

COMMITTEE ON THE STATUS OF WOMEN
KALANA O MAUI, MAYOR'S CONFERENCE ROOM
TUESDAY, MARCH 19, 2013
MINUTES

I. Call To Order And Establishment Of Quorum

Chair Potopowitz called the meeting to order at 12:05 PM. Chair Potopowitz presented Commissioner Cabebe with a letter and the Certificate of Appreciation from the Mayor.

Present: Chair Barbara Potopowitz, Vice-Chair Maria Ornellas, Dennyse Grace, Debra Cabebe, Susan "Netra" Halperin

Excused: Suzanne Hobbs, Carol Reimann

Ex-Officio Excused: Leslie Wilkins

Staff: Randy Piltz, Executive Assistant
Jennifer Oana, Deputy Corporation Counsel
Michelle Esteban, Administrative Assistant

Ms. Esteban mentioned two new Commissioners who will be joining CSW.

II. No Public Testimony

III. Review and Approve Minutes From February 12, 2013 Meeting

Commissioner Grace moved and Commissioner Cabebe seconded the motion to accept the February 12, 2013 meeting minutes. Motion passed unanimously.

IV. No Correspondence Received.

V. Presentation by Ms. Cheryl Kelly, Equal Employment Opportunity Specialist

Chair Potopowitz reintroduced Ms. Kelly who was here to present on behalf of Mr. Lance Hiromoto, Director of the Department of Personnel. Ms. Kelly distributed the Class Specifications from the County of Maui website. She said the website explained what Class Specifications are with Compensation. She continued that by looking at the Compensation, everything except for EM or Excluded Managerial Occupations within the county, pay scale is done by Collective Bargaining. She states that nothing can be changed unless it is done by Collective Bargaining. She cleared up the Classification between clerks and janitorial that they are categorized by White Collar and Blue Collar. She continued that women makes 77% of gross at the highest low, maybe at 78% of what men make in the county. She expressed the issue at this level that it will not happen, by looking at state, changing classifications, looking at unions, like UPW, who is a very strong union who fights with their workers and fights for their workers which is why their pay scale is higher.

She commented that the real issue is bringing in women into the skilled craft into labors. She explained the different entry levels from clerks to janitors as an example and the skills they need to present.

Ms. Kelly mentioned educating elementary and junior high schools about the different career choices, for example a job fair, to expose young girls to these careers.

Ms. Kelly explained Personnel Services are responsible for the overall classifications of the job and the Departments' are responsible for the duties and responsibilities of the positions requesting. She gave examples such as Clerk I in Corporation Services will have different responsibilities and duties to Clerk I in Public Works.

Commissioner Halperin asked why HGEA is not as strong as UPW and what can be done to make them stronger. Ms. Kelly responded that question should be addressed to the union/HGEA. She further suggested bringing in the unions, because the union is statewide, therefore if there are any changes in the classifications, it would be for all the islands and at the state level.

It was stated that was the intention of the CSW to invite union leaders and were following an order of speakers suggested to them.

Commissioner Halperin commented, that the question CSW is dealing with is that the unions representing the jobs that women are traditionally in are not as strong, and would like to know from the union what is stopping them from becoming strong.

Commissioner Halperin commented saying it is great that women have the opportunity to go in the traditional male fields, but we shouldn't make women become men to receive the benefits that men have and many women don't want to do it. She continued that women would rather do what they are good at and be compensated.

Commissioner Grace reminded the CSW, Ms. Phaneuf's question (original concern brought to the Committee through the survey results) was on the qualifications of unskilled and skilled workers, and why unskilled workers makes more than a skilled worker at the entry level.

Ms. Kelly commented that people need to stop thinking about certain jobs being gender specific. Commissioner Grace said that management should be looking at faceless applicants, but Ms. Kelly said they are, and the unions are negotiating the salaries with management. Commissioner Halperin understood, but said that women should not be doing men's work for them to be valued more or equally. Ms. Kelly said she doesn't see these work men or

women's work. Commissioner Halperin would like women's work to be valued more.

Commissioner Halperin agreed with Ms. Kelly to talk with HGEA, and let them know that professions that get paid less are populated with women, and advocate for those positions to be valued more and get paid more. Ms. Kelly agreed and that CSW need to be both.

Commissioner Cabebe reminded CSW the question came from the Women's Survey 2012 which County workers commented they didn't understand why they have certain credentials to get a clerk job and a laborer can come in and all they need is a high school diploma and they are paid more, and she commented that it's hard to tackle it, because it is a national problem as well.

Commissioner Grace said it is also collective bargaining and not just a union issue. Mr. Piltz suggested having the union come and talk to the commission. Chair Potopowitz shared the steps being taken for this issue.

Vice Chair Ornellas volunteered to call Elton Watanabe from HGEA to speak and clarify some questions CSW had with the union. She commented on the negativity coming from Ms. Kelly, and would like to take the gender out of the equation and the skill equality for laborers versus clerks. Chair Potopowitz commended Ms. Kelly on her ideas about educating the grade and intermediate schools to talk to the young girls and bringing in role models of women in STEM and other laborers job, and so it is a mindset. She suggested it may be something the CSW may want to address in the future .

Commissioner Halperin shared that women should have power and influence like men. Chair added that women who have interests in being a carpenter, scientist, etc. still face discrimination. She added that it is still a male dominated industry, but more women are now entering these professions. More women are entering and graduating from law and medical schools but generally are still behind men in compensation in these fields. Commissioner Halperin agreed and said they need help to get started in these careers, but there is still an economic and class issue.

Ms. Kelly shared that if you're talking about raising salaries, CSW should invite the Budget Director.

Commissioner Grace commented that the titles of white collar and blue collar classes are offensive to her. Vice Chair Ornellas volunteered to invite HGEA and UPW representative to the next meeting.

VI. Items For Review/Discussion/Action Of Committee

A. Women's History Month Subcommittee

1. Final Details

Chair shared the RSVP and regret process and who the invitation letters went to from the U.S. State Senators to the U. S. State Representatives and from the Governor to the County Councils.

Chair asked the subcommittee to give the winners of this year's Women of Excellence event a call to confirm their attendance.

Commissioner Grace moved and Commissioner Halperin seconded the motion in honoring Eileen Parkman, a nine-year-old girl who protected an autistic student from older students who were bullies and continued to bully Ms. Parkman, at the Women in Excellence event. Motion moved unanimously.

2. Reception and Awards

Chair discussed the program booklet. Commissioner Grace suggested having her husband take pictures during the event. Ms. Zulueta asked for the biography of the winners to be emailed to her, and committed her time to put the program together. She confirmed Mayor's attendance in the beginning of the program.

Commissioner Grace shared how the subcommittee pictured the order of the event.

Chair suggested Vice Chair and the subcommittee work with Ms. Zulueta on the program.

Commissioner Grace discussed the refreshments and set up for 110 people.

Vice Chair and Commissioner Grace discussed the leis, monkey pod bowls and a gift for Ms. Parker.

Chair and Commissioner Grace discussed press releases and AKAKU to cover the event.

Ms. Esteban agreed to follow through with the Proclamation for the event.

B. State of Hawaii Women's Commission Grant Budget

Ms. Esteban said that Mr. Bill Medeiros was looking into the process of distributing the state Commission grant money to CSW members who paid for reception items.

Chair Potopowitz reminded the CSW that it needs to spend the balance of the state Commission grant money of \$3,000 by June 30, 2013.

Vice Chair and the subcommittee asked for an additional amount of \$500 added to their budget of \$1,000 as a safety net. Commissioner Grace suggested going to ACE to print out the programs. It was noted this would be done within the Mayor's office. Chair suggested that a week or so after the event to put out a paid ad in the Maui News announcing the winners however after she spoke to Ms. Lois Whitney, Communication Specialist, who suggested a press release would be sufficient and would go to all the papers.

Commissioner Grace moved and Commissioner Halperin seconded the motion to allocate an additional \$500 to the Women's History Month subcommittee to use as deemed as necessary. Motion passed unanimously.

Ms. Kit Zulueta, Assistant Chief of Staff joined the meeting.

Chair announced Ms. Zulueta will be helping with the program.

C. State Women's Leadership Conference

Commissioner Grace deferred to next meeting.

VII. Determine Next Meeting Date And Agenda

April 16, 2013

-State of Hawaii Women's Commission Grant Budget

-Women's Issues Survey

VIII. Adjournment

Commissioner Cabebe moved and Commissioner Grace seconded the motion to adjourn. Motion passed unanimously.

Adjourned 1:32 PM