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February 1, 2022

GRV-22-0033

Ryker Wada, Director
Dept. of Human Resources and Development
235 S. Beretania St.
Honolulu, Hawaii 96813

SUBJECT: Step 1 Class Grievance on behalf of all affected bargaining unit employees, within the Executive Branch, State of Hawaii (Employer).

Dear Mr. Wada:

In accordance with Article- Grievance Procedure of all Collective Bargaining Agreements, the HGEA/AFSCME is filing a Step 1 Grievance on behalf of all affected bargaining unit employees within the Executive Branch.

BACKGROUND:

Employees within the Executive Branch have not received the proper compensation for work performed including but not limited to Temporary Assignment, Overtime, and base pay to name a few. This stems back from August of 2021 when the Department of Accounting and General Services switched over to using the Hawaii Information Portal System or HIPay program. The Union has tried to resolve this matter informally however, all our efforts have not been successful.

CONTENTION:

The Union contends that the employer violated the following articles of the CBA's when the employer failed to appropriately compensate affected employees for work performed.

Article- Recognition
Article - Conflict
Article - Maintenance of Rights and Benefits
Article - Personnel Policy Changes
Article - Rights of the Employer
Article - Temporary Assignment
Article - Compensation Adjustment
Article - Personal Rights and Representation
Article - Technological Changes
Article - Training and Development
Article - Shift Work
Article - Overtime
Article - Meals
Article - Night Shift Differential
Article - Differentials
Article - Salaries

REMEDY SOUGHT:

1. Make whole the affected employees by restoring all rights, benefits, compensation, and status by immediately compensating the affected employees with all retroactive wages owed to the affected employees by cutting a check to the affected employees before the next pay period.
2. An order that the Employer rescind its actions and cease and desist from further actions of a similar nature.
3. Refrain from any and all retaliatory actions against affected employees for filing this grievance
4. Other appropriate relief.

As required by both HRS 89 and Article- Grievance Procedure of the Collective Bargaining Agreements, the HGEA requests the following information be provided within seven (7) working days.

1. A description of all attempts made to resolve this issue
2. Explanation of all challenges experienced with the new pay system (HIP)
3. Information on all issues resolved regarding the HIP system
4. Attempts made to DAGS and/or the Department in charge of the HIP system and their responses
5. A determined date that is no later than the next pay period that all affected employees will receive their back pay regardless of the problems the Departments are experiencing with the HIP system.

As a reminder, the Union may at any time request for further documentation. You may contact me via email @ mpugay@hgea.org or at (808) 543-0056 to schedule a meeting.

Mahalo,

Melanie Pugay

Melanie Pugay
Union Agent,
Advocacy Team

