I don’t know if you have reached the same point as me — but I am worried about the state of our country. As if everything that has happened since the 2016 elections was not enough, the tragedy that occurred in Charlottesville, Va. in August has me thinking we are near rock bottom.

First, it is deplorable to know that our country still harbors such hate mongers as those white supremacists who chose to demonstrate their neo-Nazi beliefs. Their conduct is reprehensible, and has no place in our diverse society. As if it couldn’t get worse, the heinous situation in Virginia was upstaged by the refusal of Donald Trump to condemn the hateful acts, and instead suggest that “many sides” were to blame for the deadly violence that took place. Totally distasteful? Incomprehensible? Both and more. Trump has taken our Presidency to a new low, from which we can only hope to recover.

Trump’s actions since he was elected have led me to conclude that nothing is past this megalomaniacal fool. His stance on immigration, women’s rights, civil rights, and nearly every basic issue of human dignity suggest that his position on the Charlottesville tragedy is no mistake.

Add to all of this the attacks on working people and their unions by Trump and his ultra conservative cronies — attempting to drive employment law back to the days of indentured servitude while at the same time giving huge tax breaks to corporations and the wealthy, like themselves. A clear pattern of “rich vs. the rest of us” emerges and the wage gap continues to widen.

I urge that all of you consider where our country is heading, and I trust you will reach a similar conclusion — that we must resist. Our predecessors fought hard for fairness, equality and dignity — we cannot stand idly by and allow Trump or anyone else to roll back years of progress. It doesn’t matter whether it’s the GOP on a national level or Democrats here in Hawaii — if they adopt an anti-worker agenda or an agenda of hate, our resistance must be stronger.

In solidarity,

Randy Perreira
HGEA Executive Director
HGEA Bargaining Units Receive Raises

Fighting for you is what we do

Thanks to the hard-working HGEA bargaining unit negotiating teams, staff and Executive Director Randy Perreira, raises for the following bargaining units were effective July 1, 2017: Unit 2 (blue-collar supervisors), Unit 3 (white-collar non-supervisors), Unit 4 (white-collar supervisors), Unit 6 (educational officers), Unit 8 (administrative, professional and technical employees of the University of Hawaii and community colleges), Unit 9 (registered nurses), and Unit 13 (professional and scientific employees). Our Unit 14 (state law enforcement, ocean and water safety officers) negotiating team was working toward an arbitration date as The Public Employee went to print. Each bargaining unit’s salary increases vary slightly (for unit-specific details, log in to your member dashboard on the HGEA website at hgea.org).

2016 was a tough year for contract negotiations as the employers were holding the line on their insulting offer of no pay raises for two years and only a one percent bonus. A bonus is not added to an employee’s base salary. Due to a lack of meaningful negotiations, impasse for most units was filed in late 2016 and arbitration hearings were conducted in February. With the arbitration panel rendering its decision in April, there was time for legislators to approve and pass funding legislation by the end of the legislative session in May.

All units have two-year contracts with the exception of Unit 6, which has a four-year contract. That means it will be a quick turnaround for the teams to prepare once again to go back to the bargaining table. HGEA will be asking for contract proposal ideas shortly. Please watch for an eBulletin or contact your union agent or negotiating team members to discuss and submit your proposal.

Union Services Here For You!

HGEA pop-ups on Oahu

To better serve you and be more accessible to you, HGEA is “popping up” at different worksites and may be coming soon to a location near you!

The HGEA pop-ups, or one-stop mobile union shops, started in June on Oahu, with HGEA staff going out to help members with various union needs and concerns — from contract questions and workplace issues to membership services and discounted movie tickets.

We are looking to possibly expand the pop-ups to the neighbor islands. Look out for upcoming eBulletins to find out when and where we’ll pop up next.

Lunch + Learn sessions

Do you have questions about your rights as a public worker? Want to know what the benefits of being in a union are? Do you wonder why political action is important?

You bring the questions, we’ll bring the lunch.

For several years now, HGEA has been conducting Lunch + Learns for all members. A Lunch + Learn is a worksite meeting offered to HGEA stewards and members in an effort to provide you with pertinent information about the union and its services, as well as to keep you informed about what’s currently happening at HGEA. Topics are selected based on member feedback and requests.

To schedule a Lunch + Learn at your workplace, please contact your island division office.
WORKING FOR YOU:

Your HGEA State Board of Directors

To serve on any organizational board, including HGEA’s state board of directors, it takes time, commitment and a desire to make a positive difference for members. Your newly elected president and board of directors are here to serve you and help guide HGEA toward a sustainable future.

The board of directors is comprised of your fellow HGEA members who are just like you, who work in the state and counties and who want to keep our island home running safely and efficiently — they are individuals from interesting, diverse backgrounds and jobs, involved in our union as well as in their communities. Among the directors, you’ll find, for example, educational assistants, working parents, children of union workers, recipients of varied higher education degrees and a former U.S. Army helicopter pilot. They are all volunteers and serve on the board without any compensation. We appreciate their willingness and dedication.

Newcomers and familiar faces form your current board of directors. Like Zack Stoddard, a relatively new HGEA member who quickly became a steward after he started working at the State Department of Health in 2016. “Honestly, I didn’t think it would be worth running for the board of directors since I’m the new guy and haven’t met very many members yet,” he says. “However, my friend and fellow HGEA member Nathan Hall convinced me to give it a shot, and I was lucky enough to squeak into the last of four seats. For me, the votes sent a positive message that members don’t mind if they don’t know me personally yet — that what’s important is to have the passion and desire to really make this union worth it for its paying members.”

Or returning Kauai-at-Large Director Priscilla Badua, who has had a nearly 48-year public service career to date and has served on the HGEA board in different capacities over the years. “With all that’s going on now in the country and even our state, I somehow feel more pressure as a board director,” Badua says. “The responsibility is big, bringing light to our members how critical it is to get involved and stay involved with our union. But I believe we have been working hard to develop members to become leaders who can continue to help move HGEA forward even after I and others retire.”

We invite you to get to know your 2017-2019 state board of directors. Read some of their testimonials here, and visit www.hgea.org for more information on the current directors and their email addresses. Feel free to email them — they look forward to hearing from you!

“I’ve been an HGEA member for more than 24 years. I eventually became involved with our union — first as a steward then as part of the unit board, Oahu advisory council, negotiations committee and now state board — because it just made sense. We, the members, are the union; we are HGEA. In order to make HGEA strong and effective, we members need to stay informed, get involved, remain active in our union, and work together. I know for myself, it’s helped me get out of my comfort zone, be better at my job, develop personally and professionally, and give back to the community. Through HGEA’s political, service and social activities, I’ve made lifelong friendships and connections for which I am grateful and I value.”

JON GASPER, chair of the State Political Action Committee, extremely active in HGEA Community Action projects, Kendall Scholarship fundraisers and Family Fun Day events, son of a union operating engineer

“I wanted to become a state board member because this is the vehicle I thought would be best to get my fellow Unit 3 voices heard. I also feel that by being on the state board it gives me first-hand knowledge of what is happening in our union that I could confidently pass down to all members. The passing down of knowledge to our members is necessary to keep them informed and at ease so that we can cultivate new leaders and activists for our union. I believe my role as a board member is to make decisions that will benefit members, to stay active and involved, to support staff, and to join the fight against the right-to-work (for less) movement.”

KEHAULANI MAKAILA, chair of HGEA’s Next Wave Committee, grew up in Waimanalo as the daughter of a Honolulu union firefighter
“Several years ago I was having issues with my supervisor, and I spoke with my steward on how to address my situation. Wow, it worked! For a while ... My supervisor went back to his bad habits. I was later invited to attend the HGEA Biennial General Assembly, an experience that opened my eyes as to how the union works. I wanted to help other members understand. I became a steward and almost immediately was elected to the Unit 8 board. After almost 10 years of Unit 8 experience, I knew it was time to run for a seat on the HGEA state board and get to know the overarching workings of our union beyond my unit. In my second term as a director, I hope to continue to build unity among our different units. I am also the youngest of nine siblings. I believe the diverse personalities of my brothers and sisters have allowed me to understand and get along with a wide variety of people.”

ELWYN WATKINS, director of his condominium homeowner’s association. Fun fact: He’s a twin (and again, he comes from a family of nine kids!)

“I’ve worked for city and county governments for over a decade, most recently with the City of Philadelphia, where I was also a union member. But even before that, as a kid growing up in a small town on the central coast of California, I watched and listened (sometimes ad nauseam) as my mom poured her energy into her nurses union, fighting for nurses’ rights and better nurse-to-patient ratios to improve patient care. When they went on strike, she dragged me out to the picket line and shaved a sign in my hands. Maybe I didn’t really know what was going on at the time or why I had to be there, but over the course of my career I’ve come to see that unions are working families, and that all her efforts came out of love for me, my sister, her patients, and workers everywhere.”

ZACK STODDARD, lived in California, Washington State, Philadelphia, Taiwan and Colombia before coming to Hawaii in 2016, active member of the Punchbowl/Nuuanu Neighborhood Board

“What I’m hoping to accomplish is that we can widen the base for our island (Kauai) and our state in terms of leadership.

I believe we need to engage and develop members with fresh ideas and perspectives to keep our union strong. We also need to become more politically active and visible. I first got involved with HGEA through PEOPLE (Public Employees Organized to Promote Legislative Equality), and I didn’t even know what PEOPLE was at the time. My father was heavily involved with his union over 60 years ago. Back then it was rare to see a woman hold office in a union. I’m sure he would be proud to know his only child and daughter is following in his footsteps and helping to lead our union and bring about positive change.”

PRISCILLA BADUA, holds a bachelor’s degree in social welfare from California State University, Fresno, daughter of an active ILWU (International Longshore and Warehouse Union) member leader and sugar plantation worker.

“Several years ago I was having issues with my supervisor, and I spoke with my steward on how to address my situation. Wow, it worked! For a while ... My supervisor went back to his bad habits. I was later invited to attend the HGEA Biennial General Assembly, an experience that opened my eyes as to how the union works. I wanted to help other members understand. I became a steward and almost immediately was elected to the Unit 8 board. After almost 10 years of Unit 8 experience, I knew it was time to run for a seat on the HGEA state board and get to know the overarching workings of our union beyond my unit. In my second term as a director, I hope to continue to build unity among our different units. I am also the youngest of nine siblings. I believe the diverse personalities of my brothers and sisters have allowed me to understand and get along with a wide variety of people.”

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ZACK STODDARD, lived in California, Washington State, Philadelphia, Taiwan and Colombia before coming to Hawaii in 2016, active member of the Punchbowl/Nuuanu Neighborhood Board
When a person dies unexpectedly, accidently or violently on Oahu, it’s not only police who respond. City and County of Honolulu Medical Examiner’s investigators are there, too. These investigators are the men and women who gather evidence, determine the facts, and talk to witnesses to help the medical examiner determine a person’s cause of death. Often, they are also tasked with the difficult job of letting a family member know that their loved one has passed. The advanced education, knowledge, skills and abilities required to perform these jobs are more consistently found in Bargaining Unit 13 than in Bargaining Units 3 and 4.

Based upon HGEA’s petition to the Hawaii Labor Relations Board, the Board ruled Medical Examiner’s Investigators I and II and Medical Examiner’s Investigative and Operations Supervisors are to be transferred from Bargaining Units 3 and 4, respectively, to Bargaining Unit 13.
Throughout his nearly 30-year culinary career, Francis Santa Monica has lived and worked by his own creed of working hard and giving back. His impressive work ethic and compassion for the students and his community have not gone unnoticed. Last year the Ewa Makai Middle School’s school food services manager was honored by the State Department of Education with the 2016 Manager of the Year award for special and continued contributions to improve the quality and effectiveness of school services.

“My career has been such a great experience ... I work with and have worked with great people.”
The recognition is one for which Santa Monica is proud yet not comfortable talking about. “It was very humbling, something I never expected,” he said modestly. He instead gives credit to his staff, other co-workers and the school administration for all their support. “I work with and have worked with great people,” he added. “I appreciate all of my past and present cafeteria supervisors and school administrators for their guidance and patience. And I’m thankful for my co-workers and other cafeteria managers for always providing help when needed.”

In nominating Santa Monica for the award, former Ewa Makai Middle School Principal Edward Oshiro, who recently retired, praised Santa Monica for being an exemplary manager who “has systematically transformed and modified the function and efficiency of lunch preparation, service, and management.” Ewa Makai Middle School’s vision is to “empower, explore and excel together,” and Santa Monica certainly embodies that vision, with his help and support of afterschool programs, school fundraising efforts and mentoring. It’s no surprise that teachers describe him as the “heart of the school” and students look up to him as a role model.

For someone like Santa Monica who he says his sister recalls “was hardly ever in school” growing up, the approval of the students is a high compliment for him. “I wished I had someone to mentor me when I was younger to keep me out of trouble,” he said, laughing.

Ensuring that the students eat a healthy meal, especially their vegetables — he noted that they are competing with many fast food restaurants near the school — Santa Monica provides healthy snacks and refreshments for students involved in afterschool programs and community learning projects, prepares special gourmet meals for school events and sets aside lunches for students involved with school lunchtime activities.

He even takes the time to help students think about their future and possible careers, and has taught cooking classes for interested students. For Ewa Makai Middle School’s grand opening on Oahu in 2010, he trained students in the art of food service and waiting tables, even providing them with uniforms so they could really understand and appreciate a true dining experience. “I tell them to work hard and don’t be afraid to get out of their comfort zone,” said Santa Monica, who also encourages and helps his co-workers to advance in their careers.

The students are the reason he gives back to the school and to the community. What he enjoys most is working with them and helping them realize their potential. “I’ve bumped into many of the students from previous schools I worked at years ago,” he shared. “It is satisfying that many remember me, and to talk to them and know that they are in a good place, that they’re working or going to school.”

Santa Monica is glad someone realized his own potential. Prior to joining the
DOE, he had worked as an apprentice painter, a fish cutter, and a cook at various restaurants. Having earned a culinary arts degree, he began his public service career as a cafeteria helper at Mililani High School, moving up to school cook at McKinley High School and later Pearl City Elementary School.

With much encouragement from his wife, he decided to apply for the position of school food services manager, or cafeteria manager, as it is commonly called. After numerous interviews on Oahu, he got the job, but it was at Kekaha Elementary School on Kauai. “Thank God for someone giving me a shot,” Santa Monica said. At the time his oldest son was just born, yet he felt it was an opportunity he could not pass up. He moved back to Oahu after one year and worked as the school food services manager at Kalihi Uka Elementary School for nine years.

“My career has been such a great experience, a lot of character growth,” he acknowledged. “The school food service program has evolved since I was first hired in the state almost 30 years ago so I learned how to adjust as needed. There continue to be changes to the program, and with that we must continue to adapt in order to be able to sustain and have a successful program.”

It’s no easy feat feeding more than 1,000 middle-school children. Daily they serve 780 lunches and 150 breakfasts — that’s about 4,650 meals every week. And for all of last year Santa Monica and his staff took on the challenge of preparing meals for an additional 1,000 kids at Ewa Elementary School while Campbell High School was being renovated (Campbell provides meals to Ewa Elementary). They’ll be even busier in two years when construction is done and sixth graders move in to Ewa Makai Middle School.

As a manager, Santa Monica’s work is more administrative — menu planning, recordkeeping, working with vendors, ordering provisions and supplies, ensuring cafeteria equipment is safe and operates properly — but you’ll often find him on the line helping his cooks, bakers and cafeteria helpers.

Santa Monica remarked that technology has made his job much easier, from ordering food supplies to inventory, and federal guidelines are in place for healthier meals for students. With his vast experience in the food service industry, he has been invited and has attended planning meetings for new schools where he has given his input regarding optimal cafeteria layout and the right type of equipment to purchase.

He truly enjoys his work and said he has been fortunate in his career — memorable highlights include cooking for state officials and for local recording artist Jack Johnson — and has “developed lasting relationships with such a great set of people.”

Santa Monica is a proud union member, too. Every spring he is one of the cafeteria managers helping at the annual cookie bake fundraiser on Oahu for HGEA’s Charles R. Kendall Scholarship and Education Fund. For him, it is again about the students. “It’s always nice and so vital to give back to people and the community through these types of programs,” he said.

We are impressed with his dedication to his job, school and students as well as to his family. The spare time he has is spent with his wife and children, including being an assistant scoutmaster for his sons’ Boy Scout troop. What he values is helping others be successful in life. And he passes along this piece of advice: “Try your best in all you do, but most of all enjoy it.”
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.

As an architect with the Planning Branch of the State Department of Accounting and General Services, Dora Choy (Unit 13) manages all of the State buildings along with review of any leases state agencies have and is involved in master planning. She and her fellow engineers are working on a statewide master plan to reduce lease rent to save the state money. They are also working on another project, the Waimanalo Master Plan, which Choy says “is helping the community to have a voice to be able to influence projects and changes that affect the community as a whole.”

After having lived and worked overseas for several years, Betty Odgers (Unit 3) and her family now call Hawaii their home. As the school administrative services assistant at Kaiser High School, which is comprised of 1,100 students from grades 9-12, Odgers’ myriad of duties includes managing the day-to-day operations of the school, payroll, supervising the front office staff, handling attendance, processing new hires and workers’ compensation and executing the school budget. She previously worked in nursing and health care management and also has experience in administrative work and human resources. “We love being in Hawaii,” Odgers raves. In their spare time, they paddle, hike, go to the beach and revel in all that Hawaii has to offer.
Derek Higashi (Unit 3) enjoys his job as office assistant at Lyon Arboretum, a 200-acre arboretum and botanical garden in Manoa Valley managed by the University of Hawaii at Manoa. Among his duties are the fiscal responsibility of processing payments for goods and services to keep the arboretum functioning and balancing various UH Foundation accounts as well as answering the main phone line and helping visitors. He helps maintain the gift shop by taking inventory and staffs it when volunteers are not available. He is also the editor of the arboretum’s newsletter, *The Kukui Leaf*. “I do sit behind a desk most of the day,” Higashi says, “but I am lucky I can go out and take in the views and sounds from the rain forest that surrounds us.”

A registered nurse with the State Department of Public Safety in Hilo, Lori Vereze (Unit 9) recently transferred from Hawaii Community Correctional Center to Kulani Correctional Facility, which re-opened in 2014 after having been closed for five years. Vereze is responsible for providing nursing care to facility inmates including the performance of patient assessments, collection of laboratory specimens, responding to medical emergencies, assisting physicians with clinical care, scheduling appointments, maintenance of patient documentation and health education. She has been an HGEA member for nearly 24 years and has also worked at Hilo Medical Center.

Administered by the City & County of Honolulu’s Customer Services Department, the Satellite City Halls provide many government services for the general public. At the Waianae Satellite City Hall, you’ll find Nicole Kaopua (Unit 3), a customer service representative, eager to help. From motor vehicle registration and renewal, dog tag and registration and real property tax payment to bus passes, disability parking placards, voter registration and water bill payment, Kaopua and her fellow co-workers are there to assist you with numerous services and transactions. The Waianae Satellite City Hall is open Monday through Friday from 8:00 a.m. to 4:00 p.m.
UH Wahine Softball Coach Gears Up for Next Season

Looking to support Hawaii’s student athletes, fellow HGEA members and have free family fun at the same time? Why not check out the University of Hawaii Rainbow Wahine softball team led by Unit 8 HGEA member Bob Coolen.

Coolen — UH’s all time winningest softball coach — is entering his 28th year coaching the Rainbow Wahine Softball team. Right now he’s gearing up to begin practice for the 2018 season. The regular season runs from February to May.

Although the Wahine softball stadium sits in the shadow of the world class Les Murakami baseball stadium, if you’ve experienced a game there, you already know that it’s a hidden gem. Besides the free admission, the stadium seats are so close to the action that you won’t miss a swing. Coach Coolen wants fans to know that many improvements are underway for the 2018 season. “We’ve always wanted to make a facility to rival the Power 5 stadiums now being built,” says Coolen. “This year we are getting a facelift with the entire stadium being painted, we’re getting field turf, new protective nets for the bleachers to keep the fans safe, and in the outfield — a higher protective net to keep balls off of the tennis courts and new fence padding to help prevent injuries to the athletes.”

Coolen is excited for the stadium improvements, but for him, it’s always been the players and their families that set the program apart. “The camaraderie and sense of ohana is what prospective players and their parents notice and want to be part of,” Coolen adds.

“We have a great bunch of parents who travel with the team on many of our away games. We always potluck and our parents go all out with the food. It’s really a lot of fun.”

Thanks for your great work with the teams over the years, Coach Coolen, and thank you for being part of HGEA. We’ll see you at the games!
You may know Coach Michael “Shag” Hermosura as the man who led his Campbell High School Sabers softball team to three Hawaii state championships in a row. He’s a well-known and highly respected coach in high school sports circles and has gotten plenty of facetime on OC 16 — now Spectrum OC 16 — and in the newspaper.

But did you know that his day job is making sure some of Honolulu’s most beautiful parks and their facilities are kept in good working condition? Hermosura is a City & County of Honolulu Parks and Recreation groundskeeping supervisor, and he’s been on the job for nearly 20 years. He’s also a proud Unit 2 HGEA member. His parks and recreation area of responsibility stretches from Paki Hale to Kapiolani Park and includes the bandstand, tennis courts and more.

As a leader, he likes to deflect all credit for his work to his team and has a saying: “The men make the supervisor. If you take care of the men, the men take care of you.” It’s something he learned years ago from his former bosses.

On union membership, Hermosura comments, “You may think you won’t ever need your union, but they are always there when you need help. You hope everything goes right, take care of your business but if something does happen, it’s good to know your union is there.”

In his nearly 20 years on the job, he and his crews have prepped the parks for countless high profile events, including the annual Okinawan Festival, the Honolulu Marathon, and everyday activities, such as youth soccer practices. Hermosura and his team are part of a larger group of public workers who quietly get the job done for the benefit of all who enjoy these open spaces.

Let’s remember and celebrate all the good work that public workers do to benefit our city, counties and the state. Dedication to public service is more than a job, it’s a calling.
Most of the students in ISS or lockout are there for offenses ranging from insubordination to tardiness, but Torres doesn’t see this as a place to dole out harsh discipline. It’s an opportunity for him to rehabilitate and educate. “This is more than just babysitting,” he says with a laugh. “It’s a chance to look at a situation, and try to find a solution. I don’t like to be the mean guy. A lot of these kids come in and say ‘aww, coach, sorry, I’m late again’ or ‘I missed the bus, I’m sorry, uncle.’ It’s not about chewing them out. They know they did something wrong and now they have a chance to make it right.”

Prior to gaining permanent status as a state employee, Torres was among a small group of individuals selected to develop a pilot program aimed at rehabilitating troubled students. Although Torres helped ISS evolve into a statewide program, 22 years later, he admits it isn’t always easy. “I see a lot of kids that give me trouble. So I try to counsel them and get them to think more about what’s coming down the road instead of just focusing on what they wanna do right now,” he says. “And so many of these kids come back 10, 20 years later and go ‘eh, coach! You should see what I’m doing now — I’m so much better,’ and that’s what this is all about,” he says heartily, adding, “some of the things I say hits home, and sometimes it doesn’t. But if we have the chance to guide someone back to doing the right thing for their future, we gotta try.”

Although ISS has become an institutional fixture at many schools, Torres knows his position could be eliminated at any time. “At Kahuku, my position is a bought position. If they decide they don’t want the position, they don’t have to buy it, and just like that, I’m out,” he says, explaining that recent changes at the legislature now grant public schools the authority to budget at their own discretion. Not one to be easily discouraged, Torres spoke to his steward and fellow Unit 3 member and HGEA state board director, Alison Juliano, who reassured him that his job was protected by our union. “If it wasn’t for Alison, I wouldn’t know any of this contract language. But now that I do, I’m good to go.”

In today’s economy, it’s not unusual for public employees to have a second job. Torres has the same employer for two different jobs — educational assistant and high school athletics coach. The only, and arguably largest, difference is that one job is unionized and the other is not. “I’ve always been in a union (as an EA), but I never thought I’d need the union. I did my job and no one ever gave me problems,” he begins. “Then a few years ago, new administration came in and messed with a lot of people on campus — teachers, EAs, athletic coaches in particular. At the time I was still head football coach (as well as wrestling and judo), but they made us all reapply.” Having already completed his exit interview after a winning football season, Torres wasn’t expecting any major changes. “I had great evaluations, and then during the re-application process, they hired someone else,” he says, referring to the football coaching position. “I found out when I saw it on the news. I couldn’t do anything, because as coaches, we’re not in a union. The only reason they could do it is because we don’t have any union support.”

Although he no longer coaches football at Kahuku High School, Torres’ confidence in our union allows him peace of mind while he continues his job as educational assistant, coaches wrestling and judo during the school year and oversees various athletic programs during the summer. “That’s the thing about unions,” he says. “They know more about our rights in the workplace than we do. It’s our jobs and our quality of life that they’re protecting. And we need the protection.”
In June, the outgoing 2015-2017 HGEA State Board of Directors conducted its annual performance evaluation of Executive Director Randy Perreira for the period from July 1, 2015 to June 30, 2017.

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

On behalf of the board, 2015-2017 President Jackie Ferguson-Miyamoto stated: “The Board of Directors feels Randy demonstrates a high level of commitment to the organization’s philosophy, goals and mission; and effectively represents the collective interests of the organization and members in his interactions with others. In all the significant categories discussed in this evaluation, Randy has maintained quality leadership and continues to provide our union the exemplary service of a caring Executive Director.”

We want to hear from you!
Send Us Your 2018 Legislative Proposals

Have an idea for a new statute? Should an existing law be amended? What do you think about HGEA’s legislative priorities? We’re gearing up for the next legislative session, and we want to know!

Your Island Division and State Political Action Committees are now accepting proposals for the 2018 legislative package. Submit your proposals by Tuesday, Oct. 31, 2017; any method is acceptable — by completing the web-based form at www.hgea.org, by mailing a letter, by fax, by email, by phone call or by dropping off your proposal at your island division office.

If you have any questions, please contact Michele Kurihara-Klein at mkurihara@hgea.org or (808) 543-0093.
2017-2018 Charles R. Kendall Scholarship and Russell K. Okata Scholarship Recipients

The Charles R. Kendall and Russell K. Okata Scholarships are available to HGEA members and their dependents who are attending or plan to attend a college, community college or university, or vocational, trade or other post-high school study on a full-time basis. Scholarship applications for the 2018–2019 school year will be available at www.hgea.org in mid-September.

$2,500 AWARD

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<td>SARAH PIKE</td>
<td>Canisius College</td>
<td>Rowena Pike (3)</td>
<td>Hawaii</td>
</tr>
<tr>
<td>KEALA SWAFFORD</td>
<td>University of Hawaii at Manoa</td>
<td>Kathy Swafford (3)</td>
<td>Oahu</td>
</tr>
<tr>
<td>ALEXANDRIA TYAU</td>
<td>Seattle University</td>
<td>Georgette Tyau (Excluded)</td>
<td>Maui</td>
</tr>
</tbody>
</table>

$1,500 AWARD

<table>
<thead>
<tr>
<th>Name</th>
<th>Institution</th>
<th>Parent &amp; Unit</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>KI’ILAWEAU AWEAU</td>
<td>Ottawa University</td>
<td>Dawn Tanaka (Retiree)</td>
<td>Oahu</td>
</tr>
<tr>
<td>Elijah BERNARDO-FLORES</td>
<td>Chaminade University</td>
<td>Lene Bernardo (3)</td>
<td>Oahu</td>
</tr>
<tr>
<td>EZEKIEL BERNARDO-FLORES</td>
<td>Chaminade University</td>
<td>Lene Bernardo (3)</td>
<td>Oahu</td>
</tr>
<tr>
<td>TRISTEN BRYANT-OTAKE</td>
<td>University of Northern Colorado</td>
<td>Holly Bryant (3)</td>
<td>Oahu</td>
</tr>
<tr>
<td>KENDRICK CHANG</td>
<td>George Washington University</td>
<td>Alisa Chang (3)</td>
<td>Oahu</td>
</tr>
<tr>
<td>KAILEE DELA CRUZ</td>
<td>University of San Francisco</td>
<td>Erica Roldan (3)</td>
<td>Oahu</td>
</tr>
<tr>
<td>JENNIFER DOIRON</td>
<td>Concordia University - Portland</td>
<td>Jeanine Okuhara (3)</td>
<td>Kauai</td>
</tr>
<tr>
<td>KOBI GIMA</td>
<td>University of Hawaii at Manoa</td>
<td>Ann Gima (13) &amp; Harry Gima (3)</td>
<td>Oahu</td>
</tr>
<tr>
<td>KRISTI HIRATA</td>
<td>University of Portland</td>
<td>Karen Hirata (13)</td>
<td>Hawaii</td>
</tr>
</tbody>
</table>
2017–2018 Scholarship Recipients

PAUL HUTCHINSON
University of Hawaii at Manoa
Parent: Mary Claire Hutchinson (Unit 13) Oahu

EMMA KAM
University of Hawaii at Manoa
Parents: Stacy Riede (Unit 13) & James Kam (Unit 8) Oahu

DEJA KAMAKA-RAMOS
University of Hawaii at Manoa
Parent: Daralyn Ramos (Associate) Oahu

CASSIDY KELII
Northern Arizona University
Parent: Moana Hokoana (Associate) Hawaii

EMMA LEARY
Gonzaga University
Parent: Mariene Leary (Unit 6) Kauai

LAUREN LEE
Chapman University
Parent: Sammy Lee (Unit 8) Oahu

PENNY LOO
University of Hawaii at Manoa
Parent: Dennis Loo (Unit 13) Oahu

TYLER LUM
University of Hawaii at Manoa
Parent: Julie Zane (Unit 13) Maui

LEE MIYAHIRA
Hawaii Pacific University
Parent: Kathy Miyahira (Unit 13) Oahu

ASHLEY PARADEE
Argosy University
Unit 3 Member Oahu

FELIX PENG
Northwestern University
Parent: Ruisheng Peng (Unit 8) Hawaii

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

KIARA RAPOZO
Kauai Community College
Parent: Rose A. Rapozo (Unit 3) Kauai

LACEY SANTOS
University of San Francisco
Parent: Stacey Keomaka (Unit 3) Maui

SHAYD SHINSATO
Oregon Health & Sciences University
Parent: Shari Shinsato (Unit 13) Oahu

LEIGH ANN SHIROMA
University of Hawaii at Manoa
Parent: Loree Shiroma (Associate) Oahu

AULI‘I SOLOMON
Northern Arizona University
Parent: William Solomon III (Unit 3) Oahu

DAVIN TAKAHASHI
University of Hawaii at Manoa
Parent: Kevin Takahashi (Unit 13) Oahu

TIERRA TETER
Point Loma Nazarene University
Parent: Danielle Navarrete (Associate) Kauai

RACHEL UTU
University of Hawaii at Manoa
Parent: Melanie Almazar-Utu (Unit 4) Oahu

KAYLA VALDEZ
Lewis and Clark College
Parent: Marisol Almazar (Unit 13) Oahu

ASHLYN WONG
Syracuse University
Parent: Galen Wong (Unit 13) Oahu

JENNIELEIGH YAMADA
University of Southern California
Parent: Judy Yamada (Unit 13) Oahu

KIARIA ZOI NAKAMURA
University of Hawaii at Hilo
Guardian: Leslie Nakamura (Unit 13) Hawaii
## ASSETS

### CURRENT ASSETS:
- Time certificates of deposit: $490,000 (2016), $490,000 (2015)
- Interest receivable: $12,612 (2016), $18,726 (2015)

### INVESTMENTS:

### PROPERTY AND EQUIPMENT, NET:
- $7,705,627 (2016), $8,177,925 (2015)

### TOTAL CURRENT ASSETS:

## LIABILITIES AND NET ASSETS (DEFICIT)

### CURRENT LIABILITIES:
- Due to bargaining units: $29,904 (2016), $42,072 (2015)

### TOTAL CURRENT LIABILITIES:

### LONG-TERM OBLIGATIONS:

### TOTAL LONG-TERM OBLIGATIONS:

### NET ASSETS (DEFICIT):

#### Unrestricted:
- Designated for arbitration: $1,342,776 (2016), $1,189,177 (2015)

### OTHER COSTS (CREDITS):
- Pension related changes other than net periodic pension costs - defined benefit pension plan: $6,479,760 (2016), $1,487,157 (2015)
- Benefit obligation related changes other than net periodic costs - postretirement medical plan: $(1,012,547) (2016), $(12,491) (2015)

### REVENUES AND OTHER SUPPORT:
- Unit appropriations: $11,520 (2016), $196,584 (2015)
- Pension related changes other than net periodic pension costs - defined benefit pension plan: $6,479,760 (2016), $1,487,157 (2015)
- Benefit obligation related changes other than net periodic costs - postretirement medical plan: $(1,012,547) (2016), $(12,491) (2015)

### EXPENSES:
- Program services:
  - Unit appropriations: $11,520 (2016), $196,584 (2015)

### OTHER COSTS (CREDITS):
- Pension related changes other than net periodic pension costs - defined benefit pension plan: $6,479,760 (2016), $1,487,157 (2015)
- Benefit obligation related changes other than net periodic costs - postretirement medical plan: $(1,012,547) (2016), $(12,491) (2015)

### NET ASSETS (DEFICIT) ATTRIBUTABLE TO THE UNION:
- $(6,809,139) (2016), $(224,262) (2015)

### Change in net assets attributable to noncontrolling interest:

### Change in net assets attributable to the Union:

### Net assets at end of fiscal year:
- $(6,564,270) (2016), $60,879 (2015)
Upcoming Events

Oahu

October 14: Labor of Love: A Union Give Back Project (Waianae Elementary School) – Please contact LCSP@hawaflcio.org to volunteer or make a donation to this project.

November 4: Movie Day – Thor: Ragnarok (Ward Theatres, movie begins at 9:30 a.m.)

November 23: Meals on Wheels – Volunteers needed to deliver meals on Thanksgiving Day

November 25: Family Fun Day with the UH Warriors (Football) – UH vs. BYU (Aloha Stadium, 4:00 p.m.)

December 6 and 7: HGEA Holiday Craft & Gift Fair (HGEA Kendall Building – 1st Floor, 10:00 a.m. to 2:00 p.m.)

December 17: Golf (Waiehu Golf Course)

December 26: Golf (Waiehu Golf Course)

Hawaii

September 27: BINGO (Hawaii Island Division Office, 5:00 to 6:30 p.m.) – Register online at www.hgea.org. Bring a canned good to be donated to The Food Basket.

October 1: HGEA Fellowship Tennis – All HGEA members are welcome (Waiehu Golf Course, 1:00 p.m. to 4:00 p.m.)

November 1: East Hawaii – Operation Christmas Child Shoebox Project (Hawaii Island Division Office, 5:00 p.m.) – Everyone is welcome to bring their shoeboxes and goodies. There will be a work meeting to wrap, fill, and label the shoeboxes for pickup. Bring shoeboxes, tissue paper and whatever you are able to donate to a child in need (third world country children – no gels or liquids, i.e., toothpaste).

November 2: West Hawaii – Operation Christmas Child Shoebox Project (West Hawaii Civic Center, Building G, 5:30 p.m.) – Everyone is welcome to bring their shoeboxes and goodies. There will be a work meeting to wrap, fill, and label the shoeboxes for pickup. Bring shoeboxes, tissue paper and whatever you are able to donate to a child in need (third world country children – no gels or liquids, i.e., toothpaste). If you would just like to donate items, please bring them to the West Hawaii Civic Center, Building G, from 5:30 p.m. to 7:30 p.m.

November 8: BINGO (Hawaii Island Division Office, 5:00 to 6:30 p.m.) – Register online at www.hgea.org. Bring a canned good to be donated to The Food Basket.

November 9: East Hawaii – Welcome Home Vietnam Veterans (Auntie Sally’s Luau Hale, 11:30 a.m.) Looking for volunteers to help serve lunch.

November 11: West Hawaii – Veteran’s Day Celebration (Meet at West Hawaii Veteran’s Cemetery at 8:00 a.m.) Help us to place leis on grave markers and columbarium. Will also be placing leis on veterans’ graves in Kohala.

November 12: HGEA Fellowship Tennis – All HGEA members are welcome (Edith Kanakaole Tennis Stadium, 1:00 p.m. to 4:00 p.m.)

December 2: East Hawaii – Salvation Army Bell Ringing and Christmas Caroling (9:00 a.m. to 9:00 p.m. fronting Macy’s Women’s Shoes)

December 2: West Hawaii – Salvation Army Bell Ringing, 8:00 a.m. to 2:00 p.m. KTA Keauhou Come and sing Christmas Carol, play the ukulele, and dance the hula, all while helping to collect monies for the Salvation Army.

January 10: BINGO (Hawaii Island Division Office, 5:00 to 6:30 p.m.) – Register online at www.hgea.org. Bring a canned good to be donated to The Food Basket.

February 17-19, 2018: Save the Date – State Bowling Tournament, KBXtreme, Kailua-Kona, Hawaii. Tournament applications will be available shortly!

Kauai

December 1: Lights on Rice – Parade up Rice Street to Old County Building (Meet at Vidinha Stadium at 5:30 p.m.)

December 11: Kauai Division Christmas Get Together (Lihue Convention Hall, 5:30 p.m.) Cost: To be determined

January 15: Martin Luther King, Jr. March (Details to be announced)

February 17-19, 2018: Save the Date – State Bowling Tournament, KBXtreme, Kailua-Kona, Hawaii. Tournament applications will be available shortly!

For questions regarding the above events, please contact the Kauai Division office at (808) 245-6751.

Maui

September 30: Golf (Waiehu Golf Course)
Your union (and contract) is the reason you have such benefits as 21 days vacation, 21 days sick leave, paid holidays and medical coverage. We make sure you’re taken care of. With your HGEA membership, you get:

- **CONTRACT NEGOTIATIONS** for fair salaries, safe working conditions, vacation/sick leave and health benefits
- **QUALITY REPRESENTATION** if you need help in investigations and grievances
- **LEGAL ACTION** for public worker contract funding and worker issues and to guard against takeaways
- **MEMBERSHIP SERVICES** from skilled and professional staff to handle your inquiries and address your concerns
- **EXCLUSIVE MEMBER BENEFITS AND PROGRAMS** (discounts, events, scholarships, and more)

Through the years, the Hawaii Government Employees Association (HGEA) has helped to accomplish many important employment milestones for Hawaii’s workers. Following are just a few of the achievements HGEA has fought hard for and won, and is continuing to stand strong to preserve and advance employee rights and benefits and to ensure workers are treated with fairness and equity.

**THE CORE BENEFITS OF BEING AN HGEA MEMBER**