



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

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

October 10, 2022

Mr. Keith Hayashi
Superintendent
Department of Education
State of Hawaii
P.O. Box 2360
Honolulu, HI 96804

Dear Superintendent Hayashi:

We are in receipt of your letter of October 7, 2022 concerning our request to bargain over issues brought forward by the Education Officers of bargaining unit 06. To say the least, your response is disappointing, but going further, it is insulting.

While we understand that some of the issues that the unit presents are defined as cost items, the law does not prohibit the bargaining of cost items at any time through the supplemental agreement process. That change was made in response to the needs of both parties as part of the "civil service reform" legislation of 2000. To hear that your department will not entertain such a conversation is frustrating. We certainly understand the lame duck Ige administration may not choose to engage, given their short time left, but a new governor will take office in less than two months and the department's unwillingness to bargain will cause unnecessary delays in addressing serious and urgent issues.

Your suggestion that our current Collective Bargaining Agreement does not contain mid-term bargaining language is offensive. Such language is not required for EITHER party to initiate bargaining where necessary. I will note that the absence of such language has NEVER stopped the DOE nor the State when you have sought to bargain in your own interests. To suggest that the request by the Education Officers is "unwarranted" is a crock.

We cannot control how little the Ige administration will govern over the next two months, but we certainly can renew our request of the DOE to initiate discussions in the same manner you chose to accommodate the members of bargaining unit 05 recently for the unilateral wage adjustments the State is making for teachers.

At some point perhaps there will be a realization that not only teachers are necessary to make a school environment successful. We hope it is soon.

Mr. Keith Hayashi

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Sincerely,

Randy Perreira
Executive Director

cc: Bruce Voss, Chairperson, Board of Education
Sean Bacon, Interim Assistant Superintendent, Office of Talent Management
Bargaining Unit 6 Negotiating Team