Hawaii Labor Relations Board officially establishes Bargaining Unit 14

On November 7, 2013, the Hawaii Labor Relations Board (HLRB) issued its decision formally establishing Bargaining Unit 14 and the classes within the unit. The addition of Bargaining Unit 14, to represent state law enforcement officers and state and county ocean and water safety officers, is the first new bargaining unit in 34 years — a significant accomplishment.

We want to acknowledge the efforts of many HGEA members who were instrumental in lobbying for this legislation. It took three legislative sessions to pass, but in June, Senate Bill 883 was signed into law as Act 137, Session Laws of Hawaii, 2013.

After the bill became law, the unit had to be formally established through a petition with the HLRB, which is charged with establishing procedures and investigating and resolving any dispute concerning the designation of an appropriate bargaining unit and the application of Section 89-6, HRS to specific employees and positions within a bargaining unit.

In its petition to the HLRB submitted in August, HGEA identified the various classes that should be included in Bargaining Unit 14 — state deputy sheriffs, conservation and resources enforcement officers and harbor enforcement officers as well as state and county ocean and water safety officers. None of the employers expressed any objections to the classes and series identified in our petition. There are currently about 760 employees in Unit 14.

Since the HLRB issued its decision, several internal procedural steps have begun, including the adoption of Unit Bylaws that define how the unit will be governed, the election of a unit state board director and the composition of the negotiating team.

A formal election will be held within the next month to elect a new Unit 14 director to the State Board (see “Special election for Unit 14 state board director,” page 3).

Unit 13 ratifies 2013-2017 contract

HGEA’s Unit 13 overwhelmingly ratified a four-year contract, covering the period of July 1, 2013 to June 30, 2017, with 96% of the members voting to accept.

“After lengthy negotiations, HGEA has secured an equitable contract that is aligned with the goals set by our Unit 13 negotiating team to meet our members’ needs,” said HGEA Executive Director Randy Perreira.

“We commend our negotiators for committing to fulfilling the goals they set that are fair to our members and recognize their valuable work as public service employees.”

Terms of the agreement include salary increases, placement of employees on their appropriate step and continuation of the step movement plan, and 60 percent/40 percent employer/employee split on the Hawaii Employer-Union Health Benefits Trust Fund (EUTF) health insurance premium.

Ratification meetings for Unit 13 were held statewide from October 7-11, 2013.

Pamela Young elected Unit 13 state board director

In a special election for Unit 13 director, Pamela Young was elected to the 2013-2015 State Board of Directors.

Young, an accounting section supervisor with the City & County of Honolulu’s Budget and Fiscal Services Department, is serving a two-year term as Unit 13 state board director. She is one of three Unit 13 directors on the state board.

The term for the current State Board of Directors began July 1, 2013 and runs through June 30, 2015.

The special election was conducted due to the resignation of Kepa E. Kekaualua, who was previously elected in May but had accepted a position in another bargaining unit that made him ineligible to serve as Unit 13 director.
MESSAGE FROM THE EXECUTIVE DIRECTOR

Randy Perreira
HGEA Executive Director

The ending of each year is an opportunity for us to pause and reflect on all that we are grateful for. At HGEA, that feeling of gratitude has carried on into the new year.

Fittingly, we began 2014 with HGEA’s very first “Member Appreciation Month.” The entire month of January was dedicated to expressing and demonstrating our appreciation for your membership and the valuable services you provide for our communities.

The month was also an opportunity for us to recognize “everyday HGEA members” with a feature story on our website and in our eBulletin email newsletters. With the saying “every person has a story worth telling” in mind, we randomly selected HGEA members and shared their wonderful stories with others. We had featured Unit 2 member Ivan Gariando, an institution food services manager at the Hilo Medical Center; Unit 3 member Jeannie Moniz-Kukumu, an educational assistant at King Kekaulike High School on Maui; Unit 13 member Curtis Yamura, an information technology specialist with the state Judiciary on Oahu; and Unit 8 member Melanie Bacio, instructional and student support at Kauai Community College’s Culinary Arts program. Because this series has been well-received by many, we will continue this as a regular feature. If you haven’t done so, I encourage you to take a moment to read about your fellow members on the HGEA website.

In addition to it being an already busy year with our state elections and our union’s 22nd Biennial General Assembly, 2014 is exciting and challenging for HGEA as we implement new initiatives to meet your needs. We enter this year with a renewed commitment to you, our HGEA members, by providing you with enhanced member programs and services. Although we always try to do our best for our members, I will be the first to acknowledge that I firmly believe we can do better and we must always strive to improve.

As outlined in our union’s strategic plan, efforts are already underway and being implemented, including a comprehensive training program for staff; a revamped worksite visitation program, which includes regularly scheduled visits to members; and a new stewards program to provide the skills and tools to equip your worksite stewards with the knowledge and information they need.

To reinforce this effort, last year the HGEA staff adopted a set of core values: Commitment, Service, Respect, Teamwork and Communication. These values have become our guiding principles that affect every part of our union – internally among ourselves and externally to our members, as well as the general public.

We not only hope you value your HGEA membership, but we want you to feel secure knowing you can count on us. We are proud to be your union, and through our actions, we will continue to demonstrate how much we appreciate you and the work that you do.

Randy Perreira
HGEA Executive Director
SPECIAL ELECTION FOR UNIT 14 STATE BOARD DIRECTOR

A special election is being conducted for one Unit 14 director seat. This brand new position on the 2013-2015 State Board of Directors became available upon the establishment of the new Bargaining Unit 14 by the Hawaii Labor Relations Board on November 7, 2013. Under Article V of the HGEA Bylaws, bargaining units with 2,500 members or less are entitled to one director to be elected to the HGEA Board of Directors.

All eligible members in Unit 14 will receive a ballot, which was mailed at the end of January. The last day to vote is Feb. 21, 2014. All ballots must be mailed to N&K CPAs, Inc., the third-party elections organization for this special Unit 14 election. Hand-delivered ballots will not be accepted. Questions about your ballots? Call N&K CPAs, Inc. at (808) 524-2255.

For more information, including complete candidate profiles, visit www.hgea.org/boardelections2013.

UNIT 14 CANDIDATES

**CHARLES R. AMONG**
Deputy Sheriff
Unit 14
Department of Public Safety
Sheriff Division
Ewa Beach (Oahu)

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

**MELVIN N. PUU**
Water Safety Officer
Unit 14
City & County of Honolulu
Emergency Medical Services, Ocean Safety
Waianae (Oahu)

I am highly motivated to fairly address and solve issues and concerns of all parties involved in Bargaining Unit 14. I have experience working along with departments/divisions of BU 14 in training and emergency situations, and am co-author of C&C of Honolulu Jet-Ski Rescue training manual and a Rescue Operations Training Officer.

**EDWARD C. STANKOS**
Sergeant
Unit 14
Department of Public Safety
Sheriff Division
Honolulu (Oahu)

I will serve great men and women in Unit 14 with honor, trust and loyalty. Although I am from the Law Enforcement side, I will fight just as hard for all members of Unit 14, our new ohana!

**MATTHEW K. TINAY**
Conservation and Natural Resources Enforcement Officer
Unit 14
Department of Land and Natural Resources Conservation and Resources Enforcement
Honolulu (Oahu)

We are ocean safety and law enforcement officers. Together we will be relentless in the pursuit of everything that achieves higher pay and benefits for all.

2014 LEGISLATIVE PRIORITIES

Your State Committee on Political Action, chaired by Unit 8 member and Oahu-at-Large Director Diane Nakashima, recommended the following legislative priorities for 2014. These priorities were approved by the State Board of Directors.

- Maintain civil service under Chapter 76, HRS and preserve collective bargaining under Chapter 89, HRS.
- Protect retirement benefits for current and future retirees. Promises made to employees upon hire should be kept.
- Reform the Hawaii Employer-Union Health Benefits Trust Fund. The current system is broken and not cost-effective for employees or employers. Allow unions to negotiate benefits and premium contributions like the private sector, which will result in more affordable premiums.
- Preserve vital public services. Actively seek ways to generate additional state and county revenues.
“What drives us is the same as what drives you”

**HGEA debuts new ads for media campaign**

Have you seen HGEA’s latest commercials? Two new commercials began airing on Labor Day, September 2, 2013, and continue the theme of HGEA’s media campaign that highlights HGEA members as vital public workers and valuable community members.

The 30-second TV spots, developed by local advertising agency Core Group One, feature two HGEA members in their occupations – one of police evidence specialist **Anthony Earles** (Unit 13, Maui) and another of school food services manager **Barbara Joy** (Unit 2, Oahu). Each TV spot includes “slomo” (slow motion) scenes as well as quick shots showing them at different tasks of their job, with their voices speaking of their drive to be good workers and good community members.

The commercials communicate that HGEA members are part of Hawaii’s larger community and are driven by the same values many people in the workforce share – to work hard on the job, to provide for their families, to be positive role models and to support the community in which they live.

New mall sign ads, which will appear at shopping centers on Oahu, Big Island, Maui and Kauai in March, support the TV commercials. They will feature HGEA members as well.

When HGEA began its media campaigns in 2002, the intent was to build public awareness of the vital services that government employees provide to our communities. Often, these services are taken for granted and it helps to remind everyone, including our lawmakers, of the positive contributions that public employees make every day. HGEA has tracked the effectiveness of the ads since it started its media campaigns. Results of public awareness surveys have shown that with each new media campaign, favorability of government employees has steadily increased.

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**The 22nd Biennial General Assembly in May**

The 22nd Biennial HGEA General Assembly will be held May 8-10, 2014 at the Hilton Waikoloa Village on the Big Island.

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

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

Please visit the HGEA website for the latest updates about the General Assembly.

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**HGEA’S PAC ENDORSEMENT PROCESS**

Any candidate seeking HGEA’s endorsement goes through a rigorous interview process conducted by your Island Division Political Action Committee (PAC), composed of fellow member representatives from HGEA’s bargaining units, and excluded/managerial and retirees unit.

Each Island Division is responsible for interviewing candidates and making a recommendation to the State PAC. Recommendations are based upon the candidate’s interview, voting record, accessibility, public statements, and support of our programs. The State PAC then recommends endorsements to the Board of Directors, who makes the final determination.

Your fellow members serving on the PACs carefully screen each candidate who seeks HGEA’s endorsement. The members volunteer their time to conduct extensive interviews and review background information to learn about the candidate’s experience and positions on critical issues facing workers and our communities.

The PACs are already getting endorsement requests and will likely start scheduling interviews in May. Chaired by **Diane Nakashima** (Unit 8), the State PAC includes Vice Chair **Ka’aina Hull** (Unit 13), **John Gasper** (Unit 3), **Priscilla Badua** (Unit 4), **Marisa Valenciano** (Unit 13), **Susan Watanabe** (Unit 3), **Arnold Abe** (Unit 13), **Rachael Alices** (Unit 3), **Veronica Tarleton** (Unit 3), **Tommy Kiyojima** (Retirees) and **Denny Schwind** (Excluded).

Whether you attend a PAC meeting, participate in PAC activities, contribute to PEOPLE, or just choose to quietly vote for HGEA-endorsed candidates, every HGEA member has the same opportunities to make a difference.
GETTING TO KNOW BRIAN SCHATZ

With the untimely passing of U.S. Senator Daniel Inouye in December 2012, Hawaii’s then-lieutenant governor Brian Schatz was appointed to replace Inouye in the U.S. Senate. On the job for over a year now, U.S. Senator Schatz recently sat down with HGEA, who gave him an early endorsement in 2013, and talked about his personal and political life – his family, growing up in Hawaii, what inspired him to get involved in public service, his top priorities as senator and his vision for our state and future generations.

When you first meet Brian Schatz, he shakes your hand and gives you a hug, making you feel like you’re an old friend of his. He’s friendly, down to earth – two adjectives that most people use to describe him. And when you talk to him, you find that he’s very relatable. He reminds you of your brother, your co-worker or one of your friends.

In our meeting with him, Schatz is casually dressed, and appears relaxed while back home for a short vacation during a congressional recess. Work is awaiting him in Washington, D.C., but while he’s here, he is enjoying his free time with family and friends, and taking advantage of the warm weather.

“I take our kids, Tyler and Mia, to the beach, and we love watching how excited they get trying new things. Right now, both my daughter and son are into skateboarding, so I spend a lot of time watching them … and hoping they don’t fall.” He chuckles.

All in the family
Growing up in Honolulu with his three brothers (Jake, Ed and Brian’s twin, Steve), Schatz says his family has always been his foundation. He was only two years old when his parents moved their family from Michigan to Hawaii. “We really are lucky to live in Hawaii, and I know I was blessed to be raised here by a very loving and supportive family,” he says.

When talking to him about his upbringing, you can easily see that Schatz’s family values of respect, honesty and commitment run deep. His father, Dr. Irwin Schatz, is a cardiologist and was a professor at the University of Hawaii John A. Burns School of Medicine for more than 30 years. Schatz takes pride in his father’s accomplishments and sense of integrity, and the values that both of his parents instilled in him and his brothers. (See “Brian Schatz: What I learned from my father,” page 8.)

He is also proud of his mother, Barbara. He fondly recalls a time when he was in the fourth grade and would stay after school at the ballpark until the sun went down. As he was about to head home one day, he noticed someone had left a very nice baseball cap in the middle of the field. He took it home and showed it to his mom who told him, “That’s not yours.”

“She asked me what would happen if someone came back looking for it, how would I feel,” remembers Schatz. “We drove back to the park, and I walked out and placed the cap back exactly where I found it so if the person who lost it came looking for it, they would find it.”

A simple act, but one of many that had a deep impact on Schatz and helped shape his character. “While my father told me that you should measure your success by how much good you can accomplish, my mother showed me every day through her actions that the little things matter just as much,” he says. “My mother showed me there are no big things and little things when it comes to your actions – everything matters.”

Young community advocate
With his parents’ positive influence, it is no wonder that Schatz got an early start with community advocacy. In the 1980s he was inspired to join the Save Sandy Beach movement and later founded Youth for Environmental Service (YES), a nonprofit organization that promotes and facilitates environmental education and community service participation among youth. YES came to fruition in 1994 when Schatz was able to convince the Sea Grant program at the University of Hawaii that it was critical to involve young people in service to the environment in order to create healthier communities.
Later, he became CEO of Helping Hands Hawaii, a nonprofit that helps individuals and families overcome obstacles to achieve a better quality of life by providing human and material resources. “I saw just how resilient Hawaii’s families are and how much of a difference a little help can mean,” he says. “The agency was all about helping people to move into and stay in a secure family life. I learned that very small supportive steps can help people position themselves to find good, steady work.” Under Schatz’s guidance, the organization was brought back from the brink of bankruptcy.

Schatz decided to run for the State House of Representatives because he saw so many problems and issues affecting his neighbors and community that needed to be addressed. From 1998 to 2006, he represented the 25th District (Makiki, McCully and Tantalus). As the House Economic Development Committee chair, he advocated for policies that would diversify Hawaii’s economy and support working families.

Our Senator on the job
While he is home, Schatz revels in being a dad and the simple pleasures of picking his kids up from school or going to the park – a stark contrast to the hectic, at times intense, life he leads when he is at work in our nation’s capital.

In the one year that he has been in the U.S. Senate, he has already made an imprint in Washington, D.C. Schatz has introduced and co-sponsored various legislation that supports working families and retirees, and fosters education, jobs and clean energy. He currently serves as chair of the Subcommittee on Water and Power, a rare distinction for a freshman senator, and also serves on the Senate Committees on Commerce, Energy and Natural Resources, and Indian Affairs.

More importantly, he has developed strong personal relationships with his colleagues, particularly with the Senate leadership. “The Senate is a place where relationships matter, and I am working to build the kinds of relationships that will help benefit Hawaii,” says Schatz. “Hawaii has always benefited from especially effective representation in Washington. Support from senior leaders in the Senate matters, not for me personally, but so we can continue to have a seat at the table to get things done and deliver for the state of Hawaii.”

Committed to Hawaii
Schatz is committed to making sure Hawaii gets its fair share of federal funding, and is fighting for our local economy in the Senate. He says, “Securing our fair share of federal funding for Hawaii is essential to creating good jobs, maintaining our infrastructure, and providing vital public services, including affordable health care and access to early education.”

In the appropriations process, which has always been critical for Hawaii, he has been able to work with senior Senate leaders to protect Hawaii’s priorities and ensure that important Hawaii institutions receive the funding they deserve. When the East-West Center was threatened by budget cuts, he was able to restore funding for the Center and increase next year’s appropriation. He also supported and helped pass a long-term budget to protect government jobs.

Fighting for the middle class
When asked what his top priority is as senator, Schatz answered that a big priority – one that he thinks about every day – is helping middle-class families make it in Hawaii. “My job on a day-to-day basis is fighting for the middle class,” he says. “This means fighting for the ability of people to get into the middle class, and fighting for the people who are in the middle class to be able to stay in the middle class and live in Hawaii so they don’t need to go somewhere else, and their children don’t have to move somewhere else for opportunities.”

He’s working to bring high-technology jobs to our state, make sure tourism is growing and continue Defense appropriations. “In order to strengthen our middle class, we need to make our economy work for families. Even though the economy is recovering, it can be hard for families to get by with Hawaii’s high cost of living,” says Schatz. “Working harder and harder shouldn’t get you further and further behind. If you work hard, you should be able to get ahead. But that doesn’t seem to be the reality for many in Hawaii.”

Schatz is working to increase the minimum wage, and provide tax credits to help families pay for quality, affordable day care. In addition, he has co-sponsored new legislation to provide stronger protections for pay equity for women.

Recently, with Senator Kirsten Gillibrand of New York, he introduced legislation that will create paid family and medical leave insurance, providing job security to take time off from work to help a family member or yourself. “No one should have to choose between their job and their family,” says Schatz.
Making education accessible, affordable

Schatz also believes in providing everyone an opportunity to succeed and is working to expand education programs – from universal preschool at the federal level to making college more affordable.

He shares with us that while he and Linda are trying to help Linda’s parents make it work on a fixed income, they both are still paying off their own student loans and are starting to think about saving for their kids’ education. With college costs having tripled over the last 30 years, he has co-written legislation (along with Senator Chris Murphy of Connecticut) to help make college more affordable and decrease the amount of debt families are often forced to take on.

Protecting benefits for seniors

At the same time, Schatz is working to ensure there is a social safety net to protect people. In particular, protecting Social Security and Medicare. “Every conversation we have about Social Security and Medicare should be about how to increase benefits, not how much to cut them,” says Schatz. He has made expanding Social Security benefits a major priority, and co-sponsored legislation to raise benefits every month, while strengthening the program’s fiscal foundation by requiring the wealthy to pay the same rate into Social Security as the rest of us. He is also a strong supporter of the Medicare Drug Savings Act of 2013 (S. 740), which ensures Medicare and taxpayers pay lower prices for prescription drugs, eliminating a special deal for brand-name drug manufacturers that allows them to charge Medicare higher prices for prescription drugs for seniors and people with disabilities, including the millions in the country eligible for both Medicare and Medicaid (about 32,000 people in Hawaii). It would save the federal government significant sums of money without shifting costs to beneficiaries, and help reduce the deficit, providing an estimated savings of $141.2 billion over 10 years to strengthen and enhance Medicare benefits.

BRIAN SCHATZ ON THE ISSUES

Medicare: Schatz supports the Medicare Drug Savings Act of 2013 (S. 740), which ensures Medicare and taxpayers pay lower prices for prescription drugs, eliminating a special deal for brand-name drug manufacturers that allows them to charge Medicare higher prices for prescription drugs for seniors and people with disabilities, including the millions in the country eligible for both Medicare and Medicaid (about 32,000 people in Hawaii). It would save the federal government significant sums of money without shifting costs to beneficiaries, and help reduce the deficit, providing an estimated savings of $141.2 billion over 10 years to strengthen and enhance Medicare benefits.

Social Security: Schatz has co-sponsored a Social Security bill to increase monthly benefits and keep the program more sustainable. The bill would also tax all wages, and remove the current cap on income, and would change the way cost of living adjustments are calculated to more accurately reflect the costs seniors face.

Critical access: Schatz was one of 20 U.S. senators who signed a letter to the Senate Finance Committee opposing a provision in the 2014 budget proposal to reduce Medicare reimbursement levels for Critical Access Hospitals (CAHs). In Hawaii, nine hospitals are designated as CAH: Hale Ho’ola Hamakua, Kahuku Hospital, Ka’u Hospital, Kohala Hospital, Kula Hospital, Lanai Community Hospital, Mokokai General Hospital, Samuel Mahelona Memorial Hospital, and West Kauai Medical Center.

Working families: Schatz supports the Working Families Tax Relief Act, which would permanently extend the Child Tax Credit and the Earned Income Tax Credit. If passed, this tax credit would benefit over 52,000 families and 102,000 children in Hawaii. Schatz also supports increasing the minimum wage.

Paid family leave: Along with another senator, Schatz introduced the Family Act to create a national paid family and medical leave insurance program, ensuring that workers in Hawaii and across the country would no longer have to choose between a paycheck and caring for themselves or a family member.

College costs: Schatz has co-sponsored legislation aimed at lowering college costs and making college more affordable for working families by withholding federal funds from schools that fail to meet new national affordability and quality standards.

Tourism: Schatz introduced a bill to increase tourism in Hawaii by expanding our national parks system. Hawaii’s seven national parks were responsible for over $259 million in revenue for the state in 2011; this legislation will encourage the development of three additional national parks in Hawaii – one each on Hawaii Island, Maui and Kauai – and could create local jobs that cannot be shipped overseas.

Clean energy: As chair of the Subcommittee on Water and Power and member of the Senate Committee on Energy and Natural Resources, Schatz is making significant changes to energy policies. He is working with two other senators on legislation to assign fees to carbon pollution and use revenues from the penalties to fund clean energy. Schatz’s commitment to alternative energy and his history of environmental leadership has earned him the endorsement of the Sierra Club of Hawaii.
Another is opportunities – jobs and a strong middle economy to fight climate change as so important.

That's why he sees advancing a clean energy simple and clear. For one, a safe, healthy place to live. That’s why he sees advancing a clean energy simple and clear. For one, a safe, healthy place to live. Understanding the value of community and families is who we are as a family and is central to who I am as a legislator.”

Vision for the future

It's his family and the future of his children, their generation and working families that motivate Schatz to work even harder as senator.

So what does he see in their future? He gets a bit emotional thinking about it, but his vision is simple and clear. For one, a safe, healthy place to live. That's why he sees advancing a clean energy economy to fight climate change as so important. Another is opportunities – jobs and a strong middle class – to strengthen our economy and ensure future generations can afford to stay in Hawaii.

He also wants his daughter Mia to have the same future generations can afford to stay in Hawaii. He also wants his daughter Mia to have the same opportunities that his son Tyler does.

“We need to do more for working families, expand clean energy to create good jobs, educate our children, and care for our seniors,” he says. “I saw public service as a way to devote myself to real and profound change in those areas. I still believe that is true and that's what I'm committed to in the U.S. Senate.”

“One of our strongest values in Hawaii is that generations here take care of each other. Linda and I help support her parents, and they help us out with our kids. Understanding the value of community and families is who we are as a family and is central to who I am as a legislator.”

AFSCME ENDORSES BRIAN SCHATZ

U.S. Senator Brian Schatz has the support of the American Federation of State, County and Municipal Employees (AFSCME), HGEA’s parent union that is 1.6 million members strong of public employees nationwide.

In a September 2013 letter to HGEA Executive Director Randy Perreira, AFSCME President Lee Saunders stated that AFSCME PEOPLE (Public Employees Organized to Promote Legislative Equality) has formally endorsed Senator Schatz for U.S. Senate and will be directing the resources of its political action program to help with his election. Calling Schatz “a passionate defender of retirement security” and “an incumbent who works closely with AFSCME to protect funding for state and county governments,” Saunders encourages HGEA members to join him and AFSCME in supporting Senator Brian Schatz in this year’s election.

AFSCME to protect funding for state and county governments,” Saunders encourages HGEA members to join him and AFSCME in supporting Senator Brian Schatz in this year’s election.

BRIAN SCHATZ: WHAT I LEARNED FROM MY FATHER

As a young doctor in 1965, fresh out of a Mayo Clinic Fellowship, Dr. Irwin Schatz, Brian Schatz’s father, uncovered that the U.S. Public Health Service was allowing African-American men with syphilis to go untreated to study the disease’s debilitating effects over time. Even though penicillin was widely available and well-known to the doctors as a cure for syphilis, they withheld treatment because their patients were mostly poor black migrant workers who were unaware of their condition and its treatment.

Dr. Schatz was the only one who took a stand and complained about the study’s ethics.

“I would not be the person I am today without the values my mother and father taught me and my three brothers growing up. My dad showed us what it meant to stand up for your values and speak up for those without a voice. And that what’s right is right.

“My father had a choice: go along with what he knew was wrong, or risk his career to publicly denounce the reprehensible and racist actions by the U.S. Public Health Service. To my dad, there really wasn’t a choice at all. Doing the right thing is always the right thing.

“I’m proud of my dad for speaking out against this outrageous injustice. It was a long road, but his efforts and the efforts of those who, like him, saw this cruelty and discrimination for what it was led to congressional hearings in the 1970s – and later, finally, to a formal apology from President Clinton in 1997.

“Because people like my father are willing to speak for those without a voice, our world is becoming a safer and more just place to live. My father is a very humble man. Whenever he told me the story, it wasn’t about him. He wasn’t the hero in the story. It was more to encourage the right set of values, the importance of living your life for a purpose. And he measures his success by how much of a positive impact he had. He always taught me to work in the interests of the public good, and that you need to do everything in your power to give a voice to the voiceless and work for justice for all.”

– Brian Schatz
Wilbert Holck named HGEA’s Deputy Executive Director

HGEA has named Wilbert Holck as the Deputy Executive Director – Field Services. He is responsible for overseeing field operations and field services officers who represent HGEA members in the various bargaining units.

Prior to joining HGEA, Holck was the Deputy Executive Director of the Hawaii State Teachers Association (HSTA). He brings 24 years of union experience from HSTA where he also served as a Uniserv Director. Previous to working at HSTA, he was a teacher at Kaiser High School.

Holck holds a bachelor’s degree in secondary physical education from the University of Hawaii.

HG E staff promotions

Maureen Wakuzawa, previously the controller, was promoted to financial officer. She has 21 years of working at HGEA, where she has also held the position of financial supervisor.

Everett Inamasu was promoted from information technology supervisor to information technology manager. He has also held the position of information technology specialist at HGEA and previously worked as a senior software engineer at PTRtech, LLC and a database administrator and software engineer at Innovative Network Solutions, Inc.

Michele Kurihara-Klein was promoted from legislative specialist to legislative officer. She previously held the position of union agent at HGEA. Prior to HGEA, Kurihara-Klein worked for the City & County of Honolulu in the Department of Parks & Recreation.

Joy Kuwabara was promoted from union agent to field services officer. She has been with HGEA for 12 years and previously worked for the City & County of Honolulu’s Department of Community Services – WorkHawaii Program as a case manager.

Lena Fernandes was promoted from union agent to field services officer. Prior to HGEA, she was an acting assistant operations manager at 24-Hour Fitness and the owner and manager of a retail store in Chicago, IL.

Michele Kurihara-Klein was promoted from legislative specialist to legislative officer. She previously held the position of union agent at HGEA. Prior to HGEA, Kurihara-Klein worked for the City & County of Honolulu in the Department of Parks & Recreation.

Julia Zeghmi was promoted from human resources specialist to human resources manager. She previously worked in human resources at the University of Hawaii at Manoa and in labor relations and employee benefits at Hilton Hawaiian Village.

Executive Director Randy Perreira receives Hawaii Labor Relations Legends Award

In October, HGEA Executive Director Randy Perreira was honored as one of four recipients of the first annual Hawaii Labor Relations Legends Award.

Perreira was named the winner in the Labor Advocate category by a committee composed of members from Hawaii State Teachers Association, CLEAR (Center for Labor Education & Research) Hawaii, United Public Workers, Hawaii Employers Council and Hawaii Industrial Relations Research Association.

Congratulations, Randy!

Happy New Year! Kadomatsu on Kauai

Every December HGEA members of the Kauai Island Division create kadomatsu (New Year’s arrangement) as an annual fundraiser for the Charles R. Kendall Scholarship and Education Fund. From left to right: Newly retired HGEA member Greg Enos, who introduced kadomatsu to HGEA Kauai; Annabelle Clark (Unit 3), center, and her son and daughter, former Kendall Scholarship recipients; HGEA Excluded member Karen Holck teaching the next generation.
HGEA’s first-ever State Bowling & Golf Tournament in Las Vegas

Join us for our first-ever State Bowling & Golf Tournament in Las Vegas this summer! The tournament runs June 11-14, 2014.

BOWLING TOURNAMENT
Doubles & Singles: Thursday, June 12, 2014
Team Event: Friday, June 13, 2014
Orleans Bowling Center, 6:00 p.m.

Bowling is on a first-come/first-served basis and is limited to the first 60 teams who submit their application and payment made in full.

GOLF TOURNAMENT
Thursday, June 12, 2014: Angel Park Golf Club, 7:30 a.m.
Friday, June 13, 2014: Arroyo Golf Club, 7:30 a.m.

AWARDS BANQUET
Saturday, June 14, 2014
California Hotel & Casino, Ohana Room, 10:30 a.m. - 2:00 p.m.
$40 per person
The Awards Banquet is a mandatory fee for all participants in bowling and golf tournaments.

Attendees may participate in both bowling and golf tournaments if their energy level permits them. Appropriate fees will apply accordingly; however, you need only pay for the awards banquet once. Ground transportation will be provided to and from the Orleans Bowling Center, Angel Park Golf Club and Arroyo Golf Club. Ground transportation will depart from the California Hotel & Casino.

More information and applications for these tournaments, as well as flight and hotel packages, are available online. Please visit: www.hgea.org/vegastourn2014

If you have any questions, please contact Ann Ebesuno at aebesuno@hgea.org.

In January, we celebrated Member Appreciation Month. HGEA appreciates all of our members and the vital work you do, and this was just a small way to say thank you for your commitment and dedication to public service.

To show our appreciation, we handed out sweet treats at various locations and had other giveaways for members. And as a special “mahalo,” we held a drawing for four lucky HGEA members (one from each island division) to win a Samsung Galaxy Tab 3 Wi-Fi 7-inch tablet — just for being HGEA members! Congratulations to winners Marian Shioji (Unit 3, Hawaii), Kirstie Kashima (Unit 13, Kauai), Naomi Chun (Retirees, Maui) and Roy Kurakake (Unit 13, Oahu).

Once again, thank you to our members for all that you do! We thank you for helping to improve the quality of life for everyone and making the communities a better place to live.

Tee off with us! The HGEA Hawaii Island Division will be hosting its 2nd Annual Charles R. Kendall Scholarship Benefit Golf Tournament on Saturday, March 1, 2014 at the Hilo Municipal Golf Course. This golf tournament will be full of fun, camaraderie, good food and prizes – all for a great cause!

“Last year we raised over $4,000 for the Charles R. Kendall Scholarship and Education Fund, which provides educational scholarships and awards to HGEA members and their immediate families,” said Moana Kelii, Hawaii Island union agent. “To date, the CRK Fund has given out more than 2,000 educational awards, so we encourage everyone to join us for this benefit golf tournament!”

The Hawaii Island Charles R. Kendall Scholarship Benefit Golf Tournament is open to the public. For more information or to sign up, visit www.hgea.org/hawaiigolftournament.

NEW MEMBER BENEFIT:
HGEA members and their immediate family are now eligible for membership with Hawaii State Federal Credit Union!

Member benefits include:
• Low rates on mortgage, auto, personal, photovoltaic loans and credit cards
• Free E-Checking
• Free access to over 400 ATMs statewide
• Free online and mobile banking
• 8 convenient branch locations & over 70 shared branch locations statewide

Become a new member and open a checking account with a debit card and you are eligible to receive $50!

For more information, call (808) 587-2700 or toll-free (888) 586-1056, or visit www.HawaiiStateFCU.com.
Cheers to a new year!

New year, new projects, new fun! We’d like to welcome our new committee chair, Kepa Kekaulua (Unit 4, Hilo), to the fun, awesome committee we like to call the Next Wave. Kepa is our first (but not last) neighbor island chair. With each of our island divisions still going strong, be on the lookout for new Next Wave activities coming soon!

Maui’s Haumana Project is moving forward, full speed ahead! Whether it’s a meeting, event or talk-story session, our mentors and protégés are all about working together to get the job done! In a Haumana first, a mentor and protégé pair held a successful recreation event for the entire island division in January. Maui no ka ‘oi!

Time to get this started! The Haumana Project will be kicking off its second year on Oahu very soon. If you are interested in becoming a mentor, protégé or would like more information about Next Wave, please email nextwave@hgea.org.

Member Benefits: College financial aid workshops

On November 5 and November 18, 2013, HGEA members attended the College Financial Aid information sessions on Oahu and Hawaii, respectively. Representatives from the Pacific Financial Aid Association conducted the workshops, which provided valuable information and tips on the financial aid application process. One of our very own, Unit 8 member Kolby Santiago, a University of Hawaii at Hilo employee, conducted the Nov. 18 session. Thank you, Kolby!

Many members found the sessions to be helpful and educational. “My daughter is a junior in high school. Although I’ve been saving and preparing for years, this venue gave me useful tips that I didn’t know about,” said Unit 13 member Kalei Young. “I learned of application dates/deadlines, free websites, and learned of two shortcuts that will lessen the load of application paperwork. Glad I started early!”

The Challenge is on! The HGEA Hawaii Island Division has started their six-month health and fitness challenge, designed to empower HGEA members and provide an opportunity to achieve a healthier lifestyle. More than 100 HGEA members have signed up for the program, which kicked off on January 16, 2014.

“This is not meant to be a short-term diet or weight loss competition. Our goal is to help HGEA members make healthier choices for long-term lifestyle changes. We want to educate participants and give them the tools and resources to be more active and healthy,” said Ian Takashiba, Hawaii Island Division Chief. “Every participant also has the opportunity to designate personal goals for themselves, and we hope the Challenge helps them achieve it.”

The HGEA Hawaii Island Health Challenge is open to all HGEA members. For more information or to sign up, visit www.hgea.org/healthchallenge.

Retiring soon? Join the HGEA Retirees Unit!

Even when you retire, you still need a union to maintain and keep an eye out on your hard-earned benefits. The HGEA Retirees Unit is here advocating for the retiree members, but they need your help. Add your voice to the growing group of more than 9,500 retirees. You’ll have a lot of fun, too! You will have many opportunities to participate in social and recreational activities, community action events and more.

Join today! For more information, please call the HGEA Retirees Unit at 543-0054.
UPCOMING EVENTS & ANNOUNCEMENTS

Whale Watching (Oahu)
Feb. 22, 2014
8:00 a.m. to noon
HGEA will provide food and drinks. You may want to bring: chairs, sunscreen, hat, umbrella, sunglasses, binoculars, clipboard, pen/pencil.

2nd Annual Hawaii Island Charles R. Kendall Scholarship Benefit Golf Tournament
March 1, 2014
Hilo Municipal Golf Course
More info: www.hgea.org/hawaiigolftournament

Haleakala Silversword Planting (Maui)
March 1, 2014
Call 244-5508 by Feb. 25.

Oahu Basketball League
League runs from end of March to early July. Call Pam at 832-7832 for more info.

Oahu Volleyball League
League starts in April. More info coming out soon via eBulletin.
Contact john.ehia@gmail.com or jfukumoto@hgea.org

Kwong Fook Tong Cemetery Clean-up (Maui)
April 5, 2014

HGEA Family Picnic (West Hawaii)
April 5, 2014
Kahaluu Beach Park, Main Pavilion
11:00 a.m. to 2:00 p.m.
Cost: $5 for each member/retiree/guest 16 years & older

Exclusive Discounts for HGEA Members!

Waikiki Aquarium: Special pricing
Exclusive to HGEA members! Join the Friends of Waikiki Aquarium (FOWA) at special discounted prices on the following membership levels:

- Family Plus: $10 off 1-year membership; $20 off 2-year membership
- Family/Grandparents: $5 off 1-year membership; $10 off 2-year membership

FOWA memberships include: free admission to the Aquarium, invitations and discounted ticket prices for special events, 20 percent discount at the gift shop and much more!

For more information on how to sign up, please go to: www.hgea.org/waquarium. Or contact Member Benefits at 543-0056 or email memberbenefits@hgea.org.

Tuttle Publishing: 40 percent member discount!
As a premier publisher and seller of books rooted in Asian culture, language and history, Tuttle publishes 160 new titles each year focusing on Asian languages, Asian food & cooking, children’s books, crafts & origami and much more! Exclusive to HGEA members is a 40 percent discount on retail prices for online purchases only. For more information, go to www.tuttlepublishing.com and enter code “HGEA” on the secure checkout page.

AFSCME per capita dues increase
Effective January 1, 2014, the AFSCME per capita dues increased from $12.30 to $12.45 for full-time employees and from $9.20 to $9.30 for part-time employees. The deduction was reflected in the January paychecks for bargaining unit members only.

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