

# The Public Employee

Hawaii Government Employees Association  
AFSCME LOCAL 152, AFL-CIO

## HGEA Staff & Members Working For Our Legislative Priorities

The bad old days of the Republican Lingle administration, economic distress, and legislative take-away bills are still fairly fresh memories even though we have now been experiencing a slow economic recovery. You may remember it was February 2009 when House Speaker Calvin Say introduced bills that would have stripped away public employee benefits. Those bills, introduced under the guise of cost saving measures, proposed to cut health insurance benefits, eliminate prescription drug coverage for all employees and cut dental, vision and life insurance benefit coverages.

HGEA Legislative Officer Michele Kurihara-Klein said, “HGEA members and staff unified and fought hard against the take-away bills through political action, which included submitting testimony, attending hearings, and lobbying legislators. All that hard work paid off in the end, however we must remain vigilant.”

This recent example highlights how all of our members’ hard-earned benefits can be taken away by legislation. That’s why political action, supporting legislators who support government employees and closely monitoring each legislative session are vitally important.



State Rep. Mark Nakashima, chair of the House Committee on Labor & Public Employment, and HGEA Legislative Officer Michele Kurihara-Klein

Did you know Hawaii Government Employees Association staff will review every bill that is submitted during the 2015 legislative session? That’s about 3,000 bills and several hundred resolutions. As we’ve seen in the past, when we are united, we can and do make a difference. Every HGEA member can be part of the political process. Staff may need your help during the legislative session to attend hearings and submit testimony. For more information on how you can participate, go to [www.hgea.org](http://www.hgea.org) and click on the get involved tab. “Any member

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## 2014 Hawaii Elections: Wins in key races, power of PAC



**You cast your vote and made your voice heard!** In the 2014 elections, nearly all HGEA-endorsed candidates were elected in local and statewide races.

While the Republican Party gained control in the U.S. Senate, strengthened their hold in the U.S. House and made notable gains with governors and in state legislatures across the country, Hawaii was the only state where the Democratic Party won every major race.

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## The Public Employee

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P.O. Box 2930  
Honolulu, Hawaii 96802-2930  
(808) 543-0000  
[www.hgea.org](http://www.hgea.org)

**Randy Perreira**  
Executive Director

**Jodi Endo Chai**  
Senior Advisor

**Caroline Sluyter**  
Communications Officer

**Jenny C. S. Nakagawa**  
Senior Communications Specialist

**Lariel Q. Sato**  
Communications Specialist

## MESSAGE FROM THE EXECUTIVE DIRECTOR



In 2014, HGEA celebrated a number of successes, both in collective bargaining and politics. While there is much to be grateful for, which includes living in the most beautiful place on earth, we must be mindful of the dramatically changing world around us.

In other states, the all-out assault being carried out by conservatives against organized workers, and government workers in particular, should not be viewed as something that Hawaii is too isolated to experience. It will probably only be a matter of time before it reaches our shores. The fact is, the Right-Wing Conservatives are making every effort to strip workers – public- or private-sector – of their pay, rights and benefits. The wage gap between the average American worker and the ultra-wealthy is at an all-time high and continues to grow. Expert economists have said a robust economy thrives on a strong middle class, which has been shrinking. As a result of government policy changes and court decisions, those of us who can be considered hard-working middle class Americans are being crushed by Corporate America, Big Pharma and Tea Party-initiated budget cuts. To combat this, our organization needs you to work with us as well as stand together with us. And I promise you we will work harder to earn your trust and confidence.

In my message in *The Public Employee* nearly a year ago, I shared with you our renewed efforts to provide our members with enhanced services and programs. While our staff got off to a great start with new and revamped initiatives, such as our worksite visitation program, I know our work isn't in any way done – there is still more we can and must do for you.

HGEA wants to do a better job for YOU. We have conducted member surveys and will use the feedback and opinions to help us determine the areas for improvement and how we can give you the best possible service.

We will also be reaching out and having conversations with rank-and-file members to gain a better understanding of our members' wants and needs, and implement better ways to build upon our relationship with members. We will continue to seek input from you as we create, or refine and enhance initiatives to address members' needs. We want to ensure that our communications with you remain open, and want you to feel confident that you can rely on HGEA to be there for you.

HGEA is dedicated to our members, and we are committed to making sure that you and all middle class workers are afforded the opportunity to have a comfortable quality of life. We will continue to seek ways to provide value to you for your membership, and work hard to do all we can to improve your standard of living and enhance your ability to provide for your families.

As we enter 2015, we must realize that we are in a fight for survival – and now more than ever, our strength be centered in our solidarity. This year may prove to be a most challenging one, but I assure you we will be up to that challenge as we set our sights on a secure future.

Randy Perreira  
HGEA Executive Director



# 2015 Legislative Priorities

**Maintain civil service under Chapter 76, HRS and preserve collective bargaining under Chapter 89, HRS**  
Oppose efforts to privatize services historically provided by government employees

**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 & county revenues

WORKING TOGETHER FOR HAWAII [www.hgea.org](http://www.hgea.org) • OAHU 543-0000 • HAWAII 935-6841 • KAUAI 245-6751 • MAUI 244-5508

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## Working For Our Legislative Priorities

may submit a legislative proposal or get involved with our Political Action Committees,” stated Kurihara-Klein, “The Political Action Committees plan and develop the union’s comprehensive action and education programs, this is a way you can really make a difference by your participation.”

The 2015 Legislative session kicks off with opening day on January 21.

2015 LEGISLATIVE SESSION

Opening Day, January 21

## Continued from page 1 – 2014 Hawaii Elections

Because of you, we witnessed a historic win with Governor David Ige, who in the primary election became the first governor in Hawaii to beat a sitting governor from within his own party. We are confident that, with his vast experience in the legislature and a proven track record of supporting union values and issues, Ige – together with Lt. Governor Shan Tsutsui – will move Hawaii forward. And with the victories of U.S. Senator Brian Schatz, U.S. Representative Mark Takai and U.S. Representative Tulsi Gabbard, who join U.S. Senator Mazie Hirono, we have a strong team in Washington D.C. to represent Hawaii.

“We were victorious in key races, electing candidates who strongly support working families,” said HGEA Executive Director Randy Perreira. “Those we helped to elect know the importance of supporting our core values, and they stand for issues that will have a positive impact on our quality of life. That’s why political action is so important – our elected officials can create or amend laws that directly impact salary, health benefits and retirement.”

Thank you to the many HGEA members who volunteered countless hours to encourage support of HGEA’s endorsed candidates, from signwaving and phone banking to canvassing neighborhoods and sending out friend-to-friend cards.

“I wish to thank you and the members of HGEA for your support of our 2014 congressional bid,” said Takai, in a letter to Perreira. “I’m so proud of being an HGEA member for more than 20 years ... I now embark on a new chapter of my life as Hawaii’s newest Member of Congress knowing that I represent the hopes and dreams of Hawaii’s working people. I want to work together with you and HGEA to improve the quality of life for our people, including our seniors and our youth. I want to make sure working people get the fair shake they deserve. And I want to make Hawaii a place where our children will want to live and will choose to live.”

We are reminded of the importance of political action as our legislators gear up for the 2015 Legislative session to review thousands of legislative bills, many of which may affect collective bargaining agreements, pension and health benefits.



## HGEA Holiday Craft Fair raises \$9,261 for Aloha United Way

HGEA raised \$9,261 for Aloha United Way at its Holiday Gift and Craft Fair in December. The two-day craft fair returned last year after a three-year hiatus.

“We are so appreciative to HGEA for their continued support and for the time and energy they invested in this festive event to benefit Aloha United Way,” said Cindy Adams, president and CEO at Aloha United Way. “This is such a wonderful opportunity to bring the community together to help raise much needed funds for those in need. We thank the HGEA staff and its members for making a difference in our community.”

Approximately 60 vendors showcased unique local gift and craft items, locally produced lemonade, jewelry, quilts and much more, including delicious food and lunch items.



### FEATURED MEMBER BENEFIT: NEXT LEVEL CUSTOMS

## Kauai's Next Level Customs makes cars like new again

No one likes having their vehicle damaged from a fender bender or from a major collision. That's why Next Level Customs, in the Puhi Industrial Center in Lihue, Kauai, strives to make collision repairs as stress-free as possible to restore your vehicle. Next Level Customs even has a tow-truck for towing your vehicle, if necessary.

About a year ago, Kristen Low, owner of Next Level Customs, moved to their current 30,000 square foot location in the Puhi Industrial Center. The team of nine employees fixes an average of 25 vehicles a week.

### HGEA Member Discount

HGEA members on Kauai can enjoy a \$50 discount on their collision repair bill. Present your HGEA membership card and receive a 10% DISCOUNT when repairing your vehicle under an insurance claim.



To make an appointment for a free consultation and free insurance estimate, call Deryck Ishimoto, general manager, at (808) 212-1147.

For more information go to the HGEA website at [www.hgea.org/benefits](http://www.hgea.org/benefits).

## HGEA RECOGNIZES U.S. SENATOR DAN AKAKA



At its November 21, 2014 meeting, the HGEA Board of Directors presented former U.S. Senator Daniel Akaka with a resolution, which the 21st Biennial General Assembly passed last year recognizing his accomplishments during his 36-year tenure in Congress.



## SPOTLIGHT ON UNIT 14 Water Safety Officers



Mel Puu

**Makaha** – As I write this, Oahu lifeguard Mel Puu and a huge group of friends and supporters are preparing for the 9th Annual Braddah Mel’s Canoe Surfing and Stand-Up Surfing Championship at Makaha on Oahu’s West side. By the time you read this article, the 2014 event will be completed, but you may want to mark your calendar for December 2015 so you can take a ride out and see something special.

But back to today, a day before the contest, the forecast is calling for 6-12 foot surf for both Saturday and Sunday with good conditions. Some of the state’s best watermen and women will be competing in this unique, family-friendly event that features canoe surfing in massive Makaha waves, stand-up paddle surfing, long board, and sup-squach divisions along with professional and amateur tandem surfing.

As incredible as this competition is to watch, the back story is even more compelling. Mel explains in his own words, *“When I started this contest nine years ago, it was to help out my friend and canoe steersman, Leighton Look, after he was paralyzed from the neck down in a diving accident. His medical bills were astronomical. So in 2005 I started my event to try to help out in any way I could. Sadly, on August 25, 2008, Leighton passed on. After his passing, I decided to continue on with my event to keep his memory alive.”*

Through this event, Mel has been able to support other programs such as the City & County of Honolulu Junior Lifeguards program, Olympic Kayak hopefuls and the Leeward Kai Canoe Club. HGEA is one of the many proud sponsors of this event.

And the event keeps getting better. This year Mel is introducing Hawaiian educational programs of which every competitor will send one or more family member to participate.

Check out a video of the contest on Braddah Mel’s YouTube video: <http://m.youtube.com/watch?v=263nHXcboRY>

Mel Puu is a Water Safety Officer II for the City & County of Honolulu, Emergency Medical Services, Ocean Safety in Waianae. He is an HGEA member and serves on the HGEA Board of Directors as the Unit 14 Director.

*Moving forward as we work to add more feature stories to The Public Employee newsletter, we will have a section dedicated to showcasing our members. At times it will be stories and photos about their work and other times we will bring you articles about things members are doing outside of work. With 42,000 active and retired members, HGEA represents a diverse and special group of people. We hope you enjoy learning more about fellow members. If you know of someone who should be highlighted, please email Communications Officer Caroline Sluyter at [csluyter@hgea.org](mailto:csluyter@hgea.org).*



The state’s best watermen and women compete in the annual Braddah Mel’s Canoe Surfing and Stand-Up Surfing Championship at Makaha



**WATER SAFETY OFFICERS**  
HGEA Unit 14 members raise money for a good cause — Haleiwa Joe's Charity Golf Swing



## Keep the momentum going!

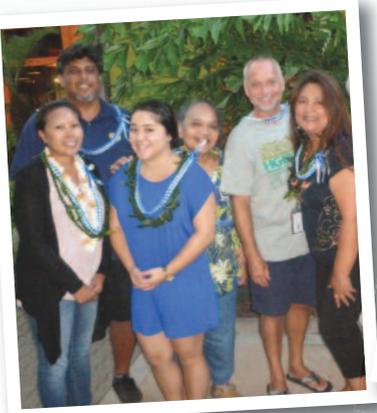
*Next Wave is charging into 2015, full speed ahead!*

Next Wavers played a huge part in supporting our HGEA-endorsed candidates. In one of the Primary Election's closest races, we stood together across the state to help re-elect U.S. Senator Brian Schatz. Our Kauai team put up over 200 yard signs while our Hilo Next Wavers led canvassing efforts around the Big Island. In the General Election, Maui showed strong support for newly elected Governor David Ige and for Lt. Governor Shan Tsutsui, and Oahu Next Wavers rallied behind Rep. Chris Lee with signwaving and canvassing events. Great job, guys – your hard work paid off!



Suzy Okino (Unit 3) and Tyra Dahlin (Unit 13) signwaving with Rep. Chris Lee on Oahu

The Haumana Project had a huge year and is still going strong! Maui wrapped up its first cycle and Oahu just began their second. Congratulations mentors and protégés – we can't wait to see what the New Year brings! If you're interested in joining the Haumana Project or you're looking for other fun ways to get involved, join us at a hike, coffee hour or any of our exciting upcoming events. Email [nextwave@hgea.org](mailto:nextwave@hgea.org) for more information.



Maui's first Haumana Project graduating class. From left to right: Kristy Bugtong (Unit 3), Daniel Ornellas (Unit 13), Jandee Ferguson (Unit 13), Kehau Filimoeatu (Unit 4), Tony Earles (Unit 13), Rvette Figueroa (Unit 3).



Also from the Haumana Project graduating class: Arnold Abe (Unit 13) and Dulce Butay (Unit 13)

## The Public Employee Newsletter To Get A New Look



*As HGEA looks at ways to improve service to our members, we will be updating the look of The Public Employee newsletter and including more feature stories about our members. As the new Communications Officer, I would like to get your feedback on how we are doing and what types of stories or information you would like to see. Our team is working on a new design that is expected to be rolled out in the April issue. Please email your suggestions and story ideas to [Caroline Sluyter csluyter@hgea.org](mailto:Caroline.Sluyter@hgea.org). Thank you!*

Caroline Sluyter joined HGEA as communications officer in October 2014. Prior to HGEA, she was the public information officer and community development specialist for the Hawaii Department of Transportation and the information specialist for the Honolulu Police Department. She also is a former news reporter and previously worked at KITV and KHNL.

**AFSCME per capita increase** Effective January 1, 2015, the AFSCME per capita dues will increase from \$12.45 to \$12.65 for full-time employees and from \$9.30 to \$9.45 for part-time employees. It will be reflected in the January paychecks for collective bargaining employees.

This annual AFSCME per capita dues increase occurs because of HGEA's legal affiliation with AFSCME. As our parent union, with 1.6 million members nationwide, AFSCME helps to protect the interests of all workers and works hard to protect public sector jobs, pensions and Social Security, and is a leading advocate on critical labor issues, such as affordable and quality health care.

For questions or more information, please call your HGEA office.

# HGEA Financial Report

Our auditors, **Kobayashi, Kanetoku, Doi, Lum & Yasuda CPAs LLC**, have rendered an "unqualified opinion," which is a clean opinion without exceptions or qualifications, for the fiscal year ending June 30, 2013.

## Consolidated Statements of Financial Position

Fiscal Year Ended June 30, 2013

<b>ASSETS</b>	<b>2013</b>
<b>CURRENT ASSETS:</b>	
Cash and cash equivalents	\$ 3,364,321
Time certificates of deposit	735,000
Accounts receivable	523,230
Interest receivable	13,621
Prepaid expenses and other current assets	<u>115,296</u>
Total Current Assets	<u>4,751,468</u>
<b>INVESTMENTS</b>	<u>5,934,315</u>
<b>PROPERTY AND EQUIPMENT, NET</b>	<u>8,279,287</u>
<b>OTHER ASSETS:</b>	
Temporary loan relief program	13,625
Loan costs, net of amortization	<u>887</u>
Total Other Assets	<u>14,512</u>
<b>Total Assets</b>	<u>\$ 18,979,582</u>
<b>LIABILITIES AND NET ASSETS</b>	
<b>CURRENT LIABILITIES:</b>	
Current maturities of long-term notes payable	\$ 300,308
Current portion of capital lease obligation	20,601
Accounts payable and other liabilities	267,438
Accrued vacation payable	759,975
Payable to AFSCME/AFL-CIO	712,418
Due to bargaining units	147,748
Current portion of postretirement medical benefit liability	<u>137,386</u>
Total Current Liabilities	<u>2,345,874</u>
<b>NONCURRENT LIABILITIES:</b>	
Notes payable, less current maturities	2,346,265
Capital lease obligation, less current portion	1,764
Defined benefit pension liability	9,496,782
Postretirement medical benefit liability, less current portion	<u>4,849,063</u>
Total Noncurrent Liabilities	<u>16,693,874</u>
<b>Total Liabilities</b>	<u>19,039,748</u>
<b>NET ASSETS (DEFICIT):</b>	
Unrestricted	
Undesignated	(1,374,340)
Designated for arbitration	1,375,407
Designated for medical trust	1,023,683
Designated for future repairs	<u>93,607</u>
	1,118,357
Noncontrolling interests in the Association	<u>(1,178,523)</u>
Total unrestricted net assets (deficit)	<u>(60,166)</u>
Total liabilities and net assets (deficit)	<u>\$ 18,979,582</u>

## Consolidated Statements of Activities

Fiscal Year Ended June 30, 2013

<b>REVENUES AND OTHER SUPPORT:</b>	<b>2013</b>
Statutory dues	\$ 10,321,905
Affiliation dues	4,181,799
Rental income and recoveries	958,801
Associate member dues	927,474
Grants	317,000
Investment income, net	221,342
Other income	<u>737,473</u>
Total Revenues and Other Support	<u>17,665,794</u>
<b>EXPENSES:</b>	
Program Services:	
Affiliation dues	4,201,806
Field services	4,181,268
Legislation/political action	1,732,709
Communication	1,014,446
Representation	892,664
Statewide recreation	325,901
Unit appropriations	181,535
Board of directors	151,843
Steward's incentive/training	99,428
Negotiation/arbitration	70,631
General assembly	<u>2,255</u>
Total Program Services Expenses	<u>12,854,486</u>
Supporting Services:	
General and administrative	3,243,217
Operations of the Association	744,494
Property management	<u>633,598</u>
Total Supporting Services Expenses	<u>4,621,309</u>
Total Expenses	<u>17,475,795</u>
Change in Net Assets (deficit) Before Other Costs (credits)	<u>189,999</u>
<b>OTHER COSTS (CREDITS):</b>	
Pension related changes other than net periodic pension costs - defined benefit pension plan	(1,403,654)
Benefit obligation related changes other than net periodic costs - postretirement medical plan	<u>(604,482)</u>
Total Other Costs (credits), Net	<u>(2,008,136)</u>
Change in Net Assets (deficit)	2,198,135
Change in net assets attributable to noncontrolling interests in the Association	<u>(144,425)</u>
Change in net assets (deficit) attributable to the Union	<u>\$ 2,053,710</u>
<b>NET ASSETS AT BEGINNING OF YEAR</b>	<u>\$ (2,258,301)</u>
<b>CHANGE IN NET ASSETS (DEFICIT)</b>	<u>2,198,135</u>
<b>NET ASSETS (DEFICIT) AT END OF YEAR</b>	<u>\$ (60,166)</u>



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION  
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## 2015-2016 CHARLES R. KENDALL SCHOLARSHIP

Applications due: January 16, 2015 • [www.hgea.org/kendallscholarship](http://www.hgea.org/kendallscholarship)

### UPCOMING EVENTS

**Martin Luther King, Jr.  
Parade (Oahu)**  
January 19, 2015  
Magic Island to Kapiolani Park

**State Bowling Tournament**  
February 13-15, 2015  
Lihue Lanes (Kauai)

**Oahu Kendall Cookie Bake**  
March 14, 2015  
7:00 a.m. to 12:30 p.m.  
Campbell High School

**3rd Annual Hawaii Island  
Charles R. Kendall Scholarship  
Benefit Golf Tournament**  
March 28, 2015  
Hilo Municipal Golf Course

### 2015 State Board Elections

Elections for the 2015–2017 term of office for the president and board of directors will be held this year. Active members interested in running will be able to pick up a candidate packet from the HGEA offices starting **Tuesday, February 3, 2015**.

In addition to electing the president, active members will elect directors for Units 2, 3, 4, 6, 8, 9, 13, 14, Hawaii-at-large, Kauai-at-large, Maui-at-large and Oahu-at-large.

Key dates in the election schedule, subject to board approval, are:

- **Friday, March 6:** Deadline to submit nomination petitions
- **Saturday, March 21–Monday, April 20:** Period for mailing ballots
- **Tuesday, May 5:** Last day to vote (Election Date). Ballots must be hand-delivered before 4:30 p.m. or postmarked before midnight.
- **Friday, May 15, 4:30 p.m.:** Deadline to receive mailed ballots postmarked by midnight, May 5.
- **Saturday, May 16, 8:00 a.m.:** Ballots counted and results certified.

The president and directors will serve from **July 1, 2015** to **June 30, 2017**. They are not paid for their service.