

# Kamehameha Schools Faculty Association

P.O. Box 894163, Mililani HI 96789

## Fall KSFA general meeting

Wednesday, December 3rd  
3:45 p.m.

High School Band Room

**So that we can have a quorum, please plan on attending (or fill in the proxy on the other side). This is the third year of our contract. Negotiations begin in January. If you have questions or opinions about where we go from here, hele mai.**

### GIVE ME ONE GOOD REASON

(For NOT Attending our General Membership Meeting)

If you are looking for a good reason not to attend the KSFA General Meeting, let me shoot down some of the weaker excuses so that you can escape attending and still maintain your pride and credibility. We all hate meetings so there is no shame in wanting to find an honorable way out. The plausible conclusion to "I'd like to go but ..." is the holy grail that washes away the guilt of the overworked employee. However, by now most of you know, KSFA conducts only two General Meetings a school year. The next one will be conducted in May, hopefully after we have ratified our next contract and are about to go on our summer vacation. If we conducted any fewer, we would be encouraging decertification for failure to provide you opportunities for input. So claiming excessive meeting frequency or that you will attend the next one will be a hard sell. Here are some other potentially humiliating conclusions to "I'd like to go but...":

1. "I can't wait until the quorum forms." (Nonsense! The meeting will begin on time. The proxy forms almost guarantee it.)

2. "It's going to be too long." (No, it's not. It's voluntary. If the meeting exceeds your attention span, you may leave with dignity. No one will criticize you.)

3. "It's going to be boring." (Perhaps, but that

would say more about you than the meeting. We promise to keep it relevant, information-packed and as concise as possible. We will discuss the pre-negotiation survey results and I promise my presentation on KSFA's role in the Maui situation will be less than two minutes. Even staying to the bitter end should cost you less than a 50 minute "block" of time.)

4. "Nobody is interested in my input." (Not true. KSFA is a representative body. Without your input, we don't have any authority. We need your support and to know we are on the right track before we say goodbye until May. However, if you speak too much, you may be drafted to serve on KSFA's Representative Assembly.)

5. "I forgot." (You forgot?! Have some pride! Be creative! We have students that use that lame excuse and they know we know they are lying! Paste a note on your windshield so you can't forget. Forgetting is not an option. It's sooo unprofessional.)

Well so much for being helpful. We hope to see you shortly, and if not, I hope the above will inspire some credible excuses or well-deserved guilt. If you really can't make it, fill out the attached proxy and give it to someone who will represent your interests at the meeting.

— Bill Follmer, Unit 9/10

# Results of the “Big Picture” survey

The final tally from our survey showed a very respectable return rate of 43%. Thank you all for taking part. The results are listed below each question. There are over six pages of written comments sent in and those will be available at the General Meeting on Wednesday, December 3 in the high school band room.

1. Should KSFA insist that management’s rights be clearly defined and limited in the CBA?

**Yes: 98 No: 0**

2. Should KSFA insist that any other broad and ambiguous language in the CBA that could potentially be exploited be clearly defined and limited?

**Yes: 98 No: 0**

3. Do you believe the time frames for filing a grievance or taking it to the next step should be automatically extended if the grievant or KSFA notifies KS that more time is needed to investigate and decide if they are going to file or go to the next level?

**Yes: 92 No: 4  
Other: 2**

4. Do you wish KSFA to negotiate an upper limit to the total time these (extra curricular) duties can consume and develop some rules so that we can keep track of time spent and make them as equitable as feasible?

**Yes: 88 No: 9  
Other: 1**

5. Do you believe we should continue to base our pay proposals on a competitive rationale?

**Yes: 93 No: 4  
Other: 1**

6. Do you believe we should continue to accept the same benefits as other KS employees?

**Yes: 93 No: 1  
Other: 4**

7. Do you wish KSFA to negotiate a contract so the disciplinary non-renewals are grievable?

**Yes: 94 No: 3  
Other: 1**

## If you do not attend the general meeting ...

**PROXY: KAMEHAMEHA SCHOOLS FACULTY ASSOCIATION GENERAL MEETING**

I, a Kamehameha Schools Faculty Association (KSFA) member, submit this proxy for the purpose of establishing a quorum for the conduct of business at the KSFA general meeting scheduled for December 3, 2003. If checked below, I also designate the holder of this proxy to vote in my stead at the KSFA general meeting.

\_\_\_\_\_ I designate \_\_\_\_\_ to be the holder of this proxy for voting purposes.

\_\_\_\_\_ I designate a majority of the KSFA Executive Board to be the holder of this proxy for voting purposes.

KSFA Member Signature \_\_\_\_\_ Date \_\_\_\_\_