

Mark your calendar:

General Membership meeting

Thursday, September 30

Upper Campus band room, 3:45 p.m.

We need you there and we promise to keep the meeting brief!

Grievance Committee gets organized, trained

Our new contract provides a grievance procedure to all employees in the KSFA collective bargaining unit. If an employer violates the labor contract agreement, a grievance should be filed with the employer.

In order to prepare for assisting employees with possible grievance filings, a grievance committee was organized. Eight of its members participated this summer in eight training sessions on grievance handling conducted by Dr. William Puette of the University of Hawaii's Center for Labor Education and Research (CLEAR).

To educate all members of KSFA about the grievance process, a booklet has been developed explaining the grievance procedure as agreed upon in our current contract. Marilyn Broadbent, a member of the committee, has compiled, in this booklet, information from the CLEAR training sessions along with grievance articles (numbers 11.1 — 11.10) in our KSFA contract.

This booklet is being provided to each member of our collective bargaining unit (KSFA). It is important for all members to understand what constitutes

a grievance and what procedures must be followed.

If you have any questions, please contact any member of the Grievance Committee: Roy Alameida, (chair); Marilyn Broadbent, Marcy Clark, Ronnie Copp, Deane DeCastro, Clare Ho, Joyce Nielsen, Becky Tesch, and Elsie Yonamine. If any other members of KSFA are interested in serving on this committee, please contact Roy Alameida at Unit 11/12.

Joyce Nielsen and Becky Tesch

Constitutional changes coming

There will be six proposed constitutional amendments which need to be voted on by the General Membership at our next meeting on Thursday, September 30. Four of them are changes to existing language in the constitution and two are new additions.

They all fall into one of two categories:

1) They refer to financial controls which will enable KSFA to be in compliance with Section 501 of the Labor Management Reporting and Disclosure Act of 1959. (Reference: LMRDA Compliance Tip #6-Internal Financial Controls.)

2) They include the KSFA Representative Assembly as an addi-

tional body which may approve financial transactions and receive financial reports. According to our KSFA Constitution, the Constitution „...may be amended by two-thirds (2/3) vote of the members present at a general membership meeting. All members shall be informed of the proposed amendment by written communication at least two (2) weeks in advance of the vote. A copy of the proposed amendments will be included in a packet which should be delivered to you by September 16. Please be sure to read it carefully and come to the General Membership meeting on Thursday, September 30 to vote!

Moana Leong

News Flashes

We can now use the mailboxes to distribute KSFA materials.

The WASC Report has been declassified and the WASC investigation ended.

Please welcome our two new KSFA reps: Paul Fradale (7/8) and Brian Riggs (9/10)

Dear colleagues:

Before school ended you received a KSFA newsletter with a survey asking for your opinions on negotiation priorities and on positions taken by your union. Thirty-four of you returned the surveys, not enough to be representative, unfortunately. Friendly advisors tell us that we need at least a 25% return to even begin to consider the results representative. For a truly dependable sampling, we need an 80% return.

Fortunately, we have received an offer we can't refuse. Dr. Joseph Leong, who teaches a survey class in the Sociology Department at the UH, has offered to have his class conduct a survey for us, as a public service project. The class undertakes such a project each semester for a not-for-profit local organization such as ours. This would normally cost us about \$6,300.

You will receive information on the survey at the general membership meeting and your copy of the survey in mid-October. We need an 80% return! Here are some reasons to return this survey as soon as possible:

- Are you concerned about a repressive employee handbook? Would you like to see better retirement benefits? Are you concerned about job security? Everyone has different priorities. Please make sure that your own opinions are represented. There are only 233 of us. The opinion of every single teacher counts.
- The chances are that you voted to form KSFA. Almost all teachers on campus did. Having made the decision to form a union, please take a moment to think about the events you helped set in motion. We all got together, adopted a constitution, elected a Representative Assembly and just voted to adopt a hard-won contract. Most of the work has been done all year by the members of the Representative Assembly, and especially by the members of the Bargaining Committee. Assembly members now need to know that you support them. One important way of showing that support is to return surveys.
- The Assembly deliberately holds few meetings because we understand that teachers have little time or energy to attend after-school events. We hope to hold just two or three general meetings per year. However, your Representative Assembly won't truly be representative unless we know what you think. We need your guidance, and we need it on a regular basis. Otherwise, we are running the union on educated guesses about what we think you would like us to support. Communication is two ways. Please communicate with us.
- Many of us originally worked to change this school because of a top-down management style that discouraged us from speaking with each other about professional issues. Teacher-controlled surveys allow you to learn what your colleagues at all grade levels think about a wide range of issues. They unify us and help us to speak with one voice.
- Finally, returning the survey right away will save us all the expense of a second or a third mailing.

e mālama pono,
Jan Becket, Unit 11/12 Rep.,
Communication Committee chair

Results of the May newsletter survey

Below is a tabulation of the non-bargaining issue questions on the May newsletter survey. For those of you who responded (34 people), we value your opinions highly and will listen to them. As explained on the previous page, the bargaining issues are so critical that we have accepted an offer by Dr. Joseph Leon to conduct a “professional” survey on bargaining issues.

Sometimes KSFA receives requests by other unions to support boycotts, political endorsements or other labor actions. The most recent was a request by the Construction Trades Council to boycott the Hawai‘i Waters Adventure Park. Do you want your newsletter to pass these requests on to you?

yes 9 no 25

Would you like to help determine trustee selection criteria and to see a KS teacher sit on the selection committee for the new trustees?

yes 30 no 4

Would you like to see a KS teacher sit on a new board of trustees if the board becomes a hands-off, policy-making body (with a CEO), if the position were rotated every one or two years, and if the teacher received no additional salary?

yes 17 no 14

KSFA sent out a press release supporting the reappointment of Margery Bronster. Do you agree that KSFA should make political endorsements or other public statements?

yes 25 no 8

Your new bulletin boards are up

Our negotiating team reported last year that the issue of KSFA bulletin boards in unit offices took up a great deal of time. Negotiators discussed location, size and content over a period of months.

According to your contract, items posted on the boards need to be initialed by a member of the Executive Board, with a copy sent to the school administration. Please check these boards every week for Rep. Assembly meeting minutes and other important information:

Unit 11/12: **Pōhakupuna Room**
Unit 9/10: **above the xerox machine**
Unit 7/8: **TRC entrance**
KES: **in the teachers’ lounge**

Your Weingarten rights

I believe this discussion could lead to my being disciplined. I therefore request that a union representative be present to assist me at this meeting. I further request reasonable time to consult with my union representative regarding the subject and purpose of the meeting. Please consider this a continuing request. Without proper representation, any discussion you require me to participate in from this point on and any statements you may derive therefrom I shall regard as coerced in willful disregard of my rights as set forth by the Supreme Court of the United States. Nor do I consent to any searches or tests affecting my person, property, or effects without first consulting with my union representative.

KSFA REPRESENTATIVE ASSEMBLY

UNIT KES:

Marilyn Broadbent, Judy Cramer, Moana Leong, Diane Tanner-Cazinha and Maryalice Woody

UNIT 7/8:

Marcy Clark, Deane Decastro, Paul Fradale, Rick Heyd, Clare Ho and Don Kroessi

UNIT 9/10:

Ruth Canham, Mark Ewald, Bill Follmer, Larry McElheny, Larry Mordan and Joyce Nielsen, Brian Riggs

UNIT 11/12:

Roy Alameida, Jan Becket, Tom Chun, Robert Hamilton, Guy Ontai, Becky Tesch and Elizabeth Truesdell

EXECUTIVE BOARD MEMBERS

— OUR NEGOTIATING TEAM—

President: Larry McElheny (638-8484)
Vice President: Roy Alameida (599-4434)
Treasurer: Moana Leong (627-0270)
KES Rep: Diane Tanner-Cazinha (235-8903)
Unit 7/8 Rep: Rick Heyd (254-3579)
Unit 9/10 Rep: Bill Follmer (488-0767)
Unit 11/12 Rep: Becky Tesch

