



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

June 4, 2020

Dr. Christina M. Kishimoto
Superintendent
Hawaii Department of Education
P.O. Box 2360
Honolulu, HI 96804

Dear Superintendent Kishimoto:

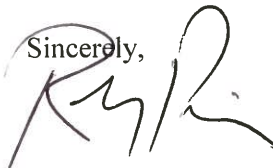
Subject: Demand for Consultation & Negotiations Regarding the Reopening of Schools for 2020-2021 School Year

In a memo dated May 26, 2020, you issued guidance regarding *'Return of Employees to the Workplace Starting June 1, 2020.'* As employees are returned to the workplace and the DOE develops and finalizes plans to reopen schools in the fall, we hope you agree that bringing employees back to the workplace and reopening schools has to be done with the safety and health of students and staff as the top priority.

In this COVID-19 environment, the reopening plans for the fall and the education model(s) implemented will no doubt be different from other school years and we must insist that the union be involved in the process. As you know, the DOE is required by statute and the collective bargaining agreements to engage in full and meaningful consultation prior to implementing any changes. And, should any changes affect employees' terms and conditions of employment in accordance with Section 89-9(a) HRS, negotiations must take place and mutual agreement is required before implementation.

Please consider this a formal demand that the DOE engage in full and meaningful consultation regarding plans for the reopening of schools and the return of students for the 2020-2021 school year, and bargain over any related changes to employees' terms and conditions of employment. This demand applies to affected employees in bargaining units 2, 3, 4, 6, 9 and 13. It remains our desire to work closely with the DOE to make the reopening of schools and transition back to the workplace as smooth and safe as possible for staff and students.

We look forward to hearing from you. Please contact Debra Kagawa-Yogi, Deputy Executive Director at 543-0003 if you have any questions.

Sincerely,

Randy Perreira
Executive Director

cc: Phyllis Unebasami, Deputy Superintendent
Cynthia Covell, Assistant Superintendent, OTM