

COMMITTEE ON THE STATUS OF WOMEN
KALANA O MAUI, MAYOR'S CONFERENCE ROOM
TUESDAY, April 16, 2013
MINUTES

I. Call To Order And Establishment Of Quorum

Chair Potopowitz called the meeting to order at 12:04 PM.

Present: Chair Barbara Potopowitz, Vice-Chair Maria Ornellas, Dennyse Grace, Carol Reimann, Molly Peck Murawski, Jennifer "Mino" Scott Uilani McLean

Excused: Susan "Netra" Halperin

Ex-Officio Excused: Leslie Wilkins

Staff: Bill Medeiros, Executive Assistant
Jennifer Oana, Deputy Corporation Counsel
Michelle Esteban, Administrative Assistant

II. Welcome Commissioner McLean and Commissioner Murawski

The new and current commissioners and staff introduced and shared a little something about themselves.

III. No Public Testimony

IV. Review and Approve Minutes From March 19, 2013 Meeting

Vice Chair Ornellas moved and Commissioner Reimann seconded the motion to accept the March 19, 2013 meeting minutes. Motion passed unanimously.

V. Correspondence received was tabled to Item VII

A. Comment on March 27 Women of Excellence Event tabled to Item VII
B. No dating in the Workplace Policy- Corporation Counsel advised to take no further action, because it is a personnel matter. Chair has tabled it to Item VII for subject discussion.

Commissioner Reimann moved and Commissioner Grace seconded to redacting the letter received. Motion passed unanimously.

VI. Presentation by HGEA Division Chief Alton Watanabe and UPW Maui Division Director Lahela Aiwohi

Vice Chair Ornellas announced UPW Maui Division Director Lahela Aiwohi could not make it today due to negotiations reconvening thru Thursday, April 18, 2013 in Oahu. She distributed a letter from Director Aiwohi on the brief summary of the process in pursuing higher wages for clerical staff.

HGEA Division Chief Alton Watanabe briefed the Commissioners on the HGEA background. He said that in Hawaii's government, all government

employees belong to a union based on state constitution and a law that's in place called chapter 89-police officer (SHOPO), firefighters (Hawaii Firefighters), etc. He further explained HGEA is the largest of the public sector union addition to being the largest union in Hawaii in the government sector. Jobs are categorized by the type of positions in 13 bargaining units for governmental employees in general. HGEA represents seven of the 13 units.

Vice Chair Ornellas asked about unit three- clericals, office assistance, the paid difference between the laborers, what their job entails or requires and "repricing". Chief Watanabe said based on the bargaining units, negotiation takes place on behalf of all the employees within the bargaining units. He continues that there is no distinguish between the bargaining unit- it is optional- whether they want t to join HGEA or not, if they are in the bargaining unit then they are covered by any negotiation period and everyone gets it. He said the distinction of what kind of pay raises are obtained, but in terms with gender differences, there are not, it all depends if you belong to the bargaining unit or not.

Vice Chair Ornellas pointed out Director Aiwahi reference to HRS §77 Compensation Law, but under Governor Cayetano this section has been repealed, in which "repricing" was suppose to be looked at twice a year and that is the difficulty CSW is understanding. Chief Watanabe gave a brief background on "repricing" as it was before civil service reform in 2001. He continued that there was a system in place in which employees try to get upgraded in classification and/or pay; one was in terms in getting classified.

Chief Watanabe explained the compensation plans on the sixth floor, Department of Personnel Services that will have a listing of classification positions in the County of Maui and classification plan that has been developed. He further explained the classification plan which included the list of positions, official job titles, salary range (SR) and bargaining unit designation. He explained the individual job description, e.g. two clerks in two different departments are in the same classification, same SR, but have different job description.

Chief Watanabe explained that an individual could request reallocation or request to get upgraded where an individual is performing more than expected and is requesting to be classified in another class of work, whereas the job title would change and the employee will get the SR that is assigned to their new class of work. He explained "repricing" is looking at a whole class of work and not the individual.

Chief Watanabe talked about the civil service reform, where a system was in place in which employees could go through an appeal, they had conference of personnel directors, and they had an appeals body for PECAB (Public Employees Compensations Appeals Bar). He said when the civil service

reform was repealed, each jurisdiction was supposed to put something in place to change the process. He suggested having Director Lance Hiromoto, Director of Personnel Services to be involved.

Chair Potopowitz asked about the SR for clerks and laborers, if there are possibilities to adjust so that SR for clerks could have a higher starting level or equal to laborers? Chief Watanabe explained that it would have to go through the negotiations process, if there are increases it would be across the board. Chair then asked if it could skip to a higher SR? Chief Watanabe answered it would have to go through the jurisdiction, so when the County fills positions they need to look at the compensation plans and then the department will determine the type of position and the type of work, but if they are looking at a higher SR, it will be based on what their duties and what entails their position.

Deputy Oana questioned the SR of bringing it higher for clerks, but then having to decrease the SR for those who are accountants, engineers, etc., because everything has to be balanced? Chief Watanabe said that would have to be discussed with the employees.

Chief Watanabe explained some of Commissioner Grace's questions on education how to help employees reallocated in their classifications to a higher level and said that the unions can assist, but they are not the decision makers and it would come from Department of Personnel Services.

Commissioner Reimann asked about the SR schedule with clerks and laborers. Chief Watanabe said it is different schedule.

Chair Potopowitz summed up the two issues:

1. Reclassifying the whole class
2. Educating the employees so that they are doing more than the classification, and how they have the support and the know how to advocate for reclassification for a higher salary.

She suggested writing to the Mayor and the unions. Commissioner Reimann suggested creating a study on these issues.

Vice Chair moved and Commissioner McLean seconded the motion to writing a letter to the Mayor and a study on the comparative. Motion passed unanimously.

VII. Items For Review/Discussion/Action Of Committee

A. Women's History Month Subcommittee

1. Recap of Reception- Chair Potopowitz exclaimed the Women's History Month event was excellent. Vice Chair Ornellas passed out the expenditures of the event.

Commissioner Grace shared Eileen Parkman's comment.

Chair Potopowitz shared an unsigned letter about the honorable mention/candidates that were not chosen, and the disappointment of not receiving a certificate.

Chair suggested doing it on a daily basis and creating a book like the sample she had of all 2010 recipients.

Commissioner Reimann moved and Commissioner Grace seconded the motion to have Women's History Month event annually. Commissioner Grace shared she would like to stick with the National Women's History Month criteria. Motion passed unanimously.

2. Other Items

Chair Potopowitz shared a conversation with the Maui News regarding pictures and the winners of the Women's History Month event suggesting Chair make contact with PIO in the Mayor's Office and the PIO will disperse to all media.

B. Discussion of Issues Relating to Letters Received

Chair Potopowitz shared the letter regarding subordinate relationships in the workplace and asked Deputy Oana if there was such a policy. Deputy Oana shared that there is no policy.

Chair tabled issue until next meeting

C. State Women's Leadership Conference

D. State of Hawaii Commission Grant Budget

Chair announced the \$1500.00 left in the state budget for Maui County CSW to be used for Public Relations.

Commissioner Reimann moved and Commissioner Grace seconded the motion to allow the Women's History Month subcommittee to allocate \$750 from the state funds for public relations and framing the picture. Motion passed unanimously.

Mr. Medeiros asked if the same process will be used. Ms. Esteban asked if one Commissioner could seek the process.

E. Update on Budget Request for \$10,000 Funding for Committee

F. State Women's Leadership Conference

Commissioner Grace suggested using the rest of the State Grant to send students to the next State Women's Leadership Conference.

Chair suggest waiting until the next meeting until they have all information such as registration fee and hold three and four names, and use the balance from the State Grant after the \$750.

Mr. Medeiros asked if the Commission should have someone come speak about the process to receive the grant money. Chair suggested waiting for the \$10,000 request. Mr. Medeiros said that it is still in deliberations. Commissioner Grace asked if the \$10,000 was submitted with the Mayor's budget. Mr. Medeiros said he'd have to find out and have to wait until the end of May.

Commissioner McLean asked why we can't donate the rest of the State Grant to an organization. Vice Chair explained that the Commission is trying to receive grants to help CSW with projects and events. Commissioner McLean suggested creating packages for those who cannot afford. Chair suggested bringing it into the next meeting for ideas as soon as they know what the status of their budget.

G. Pay Equity Day and Month

Chair mentioned Pay Equity Day was on April 8, April is Pay Equity Month. She passed out information on Pay Equity in Hawaii.

H. Mayor's Health Challenge

Chair asked if anyone would like to create a team. Commissioner Reimann explained the Mayor's Health Challenge.

I. CSW Orientation and Training by Deputy Jennifer Oana

Deputy Oana explained the Boards and Commission duties for the Committee on the Status of Women, Charter of the County of Maui, Sunshine Law, Robert's Rules of Order and the Maui County Code of Ethics.

Commissioner Grace asked if the women could casually have lunch together without discussing CSW business. Mr. Medeiros explained Council meeting, but not speak council business. Deputy Oana explained that members should meet by chance, but if it's planned then it is considered a meeting. Mr. Medeiros suggest asking OIP- Office of Information Practices.

VIII. Determine Next Meeting Date And Agenda
May 21, 2013

IX. Adjournment

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

Adjourned 2:01 PM