

**OFFICE OF THE MAYOR
CITY AND COUNTY OF HONOLULU**

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RICK BLANGIARDI
MAYOR

MICHAEL D. FORMBY,
MANAGING DIRECTOR

DANETTE MARUYAMA
DEPUTY MANAGING DIRECTOR

August 12, 2021

Mr. Randy Perreira, Executive Director
Hawaii Government Employees Association

Ms. Liz Ho, Administrator
United Public Workers

Mr. Malcolm Lutu, President
State of Hawaii Organization of Police

Mr. Robert Lee, President
Hawaii Fire Fighters Association

Dear Mr. Perreira, Ms. Ho, Mr. Lutu and Mr. Lee:

As Mayor of the City and County of Honolulu ("City"), my priority is the continued health, safety and welfare of our dedicated employees and the communities we proudly serve. As you know, the City took aggressive mitigation steps from the start of this pandemic to ensure the City's workplace remains safe. In line with that priority, and the previous safety precautions, I affirm my recent decision to require vaccinations of all City employees. The low infection rate among City employees validates that proactive steps to protect our workforce from COVID-19 work.

The Delta variant of COVID-19 has led to an enormous surge in infections throughout the country and in our state and is pushing our state's medical infrastructure to its limits. This very real and serious situation also directly impacts our First Responders. Unlike most of our fellow citizens, we are thousands of miles from additional emergency response and medical care and this phase of the pandemic has the potential to catch us reacting versus leading efforts to protect our workers and the public. The sense of urgency is overwhelming and the need to act is now.

In implementing our City mandatory vaccination policy, the City is appropriately allowing those with medical or religious reasons for not getting vaccinated to test at City cost and on City time in lieu of getting vaccinated. This is the right approach for the situation in which we find ourselves.

Mr. Randy Perreira, Director
Ms. Liz Ho, Administrator
Mr. Malcolm Lutu, President
Mr. Robert Lee, President
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While my administration prioritizes transparent conversations with your organization well in advance of decisions impacting your members, these are not normal times and the legal requirement for pre- and post-implementation consultation, negotiations and bargaining has been suspended by the Governor's Emergency Proclamation Related to the COVID-19 Response dated August 5, 2021.

That being said, I value the role each of you and your organizations play in our communities and in the lives of your members and I offer to gladly explain my decision further at your convenience.

Sincerely,

A handwritten signature in black ink that reads "Rick Blangiardi". The signature is written in a cursive, flowing style with a large, prominent "R" at the beginning.

Rick Blangiardi
Mayor