

Kamehameha Schools Faculty Association

P.O. Box 894163, Mililani HI 96789

Hotline Number: 539-2450

Negotiations update: it's a long, slow process

Negotiations are well under way and I think both sides would agree that we are making progress. We have so far successfully completed the Reasonable Belief Drug and Alcohol Testing Policy (it is now posted on the KS on-line homepage, highlighted under Policies and Procedures - 402[C] - Policy for a Drug-Free Workplace) and are in discussions on Conflict of Interest Policies.

The Collective Bargaining Agreement is our current focus. We are working on proposed changes to 9 of 29 sections in the current CBA, ranging from mailboxes (believe it or not) to grievance procedures. Salary and extended employment agreement proposals are also on the table. To date we have made some progress, but mostly have established the ground rules and philosophies that both sides bring to the table. These discussions have been helpful in establishing a more collaborative tone to the negotiations and the sense from both sides is that we are poised to make substantive progress in up coming sessions. Although we have made progress, some fundamental differences remain with regard to management rights and the need to bargain over all policies that affect conditions of employment.

Announcement

Mark your calendar: the spring KSFA general membership meeting is scheduled for Wednesday, May 16. Time and place TBA.

Areas under discussion:

- No Discrimination - working to clarify language.
- Right of Access – mailboxes, developing language to ensure appropriateness and accuracy.
- Grievance Procedure – Certain provisions left over from the first contract threaten the ability of a neutral arbitrator to hear certain cases. These require corrective action.
- Continuous and Uninterrupted Service – Preserving the right to strike in certain cases.
- Union Security – as an issue of fairness we are seeking status as agency shop (all covered employees would pay a service fee).
- Extended (multi-year) employment agreements and a multi-year Collective Bargaining Agreement.

The Benefits Committee is still working on the new benefits package, this is having an impact on salary proposals, as we can not fully evaluate

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the “Total Compensation Package” we will be offered.

Want more details? Speak with your unit KSFA Representatives.

— *Don Kroessig, Unit 7/8*

Sister unions: UHPA, HSTA and KSFA

Did you know that both UHPA and HSTA stepped forward to offer support to KSFA when we first organized? These are our fellow teachers, and they have been working without contracts for some time.

Some background: When we first organized KSFA, HSTA sent a check from their treasury. They also passed the hat and our colleagues in the DOE, who often make less than we do, sent in individual checks and cash. These gifts were sometimes accompanied by notes expressing support to us at a very uncertain time. The teachers encouraged us to stick together and hold onto our beliefs, even in the face of opposition.

UHPA sent a check as well. Their leaders met with us and helped us find some advisors at CLEAR, on whom we rely for on-the-job training in running a union.

This financial help, which amounted to several thousand dollars, meant a great deal, especially when we had no dues coming in. The chance to meet with colleagues and discuss our common goals — creating a productive learning environment in all of our schools — was invaluable.

The KSFA Representative Assembly has voted to send the following letter to the newspapers, to express support for our colleagues. It also voted at the April meeting to send \$1,000 to each of the two unions, as a partial repayment for their financial and moral support. Of course, individual teachers at Kamehameha, like many others in our community, can show support in their own ways.

— *Diane Tanner-Cazinha, KES*

Letter to the Editor

The Kamehameha Schools Faculty Association (KSFA) strongly supports the efforts of the University of Hawai‘i Professional Assembly (UHPA) and the Hawai‘i State Teachers Association (HSTA) in their negotiations with the State for fair and competitive salary schedules.

Competition for high quality university faculty is obviously fought in the national arena and requires a salary/benefits package that also can compete at that level. The current and proposed packages offered UHPA by the State fall woefully short. Every effort should be made to retain the many fine faculty who have stuck it out over the past years of State neglect. Under the best of compensation conditions, it will take a decade to replace the many world-class faculty who have left the UH for greener pastures.

There can be no meaningful high-tech revo-

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Benefits Advisory Committee

The Committee hopes to make its recommendations to the CEO on May 9, 2001. The recommendation will mostly be a rebalancing of benefits. This will probably include an increase in retirement benefits, partly compensated by decreases in paid time off benefits (sick leave, vacation, and/or holidays) which are very high at KS in comparison to other organizations.

There were two factors that limited our ability to make more generous increases. First is the fact (according to comparative information that we have reviewed and have HR approval to share with the staff) that KS’ benefits program is already very competitive with other organizations. Second is an expected increase in excess of 20% to some of our most expensive benefits: medical and drug coverage. These cost increases are expected to continue to increase in the future due to KS usage and national trends. If our recommendations are approved, the implementation date will likely be in 2002.

— *Bill Follmer, Unit 9/10*

Summary of Representative Assembly meeting minutes

(For a complete set of minutes, see the KSFA bulletin board in your unit office. Faculty are welcome to attend Rep. Assembly meetings.)

Meeting minutes, 12/6/00, Kapoukahi 301

TREASURER'S REPORT

Motion to purchase CD with discretion on term (3-6 months) and amount up to \$30,000: Larry Mordan. Second: Judy Rasmussen. Approval was unanimous.

Motion to approve #3 on attached Treasurer's Report: Bill Follmer Second: Larry Mordan. Approval was unanimous.

PRESIDENT'S REPORT

- Correspondence sent
Letter to Dr. McCubbin and Dr. Chun concerning KSBE's "parallel" approach on reasonable Belief Drug Policy.

- Other issues

Na Kumu/KSFA meeting with Dr. Chun. Issues that are over one year old are still being discussed. Other issues were early retirement and Workmans' Compensation.

OLD BUSINESS

- KSBE Objectives
Benefits package Discussion of strategies for negotiation and subsequent need for 100% interest or support
100% Voluntary Dues Payment Discussion, Should we survey non-payers about reasons? Give amnesty for delinquent dues? The ideas were tabled until a later date.
Diane Tanner-Cazinha reported on HSTA gift. Preliminary discussions involved talking to J. Husted who declined reimbursement. Diane will talk with a senior executive.

Meeting minutes, 1/9/01, Kapoukahi 301

TREASURER'S REPORT

Marilyn Broadbent will talk to a bookkeeper about taking over several of the responsibilities of the treasurer.

PRESIDENT'S REPORT

Correspondence received
Dr. McCubbin acknowledged our letter about the faculty survey concerning the proposed drug survey.

Dr. Chun responded to our request for early retirement with "not at this time".

Brian Riggs sent a letter of resignation.

Correspondence sent

A letter was sent to Dr. Chun agreeing to begin negotiations on the 2001-2002 agreement.

Other issues

Na Kumu/KSFA meeting with Dr. Chun. Issues that were discussed are tuition reimbursement, early retirement, workman's compensation, strategic planning update, reorganization of KS, staff directory, trustee orientation.

KSFA has a role in the Jan. 27th Welcome Reception for the new trustees.

OLD BUSINESS

Dues

Sarah Keahi will send a letter to a members requesting dues.

Newsletter

We need a member of the representative assembly

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Below is the 2000-2001 Representative Assembly meeting schedule. Meetings are open to teachers, and are held in the woodworking classroom in the Technology Building (Larry McElheny's room). Just to be sure of the date and place, check with your representative before attending a meeting. We have refreshments

at meetings. Come share them with us!

September 5
October 4
November 14
December 6
January 9

February 7
March 6
April 4
May 8

Drug policy negotiations nearly completed

No one among the teaching staff thinks the policy is necessary. Some of us are still scratching our heads, trying to figure out why KS wants to join a mere handful of southern school districts in imposing such a policy on its teachers. However, the current policy is a vast improvement over the one originally declared by KS last year. Under the terms of that original policy:

- A teacher's immediate supervisors could require drug testing without consulting with the upper levels of the administration.
- Any amount of a banned substance would result in automatic termination.
- No second opinion was permitted.

Those most concerned about this issue saw the potential for abuse by a few supervisors. They were also concerned about the absence of allowable limits for alcohol and trace amounts of banned substances. Testing procedures have become so effective, for example, that alcohol in a cough medicine or fruit cake could result in dismissal. Studies have revealed that most US currency carries trace amounts of cocaine, which would show up in some drug tests. Finally, local testing labs are competent but do not meet the highest standards set by the US government. Their tests could produce false positives under the original policy.

The new policy, the result of months of negotiations with KSFA, contains these safeguards:

- The new policy sets threshold limits for banned substances, similar to thresholds set by the courts.
- The new policy allows for a second test in case the first one is positive. The chances for a second false positive are very slim.

The new policy was implemented March 1st while KSFA was still working with the Administration on reducing the potential for unwarranted invasion of privacy by supervisors exercising bad judgement. KSFA has proposed that the new policy be modified to require CEO approval before conducting any drug test. The Administration has expressed some support for this modifica-

tion which would make it unlikely that drug testing would be used as harassment or punishment. You will be advised of the status of this proposal when we know more.

Thank your KSFA Executive board negotiators for a kinder, gentler drug policy. Or for a less draconian, irrational one, depending on your point of view.

—Jan Becket, Unit 11/12, Bill Follmer, Unit 9/10

(1/9/01 minutes, continued from page 3)

to summarize the minutes for the newsletter.

Benefit Advisory Committee

Larry Mordan and Bill Follmer are limited in what they can tell us because they agreed to confidentiality. The meetings are going fine.

Grievance

Matters were discussed. A statement will be sent out soon.

Meeting minutes, 2/7/01, Kapoukahi 301 TREASURER'S REPORT

Brian Riggs presented a letter to withdraw his resignation. Larry Mordan made a motion to accept the letter. Second: Bill Follmer. Approval was unanimous.

Brian Riggs motioned to accept Pat Ernce of Patricia's Tax Service at the cost of \$150.00 a month. Second: Don Kroessig. Approval was unanimous.

PRESIDENT'S REPORT

Correspondence received:

HCCP Status Report from Jamie Fong

Correspondence sent:

No correspondence was sent this past month.

Other issues

1. Marylyn Broadbent submitted resignation last week.
2. Trustee Reception was attended.

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New faculty members (and a few others): please consider filling out and sending this form to Human Resources. Auto dues deduction saves our treasurer time and effort.

AUTHORIZATION FORM FOR DEDUCTION OF UNION DUES/SERVICE FEE OUT OF WAGES

I, _____, an employee of Kamehameha Schools (“KS”) voluntarily agree to have KS take out of my wages regular monthly dues as established by the Kamehameha Schools Faculty Association (“KSFA”) in accordance with its Constitution and Bylaws, or a regular monthly Service Fee not to exceed KSFA’s regular monthly dues for its members as certified to you in writing by KSFA, and to turn over to KSFA any and all such monies on the following conditions:

1. This authorization shall become effective upon the date set forth below and cannot be cancelled for a period of one year from this date or until the termination of the existing collective bargaining agreement between KS and KSFA, whichever occurs sooner, unless cancelled sooner as provided in Section 2 below.

2. I agree and direct that this authorization shall be irrevocable for successive periods of one year each, or for the period of each succeeding applicable collective bargaining agreement between KS and KSFA, whichever shall be shorter unless:

(a) I cancel this authorization by written notice to KS at any time or within ten days after the expiration of any such one year period; or

(b) In the case of the expiration of any applicable collective bargaining agreement between KS and KSFA during any such one year period, I cancel this authorization by written notice to KS at any time during the period following the expiration of the applicable collective bargaining agreement and ten days after the effective date of any new agreement.

3. This authorization is subject to sufficient wages being available to comply with all other required deductions and existing federal and state laws. This authorization shall be suspended during any period in which there is no collective bargaining agreement in effect between KS and KSFA. This authorization shall end if my employment with KS ends. This authorization is made pursuant to the provisions of Section 302(c) of the Labor Management Relations Act of 1947.

Date: _____ Employee Signature: _____

Mailing Address: _____

SS# _____

Receipt of the foregoing authorization is acknowledged:

Employer _____

(2/7 minutes, continued from page 4)

OLD BUSINESS

Benefits Committee- Larry Mordan requested information on the salary schedule.

Grievance Committee- Clare Ho and Bill Follmer continue to work hard and received all our gratitude.

NEW BUSINESS

Tom Chun requested a letter of support be sent to the University of Hawaii Faculty.

Meeting minutes, 3/6/01, Kapoukahi 301

PRESIDENT'S REPORT

KSFA sent representatives to the Na Kumu/KSFA meeting with Dr's Chun and McCubbin. Topics that were discussed were the need for institutional "bridge building"; an update on an athletic situation, 'B' credits, selection committees for CEoO, Maui/Hawaii headmaster, and middle school principal.

Discussion on a proposed newsletter article that is about the KSFA/KS drug policy negotiations and its subsequent policy; a copy was given to Dr. Chun for his information.

KSFA lawyer, Dean Choy gave advice on Contract Revisions, Conflict of Interest

OLD BUSINESS

Grievance Committee Report- Clare Ho gave an update.

Dues- Sarah Keahi reported that there is a letter soon to be sent out to the approximately 55 KS teachers that are not paying dues.

Benefits Advisory - Larry Mordan reported that the committee has been meeting weekly for the past six weeks and learning quite a bit. He expressed an optimistic outlook for the future benefit package.

Diane Tanner-Cazinha gave an update on the donations that we were going to return to UH and HSTA. She received a letter declining repayment. We all agreed that we should show support to the public school teach-

ers, and that we should wait a month to see if they need the money in their strike fund.

NEW BUSINESS

Larry Mordan passed out a new prospective salary proposal for executive committee review.

Ronnie Kopp brought up the WASC self study survey that the elementary participated in last week. Some teachers felt uncomfortable with the apparent lack of anonymity. A second issue that Ronnie brought up was the personal day issue.

Meeting minutes, 4/4/01, Kapoukahi 301

PRESIDENT'S REPORT

Correspondence received/sent: Miscellaneous correspondence with Dr. Chun and Dr. McCubbin concerning the drug policy and grievance.

Other issues: Progress report on Na Kumu Meeting with Dr. Chun and Dr. McCubbin. Na Kumu would to know how we are doing as a school implementing the Strategic Plan. A memo was also distributed that highlighted the total salary of the last nineteen non teaching employment positions.

OLD BUSINESS

Negotiations: Don Kroessig reported on the progress of negotiations.

Salary Proposal: Bill Follmer reported on the progress of our salary proposal.

Grievance: Clare Ho reported that the grievance that the committee has been working on has moved to arbitration.

Dues update: Members are continuing to communicate with those non-paying teachers.

DOE/UH support: Motion to send a \$1000 check to DOE: Diane Tanner-Cazinha . Second: Deborah Johnson. Approval was unanimous. Motion to send a \$1000 check to UH: Diane Tanner-Cazinha . Second: Marcy Clark . Approval was unanimous. Motion to send a letter to the editor in support of the teachers: Judy Rasmussen. Sec-

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ond: Brian Riggs. Approval was unanimous.

NEW BUSINESS

General membership meeting is May 16, 2001.

Improving Communications

Should be a priority, beginning with a memo on drug testing.

Motion that all official KSFA correspondence that will be widely distributed will be cleared and initialed by the President or vice-president: Brian Riggs. Second: Judy Rasmussen.

Treasurer's Report	
Representative Meeting	
Wednesday, April 4, 2001	
Checking:	\$61,190.21 FHB
Deposit:	\$7,340.00
CD:	\$28,546.43 FHB
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TOTAL:	\$97,076.64

Letter to the editor, continued from page 2

lution in Hawai'i without a strong and productive university faculty. The fact that UC Berkeley, Stanford and Cal Tech are virtually down the street from Silicon Valley is not accidental.

Similarly, putting a warm body in the front of a classroom full of high school students does not make that person a teacher. The current HSTA salary schedule makes it increasingly difficult for the DOE to recruit and retain highly qualified elementary and secondary school faculty. It is not likely to get any easier.

School administrators are aware that there are

not enough teachers-in-training here in Hawai'i to fill the needs of the DOE, not to mention those of the private schools. So our schools must look to the Mainland to recruit new faculty. With a 33% cost-of-living differential between Hawai'i and much of the rest of the US, one would have to ask potential recruits to accept a significant reduction in their standard of living to come teach in Hawai'i. Should we be surprised that there are so many vacancies on the DOE payroll?

Quality education does not come cheap.

Give Back

Think about serving a one-year term as a Representative Assembly member. At this point, the position does not require a great deal of your time. Meetings have been reduced from twice to once a month. Know it or not, you have already benefited from having a union.

Even if you never need to use the grievance process, it has already protected some of your colleagues. As a result of the step compression negotiated in the last contract, your career earnings will now be much greater. Complete the circle. Give back.