2013-2015 STATE BOARD ELECTION
25 Members Run for Office

An election to fill the president and 10 director seats will be held for the state board’s 2013-2015 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, 2013 to June 30, 2015, are not paid for their services.

The 11 total seats up for election this year are six for Unit 3, three for Unit 13, one for Oahu-at-Large, and one for President. Candidates who ran unopposed were automatically elected (see page 6 for the list of unopposed candidates).

Look out for the ballots, which will be mailed to eligible members in mid-April.

- All active members will receive a ballot to elect the President.
- Active members on Oahu will also receive a ballot to elect their island’s At-Large Director.
- Active members in Unit 3, Unit 9 and Unit 13 will get a ballot to elect their Unit Directors.
- All active members will receive at least one ballot, and depending on which island they live and in what unit they belong, active members could get one or two additional ballots.

The last day to vote is May 7, 2013. All ballots must be mailed to N&K CPAs, Inc., the third-party elections organization for the 2013-2015 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 2013-2015 HGEA State Board election, including complete candidate profiles and videos of candidates for President, visit www.hgea.org/boardelections2013 or scan this code with a mobile device.
MESSAGE FROM THE EXECUTIVE DIRECTOR

It seems as each year passes, our union continues to face even more daunting challenges. The U.S. Military describes the era of the 21st century as “VUCA” – the acronym for volatility, uncertainty, chaos and ambiguity. Coupled with rapid technology, the world we live in today is very different than what our parents, grandparents and generations before them have experienced. As the largest public employee labor union in the state, HGEA is often right in the middle of controversy. Labor unions today are continuously the target of critics who question our relevance. We constantly find ourselves defending our members whose value and efforts are unfairly criticized and scrutinized.

Even as I write this column, we are in contract negotiations seeking fairness after years of being budget scapegoats. We are fighting our way through the Legislative Session staving off privatization and trying to create a more equitable way to address your health care benefits. And while the economy continues to improve, we still find ourselves working to ensure essential public services are funded and that employees are recognized for the valuable services they provide to our community.

The attacks on the public service are unrelenting. To face these challenges, we need strong and capable leaders – which is why the upcoming State Board of Directors election is so critical.

You may have often heard that the board of directors “sets the direction of the union” and perhaps it never occurred to you exactly what that means. These elected leaders have a very instrumental role in how your union can best serve you. The board’s responsibilities include considering and approving programs and benefits you receive as a union member, thoroughly examining how your dues monies are being spent and ensuring that the goals of the strategic plan are achieved.

I urge you to take the time to learn as much as you can about the board candidates by visiting the HGEA website. You will also be receiving your ballots this month, which will include candidate profiles. Know that your voice matters – and remember to vote and mail in your ballot by May 7!

Randy Perreira
HGEA Executive Director
I believe HGEA has a positive influence in the labor movement in Hawaii. I care about our organization and its members, and would like to be in a position to move our organization forward.

HELEN H. HAMADA
Media Designer

Unit 8
University of Hawaii
Kapiolani Community College/CELTT
Honolulu (Oahu)

I am running to fight for our rights and benefits; hold our elected officials accountable; and initiate changes in our union to better serve our members: Legal Advisory Programs, involvement with our national AFSCME.

DARREN T. Q. WONG
Electrical Engineer

Unit 13
City & County of Honolulu Design and Construction Department
Wastewater Design Division
Honolulu (Oahu)

I believe in perpetuating HGEA’s mission of supporting fair and equitable workplaces for our members as our livelihood impacts our families and the community. My four years on the HGEA Board of Directors have been rewarding as I personally see how my involvement affects change and helps members overcome challenges.

continued on page 4
I feel with my background as a private business owner for 30 years, a public servant for 13 years and with 9 years of service within HGEA I have the talent and knowledge to help preserve and enhance our benefits and pay now and into the future.

With over 35 years of dedicated experience in HGEA/AFSCME I can make a difference by providing responsible, committed leadership to sustain our union through these challenging times. We need knowledgeable, assertive directors on both the State Board and Unit Boards who work collaboratively in the best interest of the membership.

I am running because I care about preserving the rights and benefits of government workers in Hawaii, in light of what has happened in Wisconsin and Michigan where public workers’ collective bargaining rights were diminished. I believe this is accomplished by being actively involved as a Unit 3 Board of Director.

For complete candidate profiles & videos of candidates for President, visit www.hgea.org/boardelections2013
UNIT 9 DIRECTOR (1 seat)

KENNETH A. MOSKOW
Registered Professional Nurse
Unit 9
Hawaii Health Systems Corp.
Maui Memorial Medical Ctr.
Haiku (Maui)

I want to keep the Registered Nurses fully informed on past, present and future issues that directly and indirectly concern them. Giving Nurses the power to make informed decisions about their lives. The laissez faire attitude of “nothing can be done” has brought us to our present dilemma.

BARBARA R. S. “SUSIE” UWÊKO’OLANI
Registered Professional Nurse
Unit 9
Hawaii Health Systems Corp.
Maui Memorial Medical Ctr.
Post Anesthesia Care Unit / Surgery Center
Kahului (Maui)

With the rapid changes in health care, the registered nurse is facing increasing challenges. Whether we work in acute care, long term care or public health, mental health or public safety, we all serve as the safety net for patient care. We need to preserve that safety net.

UNIT 13 DIRECTOR (3 seats)

WAYNE K. AKANA
Investigator
Unit 13
State Department of Labor and Industrial Relations
Hawaii Civil Rights Commission
Honolulu (Oahu)

I am running for office to continue working for HGEA members.

JOSEPH V. BONIN
Investigator
Unit 13
State Department of Attorney General
Family Law Division
Honolulu (Oahu)

I’m running for the office of Unit 13 State Board of Directors because it’s the responsibility of every member to make an effort to ensure the success and well-being of the union.

KEPA E. KEKAUALUA
Civil Engineer
Unit 13
State Department of Transportation
Highways Division
Hilo (Hawaii)

It is very important for HGEA to have a balanced Board of Directors. I can provide a diversified perspective that is needed to insure our members are equally represented.

continued on page 6

For complete candidate profiles & videos of candidates for President, visit www.hgea.org/boardelections2013
UNIT 13 DIRECTOR (3 seats) continued from page 5

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

MARY D. WAGNER
IT Manager – Information Systems Analyst
Unit 13
County of Maui Police Department, Support Services Bureau – IT Section Wailuku (Maui)

NICOLE L. WONG
Member Services Branch Manager
Unit 13
State Department of Budget and Finance Hawaii Employer-Union Health Benefits Trust Fund Honolulu (Oahu)

I am very passionate about HGEA and wish to continue to serve my fellow members. I bring a fresh and unique perspective of optimism and experience to the organization and humbly seek the support of my peers to lead in the next term to protect our rights and benefits.

I am running for office to ensure that our membership rights are preserved. In an era where Unions are under attack and rights are slowly being siphoned away, I wish to join the battle to protect our members’ rights and fight to regain benefits lost in recent years of takeaways.

I am running to: EMPOWER all with awareness of and ownership in HGEA; ENCOURAGE input and solidarity amongst bargaining units; ENGAGE with others regarding public sector issues that matter and impact; ENSURE the organization achieves positive outcomes statewide; advocate for and EQUIP membership; EXPAND understanding and participation in union activities.

UNOPPOSED CANDIDATES
The following seven candidates ran unopposed and are automatically elected.

Hawaii-at-Large (1 seat)
VERONICA M. TARLETON
Secretary
Unit 3
University of Hawaii at Hilo Library Services Hilo (Hawaii)

Kauai-at-Large (1 seat)
KA‘AINA S. HULL
Planner
Unit 13
County of Kauai Planning Department Regulatory Division Lihue (Kauai)

Maui-at-Large (1 seat)
ARNOLD D. ABE
Civil Engineer
Unit 13
County of Maui Environmental Management Dept. Wastewater Reclamation Division Wailuku (Maui)

Unit 2 (1 seat)
CARRICK A. P. AGAYANI
Janitor Supervisor
Unit 2
State Department of Public Safety Halawa Correctional Facility Aiea (Oahu)

Unit 4 (1 seat)
CONSTANCE A. MALO
Supervisor
Unit 4
State Department of Human Services Benefit, Employment & Support Services Division Kapolei (Oahu)

Unit 6 (1 seat)
KELCY K. M. KOGA
Principal
Unit 6
State Department of Education Waiakea High School Hilo (Hawaii)

Unit 8 (1 seat)
PATRICK D. FRANE
Institutional Support
Unit 8
University of Hawaii at Manoa John A. Burns School of Medicine Honolulu (Oahu)

For complete candidate profiles & videos of candidates for President, visit www.hgea.org/boardelections2013

6 THE PUBLIC EMPLOYEE
Legislative Update

As The Public Employee went to press, bills relating to the following issues were moving in the Legislature:

- The creation of a new bargaining unit for state law enforcement officers and state and county ocean safety and water safety officers (supported by HGEA)
- Repeal the statutory cap for retirement benefits (supported by HGEA)
- Make the contributions to the EUTF subject to impasse and allow the issue over contributions to go before the arbitration panel, which currently it cannot (supported by HGEA)
- The creation of a task force to study the feasibility of the Hawaii Health Systems Corporation regional system and its facilities to transition to a public-private partnership status (opposed by HGEA)

For updates on the status of these bills, read your eBulletin and visit the HGEA website.

HGEA’s Strategic Plan Update

As part of HGEA’s 2012-2014 strategic plan, new and enhanced programs have been implemented in the effort to achieve our goals of improving service and enhancing communications to members. They include:

Member outreach
- Monthly HGEA on the Go! sessions have been held on Oahu and Maui, with plans to begin on Kauai and the Big Island. At these sessions, union agents and other HGEA staff come out to answer all your questions, tell you about new and exciting programs, sign you up for events, sell you movie tickets, and much more. Look out for the next HGEA on the Go! near you.
- Worksite meetings, or “Lunch & Learn” sessions, are held statewide, covering topics on contract/workplace issues or ongoing consultations.
- Many activities and events with retirees and Next Wave members (35 and younger) continue to reach out to members to become involved with the union. (See page 10 for future retirees and for a Next Wave update.)

Member communications
HGEA has stepped up its social media presence. Join us on Facebook and follow us on Twitter to get the latest union news and info on exclusive member discounts.

Community action
HGEA, led by the Community Action Committee, continues to work to increase the union’s presence in the community by participating in existing and new projects, including Adopt-A-Highway, Martin Luther King Jr. Parade, American Cancer Society’s Relay for Life, environmental clean-ups, and other health and environmental projects.

Joan Takano named HGEA’s field services officer

Joan Takano was recently promoted to HGEA’s new field services officer. Takano is responsible for overseeing union agents that serve State and City & County employees in various bargaining units.

Takano has held previous positions at HGEA including education & training specialist and union agent. Prior to joining HGEA, she was an AFL-CIO Labor’s Community Services Liaison and a planner with the City & County of Honolulu.

Takano holds a bachelor of arts degree from the University of Hawaii.
In January, HGEA and the State Department of Education reached an agreement to implement a new multi-tiered evaluation system for public school principals.

A committee of 16 HGEA Unit 6 principals representing a variety of levels and districts statewide initiated and developed the Comprehensive Evaluation System for School Administrators (CESSA), which focuses on supporting and equipping every school leader with the necessary instructional leadership practices to build effective schools. The purpose and intent of this evaluation program is to support the professional growth and development of principals in their leadership practice.

HGEA and the committee spent months working in collaboration with the DOE to finalize the evaluation system, which creates a set of standardized metrics and also factors in the differences in each of the schools.

“The CESSA is an extraordinary accomplishment,” said HGEA Unit 6 President Francine Honda, CESSA committee member and Kailua High School principal. “Principals helped to initiate and create an evaluation system that recognizes the unique needs of the school community, the complexities of school improvement and an annual and cumulative five-year evaluation process.”

“HGEA commends these school leaders who, despite their extremely busy schedules, came together to develop a comprehensive evaluation system for public school principals,” said HGEA Executive Director Randy Perreira. “Their passion and dedication to develop this model clearly demonstrates that our principals remain committed to ensure that our children get the best education we can offer. Their efforts are further proof that collaboration between employee stakeholders and education leaders is the best method to achieve our goals for greater student achievement.”

Kendall Cookie Bake Fundraiser

More than 70 members and staff volunteered at Campbell High School for the Oahu Kendall cookie bake on March 16, 2013. About 2,500 dozen cookies were baked and sold, raising over $10,000 for the Charles R. Kendall Scholarship and Education Fund. Thank you to all of the volunteers!

*Maui’s Kendall cookie bake is coming up on June 15.*
See back page for time and location.
Hawaii Division’s 1st Annual Big Island
Charles R. Kendall Scholarship Benefit Golf Tournament

On March 9, 2013, HGEA’s Hawaii Island Division conducted its first-ever golf tournament at Hilo Municipal Golf Course to benefit the Charles R. Kendall Scholarship and Education Fund. With more than 100 participants, this inaugural fundraising event raised over $4,000.

“The golf tournament was a true success,” said Ian Takashiba, Hawaii Island Division Chief. “Not only did we raise money for a great cause – the Kendall Scholarship – but we also involved participants from all walks of life who enjoyed a day of fun and fellowship.”

A big mahalo goes out to all the golfers and sponsors who participated in this event. In addition, we would like to give special recognition to the Charles R. Kendall Fundraising Committee Chair Leenelle Tomooka (Unit 3) and committee members, volunteers, and Union Agent Moana Kelii and the Hawaii Island Division staff for their hard work in coordinating this golf tournament. It’s because of their teamwork and dedication that this tournament was such a success.

Charles R. Kendall dedicated his life to the improvement of public employees’ lives throughout the state of Hawaii. Established in 1966 by the HGEA, the Charles R. Kendall Scholarship and Education Fund has given out more than 1,800 awards to HGEA members and their immediate families.

HGEA and DLNR join together in planting rare Haleakala Silversword

DLNR Forester Lance De Silva (Unit 13) and his daughter Haven planting rare Haleakala silverswords at the Kahikinui State Forest Reserve on Maui.

About 20 volunteers from HGEA’s Maui Community Action Committee teamed up with the State Department of Land and Natural Resources (DLNR) to transplant more than 50 rare Haleakala Silverswords on Saturday, March 2, 2013. 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 prepped and planted Silverswords propagated by the National Park Service.

“This is the second year we have chosen this project as a way to give back to our community,” said Debra Kaiwi (Unit 13), Maui Island Division’s Community Action Committee Chair. “Our members enjoy this activity because it gives them a hands-on opportunity with immediate results in helping to preserve our natural resources and our environment.”
The Next Wave Charges On!

Next Wave is charging into the New Year with more enthusiasm than ever! At their first-ever statewide Lobby Day, Next Wave Advisory Council members spent the day at the State Capitol lobbying for HGEA’s legislative priorities. On Maui, the Presidents’ Beach Day potluck was a smashing success with more than 70 HGEA members and their families coming out for good food, fun and fellowship. And on Oahu, the HGEA Hiking Hui kept up the pace with a quick morning hike to the Makapu’u Lighthouse.

Be on the lookout! Next Wave will be launching its mentorship program, the Haumana Project, on Maui and Oahu this spring. If you are interested in becoming either a mentor, protégé or would like more information about Next Wave, please email nextwave@hgea.org.

Mahalo for supporting Heart Walk!

A team of Big Island members participated in the American Heart Association’s Heart Walk on March 2, 2013 at Liliuokalani Gardens and raised over $1,000. The Heart Walk celebrates those who have made lifestyle changes and encourages many more to take the pledge to live healthier lifestyles while raising the dollars needed to fund life-saving research and initiatives in our local community.

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.

By joining, you can 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.

Please call or visit your Island Division HGEA office and complete a membership form in the retirees brochure to join for only $4.00 a month.

Join today! Together we can continue to preserve and enhance our retiree benefits. For more information, please call the HGEA Retirees Unit at 543-0054.
### Consolidated Statements of Financial Position  
Fiscal Year Ended June 30, 2012

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS:</strong></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$ 3,918,576</td>
</tr>
<tr>
<td>Time certificates of deposit</td>
<td>735,000</td>
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<tr>
<td>Accounts receivable</td>
<td>521,776</td>
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<td>Interest receivable</td>
<td>16,414</td>
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<tr>
<td>Prepaid expenses and other current assets</td>
<td>135,882</td>
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<tr>
<td><strong>Total Current Assets</strong></td>
<td>$ 5,327,648</td>
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<tr>
<td><strong>INVESTMENTS</strong></td>
<td>5,171,896</td>
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<tr>
<td><strong>PROPERTY AND EQUIPMENT, NET</strong></td>
<td>7,966,376</td>
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<tr>
<td><strong>OTHER ASSETS:</strong></td>
<td></td>
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<tr>
<td>Temporary loan relief program</td>
<td>20,338</td>
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<tr>
<td>Loan costs, net of amortization</td>
<td>1,855</td>
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<td><strong>Total Other Assets</strong></td>
<td>$ 22,193</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td>$ 18,488,113</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES AND NET ASSETS</th>
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</thead>
<tbody>
<tr>
<td><strong>CURRENT LIABILITIES:</strong></td>
</tr>
<tr>
<td>Current maturities of long-term notes payable</td>
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<tr>
<td>Current portion of capital lease obligation</td>
</tr>
<tr>
<td>Accounts payable and other liabilities</td>
</tr>
<tr>
<td>Payable to AFSCME/AFL-CIO</td>
</tr>
<tr>
<td>Accrued vacation payable</td>
</tr>
<tr>
<td>Due to bargaining units</td>
</tr>
<tr>
<td>Current portion of postretirement medical benefit liability</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
</tr>
</tbody>
</table>

**NONCURRENT LIABILITIES:**

Notes payable, less current maturities | 2,646,960
Capital lease obligation, less current portion | 22,365
Defined benefit pension liability | 10,573,370
Postretirement medical benefit liability, less current portion | 5,031,216

**Total Noncurrent Liabilities** | $ 18,273,911

| **Total Liabilities** | $ 20,746,414 |

### Consolidated Statements of Activities  
Fiscal Year Ended June 30, 2012

<table>
<thead>
<tr>
<th>REVENUES AND OTHER SUPPORT:</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statutory dues</td>
<td>$ 10,171,666</td>
</tr>
<tr>
<td>Affiliation dues</td>
<td>4,149,683</td>
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<tr>
<td>Rental income and recoveries</td>
<td>1,057,000</td>
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<tr>
<td>Associate member dues</td>
<td>945,724</td>
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<tr>
<td>Grants</td>
<td>317,000</td>
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<tr>
<td>Other income</td>
<td>188,234</td>
</tr>
<tr>
<td>Investment income, net</td>
<td>57,445</td>
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<tr>
<td><strong>Total Revenues and Other Support</strong></td>
<td>$ 16,886,752</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services:</td>
<td></td>
</tr>
<tr>
<td>Field services</td>
<td>4,540,290</td>
</tr>
<tr>
<td>Affiliation dues</td>
<td>4,149,683</td>
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<tr>
<td>Communication</td>
<td>1,027,352</td>
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<tr>
<td>Representation</td>
<td>967,157</td>
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<tr>
<td>General assembly</td>
<td>559,491</td>
</tr>
<tr>
<td>Legislation/political action</td>
<td>310,022</td>
</tr>
<tr>
<td>Statewide recreation</td>
<td>196,391</td>
</tr>
<tr>
<td>Board of directors</td>
<td>184,762</td>
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<tr>
<td>Unit appropriations</td>
<td>183,100</td>
</tr>
<tr>
<td>Steward’s incentive/training</td>
<td>121,778</td>
</tr>
<tr>
<td>Negotiation/arbitration</td>
<td>25,979</td>
</tr>
<tr>
<td><strong>Total Program Services Expenses</strong></td>
<td>$ 12,266,005</td>
</tr>
</tbody>
</table>

| Supporting Services:         |              |
| General and administrative   | 2,182,742    |
| Property management          | 695,022      |
| Operations of the Association | 660,831     |
| **Total Supporting Services Expenses** | $ 3,538,595|

| **Total Expenses**           | $ 15,804,600 |
| **Change in Net Assets (deficit)** | $ 1,082,152    |

| OTHER COSTS (CREDITS):       |              |
| Pension related changes other than net periodic pension costs - defined benefit pension plan | $ 6,499,330 |
| Benefit obligation related changes other than net periodic costs - postretirement medical plan | 371,176 |
| **Total Other Costs (credits), Net** | $ 6,870,506   |

**Change in Net Assets (deficit)** | (5,788,354)

**Noncontrolling interests in the Association** | (188,127)

**Change in net assets attributable to noncontrolling interests in the Association** | (5,976,481)

### Net Assets at Beginning of Year

**$ 3,530,053**

### Change in Net Assets (Deficit)

**$ (5,976,481)**

### Net Assets (Deficit) at End of Year

**$ (2,258,301)**
UPCOMING EVENTS

Relay for Life at University of Hawaii at Manoa
April 13-14, 2013

Kauai Fishing Tournament
April 19-21, 2013
Get your tickets at the HGEA office
($5 for HGEA members and family)

Relay for Life at Hanapepe Soccer Field (Kauai)
April 27, 2013

Baseball Day: UH vs Cal State Fullerton (Oahu)
April 28, 2013
$2 for members & guest(s) - more info coming in eBulletin

2nd Annual HGEA Ho‘olaule‘a
May 4, 2013
Hilo Hooganji Mission

National Assoc. of Letter Carriers Food Drive (Statewide)
May 11, 2013

Maui Golf Tournament
May 19, 2013
Waiehu Golf Course

Honolulu Pride Parade
June 1, 2013

Big Island Fishing Derby
June 1, 2013
Coconut Island

Kendall Cookie Bake Sale (Maui)
June 15, 2013
Bake: Pomaikai Elementary School Cafeteria
(6 a.m. to 11 a.m.).
Pick-up: HGEA Office (curbside 11 a.m. to 1 p.m.)

Kalaeloa Campground Clean-up (Oahu)
June 22, 2013

West Hawaii Relay for Life
July 13-14, 2013

East Hawaii Relay for Life
July 20-21, 2013

Kendall Scholarship Golf Tournament
July 26, 2013
Hawaii Prince Golf Course
Contact ayamane@hgea.org

SAVE THE DATE:
Bowling and Golf in Las Vegas in 2014
The State Recreation Committee will be taking the State Bowling and Golf Tournaments to Las Vegas. Bowling and golf will be held on Thursday and Friday, June 12-13, 2014, with the banquet on Saturday, June 14, 2014. Bowling and golf will be held during separate times so you can participate in both events if you so choose. The event is still in the planning stage, but the dates are firm. More information to follow. Stay tuned via eBulletin, Facebook and Twitter.

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