., Tuesday, May 5, 2015
Ballots must be postmarked before midnight

DEADLINE TO RECEIVE MAILED BALLOTS
4:30 p.m., Friday, May 15, 2015
Ballots must be postmarked before midnight May 5

BALLOT COUNTING
8:00 a.m., Saturday, May 16, 2015
N&K CPAs, Inc. will count ballots and certify results

An election to fill the president and 12 director seats will be held for the state board’s 2015-2017 term.

The HGEA Board of Directors is responsible for policy decisions affecting the organization. The president and the board, who will serve from July 1, 2015 to June 30, 2017, are not paid for their services.

The 13 total seats up for election this year are six for Unit 3, one for Unit 4, four for Unit 13, one for Unit 14, and one for President. Candidates who ran unopposed were automatically elected (see page 6 for the list of unopposed candidates).

Watch for ballots, which will be mailed to eligible members in mid-April.

- All active members will receive a ballot to elect the President.
- Active members in Unit 3, Unit 4, Unit 13 and Unit 14 will get a ballot to elect their Unit Directors.
- All active members will receive at least one ballot, and depending on what unit they belong to, active members could get one additional ballot.

The last day to vote is May 5, 2015. All ballots must be mailed to N&K CPAs, Inc., the third-party elections organization for the 2015-2017 board election. Hand-delivered ballots will not be accepted.

Questions about your ballots? Call N&K CPAs, Inc. at (808) 524-2255.

For more information on the 2015-2017 HGEA state board election, including complete candidate profiles and videos of candidates for President, visit www.hgea.org/boardelections2015 or scan this code with a mobile device.
Armed with experience, the ability to work with all people, and my commitment to HGEA I can lead this union through the unprecedented challenges we will face in the future. Our mainland counterparts can tell you the hardships they face on the job because of union busting tactics.

BARRY J. KWOCK
Child/Adult Protection Specialist
Unit 13
State Department of Human Services
Social Services Division
Honolulu (Oahu)

We have many good members who are not active or happy with the union, we want you back. I want to bring our members out and working together. I dream of a unified union where we all work together, helping each other, like a family. I’m gonna need your help.

DARREN T. Q. WONG
Electrical Engineer
Unit 13
City & County of Honolulu
Design and Construction Department
Wastewater Design Division
Honolulu (Oahu)

The past two years as your HGEA President have been rewarding as we have strengthened our union by honoring our commitment to fight for our members and increased salaries. The HGEA leadership of old was too often ineffective and self-serving, our members suffered pay cuts they did not deserve.

HARRY GIMA
Pre-Audit Clerk
Unit 3
City & County of Honolulu
Budget & Fiscal Services Department
Accounting Division/Payroll Section
Honolulu (Oahu)

I believe my work experience during my career at three government jurisdictions has enabled me to be more sensitive to many issues and concerns regarding my fellow union members and co-workers. Allow me to be your representative and advocate to walk the talk and I humbly ask for your consideration.

IWALANI P. KAHEIKI
Health Unit Clerk
Unit 3
Hawaii Health Systems Corporation
Hilo Medical Center
Hilo (Hawaii)

I want to be able to make a difference in improving the lives of all HGEA members by having a fair representation for the outer islands. I want to be a voice heard from the Big Island.

DARLEEN K. HOSHIDA
Cashier
Unit 3
State Department of Commerce & Consumer Affairs
ASO/Fiscal Division
Pearl City (Oahu)

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

SANDRA MOSES
Clerk Typist
Unit 3
Hilo Medical Center
Respiratory Division
Hilo (Hawaii)

I know the importance of staying involved and working hard for our members. I want to continue to represent the membership in protecting and maintaining our benefits and to be a part of the decision-making group to enhance the lives of our members.
I enjoy being active with HGEA, and care about preserving and restoring the rights and benefits of government workers in Hawaii. I want to ensure that all members have a voice. I’m committed and will work diligently to collaborate with all the directors in the best interest of the membership.

PRISCILLA A. BADUA  
Supervisor  
Unit 4  
State Department of Human Services  
Benefit, Employment & Support Services Division  
Hanapepe (Kauai)

I am running because I am an advocate of HGEA. I am committed to ensure our organization’s vision and mission statements stay true to our membership.

HAROLD K. NAONE  
Supervising Police Radio Dispatcher  
Unit 4  
Honolulu Police Department Communications Division  
Millilani (Oahu)

For many years, I have worked up close and personal with HGEA members, staff and supporters of our great organization. We have met challenges, built value and strength for our membership. I would like to take my service to a higher level as the Unit 4 State Director 2015-2017.

SAM TI’ITI’I
Office Assistant  
Unit 3  
State Department of Transportation  
Airports Division  
Honolulu (Oahu)

As a devoted and proud member of Unit 3, I have the passion and strong people skills that allow me to represent us well at the state level. I am running for office so I can bring fresh ideas and a different perspective to the table.

GINET U. HAYES  
EBT Manager  
Unit 13  
State Department of Human Services  
Benefit, Employment & Support Services Division  
Kapolei (Oahu)

It is important to have a variety of perspectives and opinions to advocate and empower our members. I believe that I can bring that voice to the Board and ensure that members have balanced representation.

ARMOLD D. ABE
Civil Engineer  
Unit 13  
County of Maui  
Environmental Management Department  
Wastewater Reclamation Division  
Wailuku (Maui)

I was raised in an HGEA and IBEW household, and grew up understanding their value. I see in my parents’ retirement how valuable their benefits are in maintaining their quality of life. I will work hard to preserve these principles of our union and I humbly ask for your consideration.

AMANDA R. K. LOWREY  
Sanitarian  
Unit 13  
State Department of Health  
Environmental Health Services Division  
Honolulu (Oahu)

I would like the opportunity to serve my fellow members again. I have learned a lot the past two years and believe I can effectively continue to serve my peers in the face of great challenges ahead for our members and the union itself.

SUZY S. OKINO  
Office Assistant  
Unit 3  
State Department of Health  
Family Health Services Division  
Pearl City (Oahu)

I am running for office to provide an outside the box viewpoint to achieve collective consensus, identify measurable goals and mission statements which can be quantified and spelled out; reward achievements and improve retention and not so much on background.

ROBERTA CHUN  
GIS Analyst  
Unit 13  
City & County of Honolulu  
Dept. of Design and Construction  
Project Control and Program Management  
Honolulu (Oahu)

I am running for office to bring to the forefront the founding mission of this Union, to guarantee government workers fair treatment. I am optimistic we can develop a training program to educate stewards and employees of their workplace rights. Together we can have a wholesome and productive workplace.

ARVID T. YOUNGQUIST  
Office Assistant  
Unit 3  
State Department of Transportation  
Administration/Business  
Honolulu (Oahu)

I would like the opportunity to serve my fellow members again. I have learned a lot the past two years and believe I can effectively continue to serve my peers in the face of great challenges ahead for our members and the union itself.
UNIT 13 DIRECTOR (4 seats) continued

DAWN O. REPPUHN
Retirement Claims Examiner
Unit 13
State Department of Budget & Finance
Employees’ Retirement System
Honolulu (Oahu)

As an active Community Action Committee member I would like to strengthen the relationship with the public and increase awareness to the HGEA members and demonstrate that we are not only state and city employees but are also actively involved within our community.

BENNETT T. YAP
Information Technology Specialist
Unit 13
State Department of Labor and Industrial Relations
Administrative Services Office
Kaneohe (Oahu)

I want to bring my 10 years of experience from being Oahu’s representative on the HGEA State Recreation committee to the State Board. I have planned and participated in statewide recreation events engaging with members from all islands. This experience will be beneficial to the State Board.

PAMELA YOUNG
Accounting Section Supervisor
Unit 13
City & County of Honolulu Budget and Fiscal Services Department
Accounting and Fiscal Services Division
Mililani (Oahu)

I will work hard to preserve and enhance all of the rights and benefits of state, city and county members. As a CPA with extensive union and board experience, I understand finances, and will work collaboratively with union and elected officials so members may enjoy a better quality of life.

UNIT 14 DIRECTOR (1 seat)

CHARLES R. AMONG
Deputy Sheriff
Unit 16
State Department of Public Safety
Sheriff Division
Ewa Beach (Oahu)

I believe that a Director should invest and dedicate the time to accomplish the missions of the HGEA and AFSCME International by participating in various functions and committees so that the membership will gain from networking with other like minded union members who share the commitment of preserving union benefits.

MELVIN N. PUU
Lifeguard
Unit 14
City & County of Honolulu Emergency Services Department
Ocean Safety Division
Waianae (Oahu)

I feel that with my experience as the first director of Unit 14, I have learned how the process works and what it takes to work together with all of the different agencies within the unit, to better serve each and every member and to assure that Unit 14 has a voice!

UNOPPOSED CANDIDATES

The following eight candidates ran unopposed and are automatically elected.

**Oahu-at-Large Director**

DIANE A. NAKASHIMA
Education Specialist
Unit 8
University of Hawaii
Manoa Catalog Office
Office of the Assistant Vice Chancellor of Undergrad Education
Honolulu (Oahu)

**Hawaii-at-Large Director**

VERONICA M. TARLETON
Secretary
Unit 3
University of Hawaii
Library Services
Hilo (Hawaii)

**Maui-at-Large Director**

MARY D. WAGNER
Unit 13
Business Continuity Plan Manager
County of Maui – Management Information Technology Services Division
Wailuku (Maui)

**Kauai-at-Large Director**

KA‘AINA S. HULL
Planner
Unit 13
County of Kauai
Planning Department
Regulatory Division
Lihue (Kauai)

**Unit 2 Director**

KEN K. MORIKAWA
District Road Overseer
Unit 2
County of Kauai
Department of Public Works
Highways Division
Wainee (Kauai)

**Unit 6 Director**

KELCY K. M. KOGA
Principal
Unit 6
State Department of Education
Waiakea High School
Hilo (Hawaii)

**Unit 8 Director**

ELWYN L. WATKINS
Building and Security Systems Engineer
Unit 8
University of Hawaii
John A. Burns School of Medicine
Mililani (Oahu)

**Unit 9 Director**

JOSETTE “JOJO” KAWANA
Registered Nurse
Unit 9
State Department of Health
Behavioral Health Division
Honolulu (Oahu)
IT COULD HAPPEN TO YOU

How HGEA helped a member get her career back

“HGEA was there for me when I needed them. ... You don’t know how much your dues are worth until something happens to you.”

Many people in the tight-knit community of Hilo know Pat Nakamoto either from growing up together or through her long-time career with the County of Hawaii at the elections office. For more than two decades she dedicated her professional expertise to the elections division after starting out in an entry-level temporary position back in the late 1980s. Through the years, with dedication and diligence, she rose through the ranks to elections administrator, the highest civil service position in her department.
But in 2012 her world was turned upside down when she was wrongly accused of allowing employees to store private equipment and alcohol on county property. After years of exemplary service she was suddenly under investigation as accusations flew during a tumultuous political year.

The situation was hitting the local newspapers, and as a high-profile county employee, she was eventually fired. “It was a hard time. I was feeling all kinds of emotions,” said Nakamoto.

For an entire year, Nakamoto and her family had to see her name and reputation being pummeled in the papers. “It was embarrassing because of course people believe what they read in the newspapers, and being a private person and not wanting to fuel the stories, I never publicly told my side,” she said.

As the situation deteriorated from an investigation to termination, Nakamoto for the first time turned to her union, the Hawaii Government Employees Association, for help. Union Agent Earl Hatada remembers when she came to see him. “She was very worried. There was an investigation going on, and she really wanted to take care of it on her own. But it had gotten to a point where she needed help,” said Hatada.

At first, Hatada and HGEA Hawaii Island Division Chief Ian Takashiba listened to her explain the situation and what had happened. They quickly realized that she hadn’t violated any rules and that the union had a good case to fight for her. As they continued their investigation, they also educated Nakamoto on the grievance process and what events were likely to lie ahead. The situation and the process was understandably an emotional one for Nakamoto and the entire Hawaii Island Division team as she was left with so much uncertainty of her future.

And as time went by, the situation didn’t improve immediately. When Hatada and Takashiba filed their first grievances, they were denied. Nakamoto was left worrying about how she would get by and pay her bills and if she would be able to get another job.

Because she had no job, she had to get her own health insurance and pay exorbitant premiums. Additionally, she had been denied unemployment benefits. It was a very difficult, stressful time for her. The union was the one constant positive during this time, providing advocacy and fighting for her when she did not have any income and her future was uncertain. Hatada

“HGEA was there for me when I needed them. It really is like an insurance policy — we pay our dues and may never need the help, but then something devastating happens. You don’t know how much your dues are worth until something happens to you.”
remembers that Nakamoto was deeply concerned, but she remained stoic and sincere as they dealt with the situation.

Nakamoto was your typical HGEA member who worked hard, did her job and didn’t have any worksite problems. She never thought she would need to call on the union for assistance.

“I realized after being a union member for all these years and not being involved, how very important the union really is,” said Nakamoto. “HGEA was there for me when I needed them. It really is like an insurance policy — we pay our dues and may never need the help, but then something devastating happens. You don’t know how much your dues are worth until something happens to you.”

Under the guidance of Takashiba, the HGEA Hawaii Island Division continued to work through the proper channels of the procedures that have been put in place by the union through negotiations with the employer — this allows for an unbiased review of the complaints on both sides to come up with a fair resolution.

These hard-fought and bargained for contractual rights and benefits give the union the ability to fight for our members. They’re there to protect all HGEA members.

Eventually, after about a year, Nakamoto was reinstated.

“I am very happy that I am a union member,” said Nakamoto. “Without HGEA, I wouldn’t have gotten my job back.”

These days Nakamoto’s professional life is much happier. She is back in her position as elections administrator, doing the job she loves and working with a great staff. And she became an HGEA steward of her department, promoting the importance of being in a union — and grateful for the union that helped get her career back.

HGEA Representation — A Member Benefit

With your HGEA membership, the most important benefit that you get is representation by HGEA, including contract negotiation.

Of course, you may never need HGEA to represent you in work-related matters. However, similar to an insurance policy, your HGEA membership will ensure you are well-represented if you ever need help.

HGEA is responsible for daily enforcement of the collective bargaining agreements for members in Units 2, 3, 4, 6, 8, 9, 13 and 14. We are responsible for receiving and investigating member complaints/concerns and filing/presenting formal grievances. The staff also assists members in reorganizations, consultations and interpretation of rules, regulations, and policies and procedures related to conditions of employment.

In addition, HGEA is responsible for negotiating contracts on behalf of the members in the eight bargaining units. During negotiations, the field services officers and division chiefs assist the executive director, who is the chief negotiator, and the negotiating teams in preparing and presenting the union’s proposals and arguments in contract talks with the employers. The negotiating teams are made up of your fellow members from across all HGEA bargaining units.

Along with your HGEA membership, you will receive additional discounts and benefits, which make being a part of HGEA even more rewarding.

To find the HGEA union agent who represents your department or unit, log in to your Members Only account at www.hgea.org and look for the section labeled My Union Agent. Your bargaining unit and corresponding contract and salary schedule can also be found when you log in to your Members Only account.
Privatization
A Hot Topic During 2015 Legislative Session

HGEA OPPOSES PRIVATIZING HAWAII HEALTH SYSTEMS CORPORATION

As of this writing in early March, HGEA is actively opposing legislative efforts to turn over operations of the Hawaii Health Systems Corporation, Maui Region, to a private company. The legislation that is currently moving is not only a sweetheart deal designed for one specific company, but it threatens public worker jobs at Maui Memorial Medical Center and the Maui regional facilities, in addition to requiring at least 10 years of tax subsidies to a private company.

HGEA is educating members, legislators, supporters and friends about our efforts to stop this legislation. Too many questions remain unanswered.

We do know that Hawaii residents will still have to pay at least $32 million per year for operating subsidies and 50% of the capital improvement projects for at least a decade. In exchange the state will have little or no oversight of how the private company is spending our tax dollars.

The proposed legislation calls for current employees to be transitioned to the private operator’s wage and benefit structure, if they meet the private company’s minimum qualifications. A total of more than 930 HGEA members would be affected.

HGEA believes it is bad policy to give away operations of the state’s safety net hospital system to a private company. HHSC was formed to care for all of Hawaii’s people regardless of their ability to pay — private companies need to make tough business decisions in order to continue operating.

We have been urging legislators to fix the system internally by recentralizing control and by conducting full financial and management audits.

At the time this newsletter went to press, hearings on this legislation were ongoing. More than 2,000 members and friends have stepped up to submit testimony or sign petitions opposing the privatization of our state’s safety net hospital.

Please be aware that although this legislation is targeting the Hawaii Health Systems Corporation, this could set a precedent for other public sector jobs to be outsourced and privatized. Make your voice heard — contact your legislators and urge them to vote no on privatization.
I enjoy being a steward and representing my union. I have been a union steward for 12 years (and counting) and enjoy helping my fellow members with questions or just sharing about HGEA.

What I’ve enjoyed most is meeting the many brothers and sisters in our union. I am proud and appreciative of our membership — their passion for their state or city jobs, the generosity of our member volunteers, and the member leaders who give so much of their time to benefit our union. I feel my voice can make a huge difference, and being an active member and steward of HGEA is really important to me. Our HGEA staff work and support the membership, but we the members need to be active and present in supporting the work of the union staff and leaders.

It has been a pleasure and a challenge to assist my co-workers as their steward. I want to encourage them to share and communicate as this is the way we can move forward and work together to keep our jobs and benefits secure. Being a steward can help to keep the workplace and members in harmony. The union supports you members. You can be the one to make a difference at work and in our union!

I encourage and invite all members to find a way for YOU to get involved with YOUR union — whether it is volunteering with Community Action, getting involved in Political Action, signing up for a game with Recreation, donating time or money for Kendall Scholarship, attending your unit island meeting, stepping up to be a steward at your workplace, or even logging in to www.hgea.org to sign up for eBulletin to keep updated on union news. Think about what you can do to make a difference and connect with your steward, your agent or another member from HGEA to see how you can be involved! (Join me at one of the many Oahu Community Action projects throughout the year, and we’ll chat!)

Make time this year to get to know your union and find out what you can do to support our membership! Be Proud, Go Union, Go HGEA!

—Angie Hashimoto

Angie Hashimoto (Unit 3), an educational assistant at King Intermediate School, and two of her 7th grade students reading My Name is Loa for English class

IN MY OWN WORDS

Being a part of the HGEA ohana is such an honor!

Angie works as an educational assistant at King Intermediate School in Kaneohe. Besides being an HGEA steward, she is actively involved with HGEA’s Oahu Committee on Community Action and is a member of the Oahu Advisory Council. Email her at ahash94@gmail.com.
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.

Foster Botanical Gardens, City and County of Honolulu — Senior Clerk Anna Mentac (Unit 3), pictured on left with longtime volunteer Kay Loudon, greets and assists visitors to Foster Botanical Garden, the oldest botanical garden in Hawaii measuring nearly 14 acres and displaying an impressive collection of beautiful tropical plants from around the world. The Garden is a tranquil oasis in the middle of the hustle and bustle of downtown Honolulu.

University of Hawaii at Manoa, Athletics Department — Athletic trainers are certified health care professionals trained in preventing, recognizing, managing and rehabilitating injuries that result from physical activity. They are workers like Unit 8 member Brian C. Wong, shown here taping a UH athlete’s ankle, who provide first aid or emergency care, evaluate injuries and work with health care providers to get individuals on the mend and keep them on the move.

County of Kauai, Fire Department — Poipu Beach, the most popular beach on the south shore of Kauai, is considered one of the safest beaches in Hawaii. We have Kaipo Jaquias (Unit 14) and his fellow water safety officers to thank for keeping watch and ensuring beachgoers are safe. Fun fact: Poipu Beach has been named America’s Best Beach by The Travel Channel, ranking top among the 10 “best” beaches selected nationwide.
State Department of Transportation, Airports Division — Lost an item in the Honolulu International Airport? Chances are they will end up at Airport Lost & Found. Unit 3 members and airport baggage attendants Patricia A. Nitta and Siotalima Laupola sort through the various bags, boxes and other items that are found throughout the terminals in the airport.

(left) Board of Water Supply, City and County of Honolulu — Kirk Iwamoto (Unit 13), a chemist, analyzes and tests water samples to ensure the water flowing through the island is safe for public consumption. Did you know it was the Honolulu Board of Water Supply employees responding to a 10 percent pay cut in 1934 that led to the establishment of HGEA?

(right) Hawaii State Library, State Department of Education — Library Assistant Deborah Roylance (Unit 3) cheerfully checks out books for patrons at the Hawaii State Library, the main library and primary resource center for the six-island, multi-branch Hawaii State Public Library System. Located on Oahu, the library holds more than a half million cataloged books and more than a million supporting materials.

State Department of Commerce and Consumer Affairs — Unit 13 member Jacqueline Choy, a consumer protection education specialist, helps an interested consumer at a resource fair. DCCA has a team of education specialists who go out into the field to provide consumer information about a number of issues, including fraud and scams against senior citizens, tips for hiring a licensed contractor, and starting a business.
Turning Management’s Contract Violations into a Positive Outcome

Grievance settlement preserves member’s benefits

GRIEVANCE: A Unit 9 (registered professional nurse) member contacted HGEA about a scheduling problem in an emergency room that was adversely affecting his working conditions. More specifically, because of insufficient staffing in the emergency room, this RPN was scheduled to work almost every weekend for an extended period. Under the Unit 9 contract, employees are not to be scheduled to work more than three consecutive weekends without getting a weekend off. Only in the event of an emergency can an employee be required to work in excess of such limitations. However, there was no emergency. The underlying problem was a lack of nurses to properly staff this emergency room on a 24/7, 365 basis.

To receive time off during weekends, he was forced to take vacation leave, which is inappropriate. In addition, he was denied overtime as required under the Unit 9 contract whenever he worked a fourth consecutive weekend, which occurred quite frequently over many months.

REMEDY: As a remedy in our grievance, HGEA required the employer to comply with the Unit 9 contract by crediting his vacation leave balances whenever this member was forced to work more than three consecutive weekends, and paying overtime for each hour of work performed on the fourth consecutive weekend, including any applicable differentials.

OUTCOME: We were successful in achieving these remedies through the grievance process. The employer agreed to credit this member’s vacation leave whenever he worked the fourth consecutive weekend and to pay overtime for all the hours he worked during those particular periods. This provided a significant monetary benefit to him in the payment of overtime and the restoration of his vacation leave.
Aloha and Mahalo, Sam!

After 45 years of dedicated service, Sandra “Sam” Jacobs retired on Jan. 31, 2015, as the longest-serving employee in the Hawaii Government Employees Association’s history.

In 1970, when Sam began her career at HGEA as a clerk stenographer, the Hawaii Public Employment Collective Bargaining Law was passed. She was the only employee on staff to see HGEA become the representative for all eight bargaining units the union represents today.

Sam was a valuable asset at HGEA. Through the years, she worked her way up to serve as private secretary to five deputy directors and to her final position as private secretary to the executive director. Having worked under the leadership of three different executive directors, Sam saw the union through its challenges, such as the 1994 strike of members in Units 3, 4 and 13 and the cuts during the Lingle administration, and through its many achievements, including the affiliation with AFSCME, restoration of binding arbitration and the successful ratification of numerous contracts providing pay raises to bargaining unit members. And, of course, the fun and business of all the General Assemblies, AFSCME conventions and political activities.

Sam left with many fond memories, saying “it was an incredible journey at HGEA.” She is enjoying her new life as a retiree, especially the afternoon naps!

Congratulations, Sam! Thank you for 45 years of service to HGEA. We miss your effervescent presence and wish you the very best in your well-deserved retirement.

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Help us save Hawaii’s heroes at Fort Shafter and Schofield Barracks!

As part of its 2020 force structure realignment, the Army is considering downsizing Hawaii’s military bases and would eliminate 19,800 soldiers and approximately 30,000 civilians, or roughly 5 percent of Honolulu’s total population.

The economic impact on Hawaii would be tremendous – not to mention the impact on national security from potential threats arising in the Asia-Pacific region. According to the Army, the removal would mean the elimination of about 20,000 jobs and the loss of $1.35 billion in annual sales, not only in the communities surrounding the bases.

Sign the petition to save our bases — our communities need them!

For more information and to sign the petition, please visit www.keephawaiisheroes.org.
To celebrate Member Appreciation Month in February 2015, HGEA staff went out to workplaces and engaged face-to-face with as many members as we could to thank them personally for their hard work, dedication and commitment.
CONGRATULATIONS TO GRAND PRIZE WINNERS

Daren Kodani (Hawaii, Unit 13)
Wendy Takemoto (Kauai, Unit 13)
Shayne-Claire Casio (Maui, Unit 9)
Sue Kaulukukui (Oahu, Unit 9)

CONGRATULATIONS ALSO TO THE FOLLOWING HAWAIIAN MILES WINNERS

Hawaii – Genevieve Akana (Unit 3), Nadia Ranne (Unit 3), Ruth Nakasone (Associate), Scott Oune (Unit 13) and Cindy Mohandie (Unit 13); Kauai – Michelle Lixama (Unit 4), Jodi Watson (Unit 3), Charlyn Nakamine (Retiree), Lorrie Ann Eto (Unit 13) and Ester Brown (Unit 3); Maui – Delia Kalehuawehe (Unit 3), Darlene Viernes (Unit 4), Cheryl Adolpho (Unit 13), Marguerite Ah Kee (MCEC) and David Oka (Retiree); Oahu – Clint Matsumoto (Unit 3), Christopher Inoue (Unit 3), Lauren Prepose (Unit 8), Carey-Ann Sasaki (Unit 13) and Susan Lee (Unit 9).

We want to once again THANK each and every member for being part of the 42,000 HGEA members working hard every day.

We delivered over 21,000 lollipops statewide and visited over 1,000 worksites.
In addition, we gave away a grand prize of 50,000 Hawaiian Miles and five additional prizes of 15,000 Hawaiian Miles to each island division.
That’s a total of 500,000 Hawaiian Miles!

500,000 HAWAIIAN MILES

IN PRIZES

21,000 lollipops delivered statewide
Over 1,000 Worksites

APRIL 2015
Maui members plant rare Haleakala Silverswords

About 20 volunteers from HGEA’s Maui Community Action Committee teamed up with the State Department of Land and Natural Resources (DLNR) to transplant rare Haleakala Silverswords on Saturday, February 21, 2015. Their efforts helped to increase this threatened species population by outplanting within the State Forest Reserve.

Before Silverswords were officially named a “threatened species” by the U.S. Fish and Wildlife Service in 1992, they were driven to near extinction from excessive grazing by cattle and goats, as well as other human influences.

HGEA members and DLNR staff planted Silverswords propagated by the National Park Service along the slopes of Kahikinui State Reserve – Papaanui Tract. This is the fourth year in a row that Maui members have done this volunteer project as a way to help preserve the natural resources and environment. Paul Petro, a Unit 13 member and vice chair of the Maui Community Action Committee, coordinated the event in cooperation with DLNR.

(Top) Maui member volunteers prepare to plant the rare Haleakala Silverswords / (Bottom Left) DLNR Forester Lance De Silva (Unit 13), kneeling, explains the Silversword planting to fellow Maui members / (Bottom Right) Donna Petro (Unit 9) enjoyed the hands-on opportunity to help this endangered plant.
Thousands of cookies baked and sold to benefit scholarship fund

About 100 HGEA members, their families and staff volunteered at Campbell High School for the annual Oahu Kendall cookie bake on Saturday, March 7, 2015. More than 1,600 dozen cookies were baked and sold, raising approximately $8,000 for the Charles R. Kendall Scholarship and Education Fund, which provides educational benefits to members and their immediate families.

Thank you to all of the volunteers who took the time to help out a worthy cause.
Next Wavers are moving fast to keep up with the New Year! All of your hard work during last political season has paid off, and we’ve kept the momentum going into this year’s legislative session. Whether we’re at the capitol or county, Next Wavers across the state have been lobbying their local lawmakers to help protect the rights and benefits of all HGEA members. But don’t worry – it’s not all work and no play. When we’re not meeting with our elected officials, you can find us chilling out at local coffee shops, bowling with our friends and families, or even hiking and exploring the great outdoors!

Sound like fun? Come and join us! And as an added bonus, if you’re new and don’t want to go alone, sign up for our mentorship program, The Haumana Project. You’ll meet other young and new members and get paired with a knowledgeable and super cool mentor who can show you the ropes. Want more information? Just email us at nextwave@hgea.org.

(Top left) Suzy Okino (Unit 3) and Barry Kwock (Unit 13) meet with Next Wave-aged Representative Takashi Ohno to discuss their opposition to privatizing HHSC / (Top right) Suzy Okino (Unit 3) and Amy Surratt (MCEC) take a break from bowling at Oahu’s first recruitment event of the year / (Bottom) Ka‘a‘ina Hull (Unit 13) and Mary-Jane Akuna (MCEC) meet to discuss upcoming budget issues with Kauai Council Member and Finance Committee Chair Arryl Kaneshiro
HGEA’s Kauai Island Division hosted the 2015 HGEA Fellowship Bowling Tournament at Lihue Lanes over the President’s Day weekend, February 13-15, with 18 teams (72 bowlers) participating in the tournament.

While most of the teams were from Kauai, there was also one team from the Big Island and one team from Maui. The team event was held on Friday, and the doubles/singles event held on Saturday. An awards luncheon was held on Sunday at the Lihue Neighborhood Center.

The hard-working 2015 HGEA Fellowship Bowling Tournament Committee members include Marvin Mikasa (Unit 13), Tommy Tokuda (Retiree), Cherie Miyashiro (Unit 3) and Rose Wise (Unit 3) from Kauai, and Scott Oune (Unit 13) and Susan Caseria (MCEC) from Hawaii.

THE WINNERS WERE AS FOLLOWS:

**Team Event** – Shelter Lodge: Marvin Mikasa (Unit 13), Curtis Matsumura (Associate), Tommy Tokuda (Retiree), and Marilou Knight (Associate)

**Men’s Doubles Event**
Rose Wise (Unit 3) and Scot Mitamura (Unit 13) with a total pinfall of 1,299

**Women’s Doubles Event**
June Ikehara (Unit 3) and Connie Bacarro (Associate) with a total pinfall of 1,226

**Men’s Singles Event**
Johnny Pongasi (Retiree) with a score of 670

**Women’s Singles Event**
Barbara Ichimasa (Unit 4) with a score of 658

**All Events – Men**
Tommy Tokuda (Retiree) with a total score of 1,974

**All Events – Women**
Rose Wise (Unit 3) with a total score of 1,917

(Top left) Shelter Lodge (from left: Marvin Mikasa, Curtis Matsumura, Tommy Tokuda and Marilou Knight) took first place in the Team Event bracket. (Top right) Barbara Ichimasa, winner of the Women’s Singles Event. (Middle) HGEA Recreation coordinators from participating islands – Scott Oune (Hawaii), Susan Caseria (Oahu), Ann Ebisu, Marvin Mikasa (Kauai Recreation Coordinator) and Tommy Tokuda (Kauai Bowling Coordinator). (Bottom) Rose Wise and Scot Mitamura, winners of the Men’s Doubles Event

Congratulations to all the winners! Thank you to everyone for participating and much mahalo to the hardworking committee!
HAWAII GOVERNMENT EMPLOYEES ASSOCIATION, LOCAL 152,
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO AND AFFILIATE

Consolidated Statements of Financial Position
June 30, 2014

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT ASSETS:</td>
<td></td>
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<tr>
<td>Cash and cash equivalents</td>
<td>$3,913,544</td>
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<tr>
<td>Time certificates of deposit</td>
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<td>Accounts receivable</td>
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<td>Interest receivable</td>
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<td>Prepaid expenses and other current assets</td>
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<td>Total current assets</td>
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<td>Investments</td>
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<td>Property and equipment, net</td>
<td>$7,941,569</td>
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<tr>
<td>Temporary loan relief program</td>
<td>$12,775</td>
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<tr>
<td>Total assets</td>
<td>$19,625,903</td>
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</table>

<table>
<thead>
<tr>
<th>LIABILITIES AND NET ASSETS</th>
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</thead>
<tbody>
<tr>
<td>CURRENT LIABILITIES:</td>
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<tr>
<td>Current maturities of long-term notes payable</td>
<td>$313,180</td>
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<td>Current portion of capital lease obligation</td>
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<td>Accounts payable and other liabilities</td>
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<td>Accrued vacation payable</td>
<td>$840,012</td>
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<td>Payable to AFSCME/AFL-CIO</td>
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<td>Due to bargaining units</td>
<td>$126,372</td>
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<td>Current portion of postretirement medical benefit liability</td>
<td>$219,545</td>
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<td>Total current liabilities</td>
<td>$2,477,790</td>
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<tr>
<th>NONCURRENT LIABILITIES:</th>
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<tbody>
<tr>
<td>Notes payable, less current maturities</td>
<td>$2,032,847</td>
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<tr>
<td>Defined benefit pension liability</td>
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<tr>
<td>Postretirement medical benefit liability, less current portion</td>
<td>$5,945,578</td>
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<tr>
<td>Total noncurrent liabilities</td>
<td>$17,064,031</td>
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<tr>
<td>Total liabilities</td>
<td>$19,541,821</td>
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<table>
<thead>
<tr>
<th>NET ASSETS (deficit):</th>
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<tbody>
<tr>
<td>Unrestricted:</td>
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<tr>
<td>Undesignated</td>
<td>$(1,311,728)</td>
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<tr>
<td>Designated for arbitration</td>
<td>$1,124,783</td>
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<td>Designated for medical trust</td>
<td>$1,151,438</td>
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<td>Designated for future repairs</td>
<td>$139,051</td>
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<tr>
<td>Noncontrolling interests in the Association</td>
<td>$(1,019,462)</td>
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<tr>
<td>Total unrestricted net assets (deficit)</td>
<td>$84,082</td>
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<td>Total liabilities and net assets (deficit)</td>
<td>$19,625,903</td>
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<table>
<thead>
<tr>
<th>LIABILITIES AND NET ASSETS</th>
<th>2014</th>
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<tbody>
<tr>
<td>REVENUES AND OTHER SUPPORT:</td>
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<tr>
<td>Statutory dues</td>
<td>$11,187,834</td>
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<td>Affiliation dues</td>
<td>$4,315,193</td>
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<td>Rental income and recoveries</td>
<td>$967,186</td>
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<td>Associate member dues</td>
<td>$895,678</td>
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<td>Investment income, net</td>
<td>$528,636</td>
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<td>Grants</td>
<td>$365,000</td>
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<td>Other income</td>
<td>$147,047</td>
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<td>Total revenues and other support</td>
<td>$18,406,574</td>
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<table>
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<tr>
<th>EXPENSES:</th>
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<tbody>
<tr>
<td>Program services:</td>
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<td>General assembly</td>
<td>$739,159</td>
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<td>Legislation/political action</td>
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<td>Statewide recreation</td>
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<td>Unit appropriations</td>
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<tr>
<td>Board of directors</td>
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<tr>
<td>Steward’s incentive/training</td>
<td>$118,917</td>
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<tr>
<td>Negotiation/arbitration</td>
<td>$35,463</td>
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<tr>
<td>Total program services expenses</td>
<td>$12,659,435</td>
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<table>
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<tr>
<th>SUPPORTING SERVICES:</th>
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<tbody>
<tr>
<td>General and administrative</td>
<td>$4,121,045</td>
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<tr>
<td>Operations of the Association</td>
<td>$695,914</td>
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<tr>
<td>Property management</td>
<td>$652,728</td>
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<tr>
<td>Total supporting services expenses</td>
<td>$5,469,687</td>
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<tr>
<td>Total expenses</td>
<td>$18,129,122</td>
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<tr>
<td>Change in net assets (deficit) before other costs (credits)</td>
<td>$277,452</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>OTHER COSTS (credits):</th>
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<tbody>
<tr>
<td>Pension related changes other than net periodic pension costs - defined benefit pension plan</td>
<td>$(694,567)</td>
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<tr>
<td>Benefit obligation related changes other than net periodic costs - postretirement medical plan</td>
<td>$827,771</td>
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<tr>
<td>Total other costs (credits)</td>
<td>$133,204</td>
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<tr>
<td>Change in net assets (deficit)</td>
<td>$144,248</td>
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<tr>
<td>Change in net assets (deficit) attributable to noncontrolling interests in the Association</td>
<td>$(159,061)</td>
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<tr>
<td>Change in net assets (deficit) attributable to the Union</td>
<td>$(14,813)</td>
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</table>

| Net assets (deficit) at beginning of year | $(60,166) |
| Change in net assets (deficit) | $144,248 |
| Net assets (deficit) at end of year | $84,082 |
Save Big with Foodland

Take advantage of this exclusive offer for HGEA members – receive $1 Off a Poke Bowl from Foodland! For a limited time only, from May 1-14, 2015. You must show your HGEA membership card AND the coupon on this page at the time of purchase.

Don’t forget to use your Maika’i card when shopping at Foodland to earn great rewards and receive instant discounts on thousands of products throughout the store. Your Maika’i card is Hawaii’s most powerful way to save! The more you shop, the quicker your savings add up.

Upcoming Events

**OAHU**

**April 18:** Netting on Nimitz with Hawaii Food Bank (8:00 a.m. to 12:00 p.m.)

**April 21:** Handling Criticism with Skill and Tact – E&T Class (HGEA Kendall Building 5:00 p.m. to 7:00 p.m.)

**April 26:** Family Fun Day at Les Murakami Stadium – UH Baseball

**May 9:** Card Making Class (HGEA Kendall Building 9:00 a.m. to noon)

**May 9:** National Association of Letter Carriers 23rd Annual Food Drive (4:00 p.m. to 9:00 p.m.)

**August 21:** Oahu Family Fun Day at Wet-n-Wild Hawaii

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

**HAWAII**

**April 25:** Special Olympics (Meet at Keau High School at 6:00 a.m. to help with set-up)

**April 25:** AFL-CIO Labor of Love Project (Mt. View School 8:00 a.m. to 1:00 p.m.)

**May 9:** National Letter Carriers Foods Drive (Airport Post Office 3:00 p.m. to 7:00 p.m.)

**July 11:** West Hawaii Relay for Life (Old Kona Airport 6:00 p.m. to 6:00 a.m.)

**July 18:** East Hawaii Relay for Life (Wong Stadium 6:00 p.m. to 6:00 a.m.)

**July 25:** Blood Bank – Aunty Sally’s Luau Hale

Will be providing refreshments for blood drive. Donations welcome.

For questions regarding the above events, please contact the Hawaii Division office at (808) 935-6841.

**MAUI**

**April 7 and October 6:** Bingo (HGEA Room 207, 5:00 p.m.)

**April 26, May 17, June 21, July 25, August 29, September 26, October 17, November 28 and December 27:** Golf (Waiehu Golf Course)

**May 26, August 25 and November 24:** Hanafuda (HGEA Room 207)

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

**KAUAI**

**April 6:** Bingo Night (HGEA Hall, 5:00 p.m.)

**April 11:** Texas Hold’em Poker Tournament (HGEA Hall, 5:00 p.m.)

**April 17-19:** Shoreline Fishing Tournament

(starts April 17 at 6:00 p.m., ends April 19 at 11:00 a.m.; weigh-in & luncheon at Lihue Neighborhood Center)

**May 4:** Card-Making Class (HGEA Hall, 5:00 p.m.)

**May 11:** Lei-Making Class (HGEA Hall, 5:00 p.m.)

**May 25 and August 21:** Island Golf (Wailua Golf Course 1st tee time at 8:00 a.m.)

**June 2 through August 20:** Mountainball League (Iseberg Park, Lihue 1st game starts 6:00 p.m.)

If you are interested in participating in any of the above events, please contact the Kauai Division office at (808) 245-6751.

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

**UPCOMING EVENTS**

- **Martin Luther King, Jr. Parade (Oahu)**
  - January 19, 2015
  - Magic Island to Kapiolani Park
- **State Bowling Tournament**
  - February 13-15, 2015
  - Lihue Lanes (Kauai)
- **Oahu Kendall Cookie Bake**
  - March 14, 2015
  - 7:00 a.m. to 12:30 p.m.
  - Campbell High School
- **3rd Annual Hawaii Island Charles R. Kendall Scholarship Benefit Golf Tournament**
  - March 28, 2015
  - Hilo Municipal Golf Course

**42,000 members strong working for Hawaii**