

REPORT OF THE STATE DIRECTOR



80 Years of Having Your Back

Aloha Family,

This year is a celebration of 80 years since the founding of United Public Workers. Our origins lie in a small group of road workers in Hilo who united to demand better working conditions. Today, we are more than 12,000 members strong across the state, standing by the same principles. Remembering where it all began, we take pride in how far we have come. Today, UPW remains steadfast in our values. We continue to fight for better working conditions and press for the filling of critical job vacancies across all Divisions. Despite facing overdue Hazard Pay for our work during the pandemic, our resolve to negotiate collectively is stronger than ever as we prepare for our next contract. Together in our struggle, our unity gives us strength, and your support now, more than ever, hardens our purpose.

You've shown that our union is stronger today, with the election of Chief Stewards and leaders representing nearly every unit across all departments statewide. These individuals, chosen by you, have pledged to protect and defend their coworkers, proving their firm commitment to our union. I extend my heartfelt congratulations to them for accepting these nominations

Celebrating 80 Years of Hard Work



May 1968: UPW members led by State Director Henry Epstein hear bids from contractors on the design of the new UPW Headquarters in Kalihi.

As United Public Workers (UPW) marks its 80th anniversary, we take this opportunity to look back at the history that has defined our union's journey. From enduring the shadows of the McCarthy era to leading the fight for public sector collective bargaining rights, UPW has consistently been at the forefront of advocating for workers' rights. Our story is one of perseverance, resilience, and unwavering commitment to our members.

The Early Years: Fighting Against Red-Baiting

The birth of UPW in the 1940s came at a time when anti-communist sentiments gripped the nation, with labor unions often finding themselves targets of red-baiting. Although UPW was initially affiliated with the United Public Workers of America (UPWA), growing anti-communist pressure and accusations of being "un-American" led UPW's Hawai'i chapter to disaffiliate from the national organization in 1953.

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THE LOCAL

About United Public Workers

State Director **Kalani Werner**
Deputy Director **Loyna Kamake'eaina**
State President **Darrell Wilcox**
State Secretary-Treasurer **Valoaga "Junior" Moananu**

O'ahu Division
Vice President **Patricia "Pat" Hoopii**
Secretary **María Tom**
Treasurer **Kurt Tsubota**

Maui Division
Vice President **Jay Vanzandt**
Secretary **Douglas K. Correia**
Treasurer **Brian Abac**

Hawai'i Division
Vice President **Sheralyn Kalua**
Secretary **Justie Wroblewski**
Treasurer **Gilbert "Gibby" Kahele**

Kauai Division
Vice President **Teresita Tagudin**
Secretary **Manuel "Manny" Taniguchi**
Treasurer **Angel Acorda**

Private Sector
Vice President **Mailelynn Licos**
Secretary **Angel Brown**
Treasurer **Deelou Sotoa**

UPW Headquarters
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MALAMA PONO

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**UNITED
PUBLIC
WORKERS**

AFCSCME Local 646, AFL-CIO

STATE DIRECTOR'S REPORT

(continued from page 1)

and deciding to stand in solidarity with their colleagues. Their support, promise, and backing uphold the values we hold dear in our union.

Moreover, these leaders form our Full Negotiating Committee, a crucial part of our union's operations. They recently spent two days reviewing nearly 400 member-submitted contract proposals for next year's negotiations. From these contract proposals, it's clear our next contract will have to reflect our declining economy, do more to protect worker safety, and honor the value of our hard work. Most of those proposals were passed to the Executive Negotiating Committee which will now plan to present and negotiate the terms of our next collective bargaining agreements. These members have a challenging task ahead as they work to secure the best possible contract for all.

During our ongoing battle for Tempo-

rary Hazard Pay, I want to reassure you that we are determined in our duty to secure payments owed for dangerous work performed. Despite delays, decisions are rolling in, and we may be on the verge of resolving the issue in most Jurisdictions. I am dedicated to my purpose of ensuring that every member gets the compensation they deserve. Your sacrifice is immeasurable, and as a member who held the front line with you, I am wholly aware of the risks you face at work every day.

I want to make sure there's no misunderstanding, so let me clarify: The deadline for the Hazard Pay is long overdue. I have instructed our legal team to aggressively pursue the Employer to fulfill their obligation until every member is made whole.

In solidarity,
Kalani Werner
State Director

UPW Celebrates 80 Years

(continued from page 1)

Collective Bargaining and the Struggle for Rights

By the late 1960s, the union's membership had grown significantly, especially in the O'ahu Division, where over 4,000 workers stood together. They were tired of being treated like second-class citizens, and they knew that collective bargaining was the key to their future. Under the leadership of Henry B. Epstein, UPW's first state director, they took to the streets, staging marches and demonstrations. The message was clear: public workers deserved the same rights as everyone else. After years of activism, in June 1970, Hawai'i passed Act 171, granting public sector employees the right to collective bargaining.

Joining Forces with AFSCME and Building Solidarity

Following the passage of Act 171, UPW joined the American Federation of State, County, and Municipal Employees (AFSCME), establishing a broader platform to represent public sector employees. With this new affiliation, UPW gained jurisdiction over state and county blue-collar positions, as well as nonprofessional hospital and institutional workers. Throughout the 1980s and 1990s, UPW faced ongoing

challenges, from threats of privatization to leadership changes. The union's strength lay in its ability to unite private and public sector employees, fostering a sense of solidarity that withstood the pressures of privatization and economic downturns.

Overcoming Adversity: The Early 2000s

The early 2000s brought one of UPW's most challenging tests when AFSCME placed the union under trusteeship. The union's leadership was in turmoil, but the members stood firm, electing new officers and rebuilding the union's reputation. The joint actions with other public sector unions to fight against furloughs and layoffs in 2009 showed that UPW still had plenty of fight left.

Recent Achievements and Ongoing Battles

In the past decade, UPW has continued to champion workers' rights despite new hurdles. Recent events have highlighted UPW's resilience and commitment to its members. In 2023, after a nearly two-month strike, UPW members at Kaiser's Maui Health System successfully ratified a new three-year contract, demonstrating

Mālama Pono

80 YEARS
SINCE 1944

The current name of UPW's official newsletter "Malama Pono" made its debut with the release of the October 1982 issue. Formerly known as the "UPW

Organizer," the change in name was recommended by then State Director, Gary W. Rodrigues, to keep with the theme of servicing and caring for UPW membership. Malama Pono is interpreted to mean "caring for our ohana" and was also the title of Rodrigues' monthly column.

The "UPW Organizer" came into existence on February 1, 1966, and was born out of a need for a publication written expressly for working people and trade union members. Its intention to be a true voice of its owners, the public workers, who serve our great state of Hawaii.

During the 17th UPW Convention a resolution on education stated there was a need for a paper that would keep members informed of their rights, the laws that protect them, and proposed legislation that might endanger their welfare. The paper would also counteract anti-labor influence in the media, print educational materials, announce various activities, and report human in-

terest items about members. In short, a UPW paper could help unite the membership and make the union a stronger and more effective force for good in the community.

As we celebrate the 80th anniversary of United Public Workers, we pledge to continue to uphold these values and be the voice of our members.



Front page of the inaugural issue of the UPW Organizer (Feb. 1, 1966).



The name "Malama Pono" makes its debut with the October 1982 issue.

the union's determination to fight for fair wages and working conditions. The union's work to secure Temporary Hazard Pay for those who worked during the COVID-19 pandemic is yet another example of UPW's ongoing advocacy for its members.

Looking Forward

Under the leadership of State Director Kalani Werner, UPW is well-positioned to continue its legacy of hard work and dedication. As we celebrate 80 years of history, we honor the countless members and leaders who have paved the way for a brighter future. UPW's story is far from over—it is a testament to the power of solidarity and the enduring spirit of those who stand together for justice, equality, and workers' rights. Here's to 80 years of hard work and many more to come!

Construction of UPW Headquarters in 1968



1924

1935

1938

1944

Hanapepe Massacre

Clashes between police, strikebreakers, and Filipino sugar workers during a strike in Hanapepe, Kauai resulted in the deaths of 16 workers and four policemen, illustrating early labor tensions in Hawaii.

The Wagner Act

This national act established labor rights across the US, including legal basis for unions and collective bargaining.

Hilo Massacre

A group of 50 unarmed unionists, both men and women, staging a peaceful sympathy strike were attacked by the Hilo Police using shotgun fire.

Informal Beginnings

A group of road workers in Hilo, Hawaii banded together to improve their working conditions, and this informal union ultimately became United Public Workers.

2024

Temporary Hazard Pay

UPW is continuing its fight to secure Temporary Hazard Pay for members who fearlessly worked during the COVID-19 pandemic, proudly serving their communities. Cases are proceeding in court-ordered arbitration and in negotiations with the Employer.

2024

Jimmy Toledo Scholarship

The UPW Foundation started offering scholarships to assist member families with secondary education. In its inaugural year, five exceptional UPW keiki received scholarships, which were funded by donations from members and the community. The aim is to empower young minds to succeed through education.



2023

Judiciary Hazard Pay

Members of the Judiciary overwhelmingly voted to accept a settlement that provided Temporary Hazard Pay for active, retired, and deceased members who had worked during the pandemic emergency.

2023

Maui Health System Strike

Over 400 hospital workers at Maui Health System went on strike after working without a contract for months, which forced the employer back to the negotiation table. After 52 days, the workers ratified a new contract that ensured pay increases, better benefits, and safer working conditions.



2022

Blue Collar Christmas

State Director Kalani Werner initiated a community campaign with UPW to assist foster families during the holidays. Each division organizes an annual celebration, funded by member donations, to bring hope to children and families through food, fun, and fellowship.



Maui Hazard Pay

Maui County workers approved Mayor Mike Victorino's settlement offer for Temporary Hazard Pay, making them the first blue collar workers to receive the payment.

Kalani Werner

UPW made history by holding its first-ever direct election of a state director. The membership elected Kalani Werner, a corrections officer, as the union's new leader. Werner has vowed to unify the membership and restore trust and transparency. Inset: AFSCME President Lee Saunders hosts UPW in Washington, D.C. (March 2024)

Section 8 Decision

In a landmark decision, Circuit Court Judge Karl Sakamoto ruled that UPW members have a constitutional right to attend Section 8 meetings for the purpose of collective bargaining.

2022

2021

2010

1945

Charter

The CIO chartered State, County, and Municipal Workers of America Local 646 in Hilo. This helped strengthen its position as a labor union committed to serving public workers in Hawaii. The organization was later renamed UPWA and is now known as United Public Workers (UPW).



1947

Henry Epstein

Henry Epstein, regarded as the father of UPW in Hawaii, was appalled at how public workers were exploited. He led marches and demonstrations and became the first State Director of UPW.



1954

Democratic Revolution of 1954

Labor's influence was crucial in this political shift, which saw labor-supported candidates take power, breaking the industrial oligarchy's long-standing control.

Public Employee Collective Bargaining Law

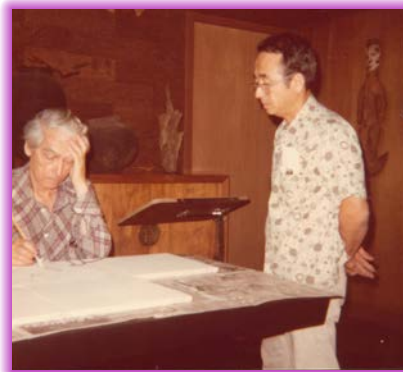
The enactment of what is now HRS 89 (Act 171) is a significant victory for UPW. It gives state and local government employees the right to bargain collectively for better wages and working conditions.

1970

AFSCME

1971

UPW and HGEA unite in solidarity as locals of the same national union, the American Federation of State, County, and Municipal Employees (AFSCME). Under the AFSCME Charter, UPW is granted jurisdiction over state and county blue-collar, nonsupervisory, and working foremen positions and nonprofessional hospital and institutional workers.



Jean Charlot (left), Isami Enomoto (right)
Credit: Jean Charlot Collection, University of Hawaii at Manoa Library

UPW Headquarters Mural

Artist, Jean Charlot, and craftsman, Isami Enomoto, created a tile mural in six panels on the facade of UPW Headquarters depicting the lives and work of UPW employees in Hawaii.

1975



BU1 Strike

1979

Nearly 8,000 workers belonging to UPW Bargaining Unit 1 went on strike, demanding better wages and working conditions. Six weeks later, they ratified a new contract that guarantees a \$100 increase in monthly pay for each year of the two-year contract.



Strike at the Convalescent Center of Honolulu

This three-week strike resulted in a 6 percent wage increase, employer contributed dental family coverage, an increase in funeral leave, and other fringe benefits.

1982

Furloughs

UPW secures a court order to halt Governor Linda Lingle's decision to implement furloughs without consulting with the union. After verifying the state's fiscal crisis and attempting to avoid laying off public sector employees, UPW negotiated terms of the furloughs that were acceptable to its members. The furloughs ended in 2012.

Rally Against Privatization

Nearly 6,000 union members gathered at the Hawaii State Capitol to protest against privatization in a magnificent display of unity and solidarity among multiple unions.

Konno v. County of Hawaii

UPW successfully stopped the privatization and loss of UPW jobs at the landfill operation at Pu'uana'hulu on Hawaii Island. A court-ordered summary judgment in favor of UPW required the landfill to be transferred from private to County operation as rapidly as possible.

2009

2000

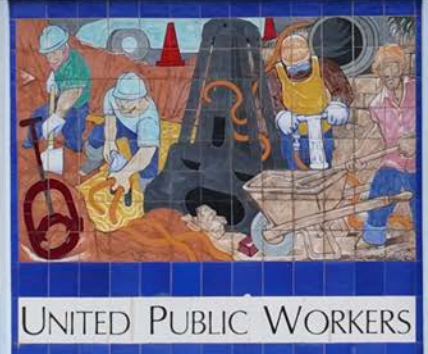
1997

Making Mural History

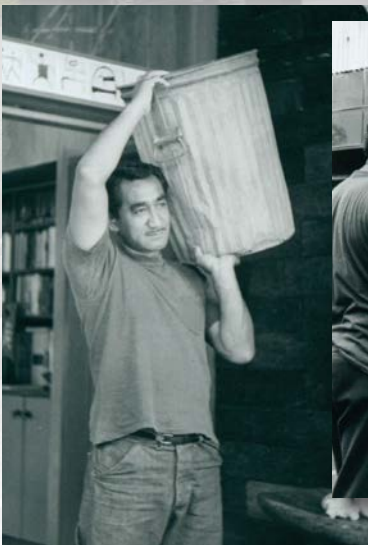
by Darin Young,
Communications Specialist

A fixture in Kalihi for nearly 50 years, the murals that adorn the exterior of UPW Headquarters are a recognizable sight for those who pass along North School Street. But what many may have forgotten is how these murals came to be as well as the artisans behind it.

In 1970, UPW commissioned the world-famous artist Jean Charlot to undertake the project and design the six murals. At the time, Charlot said these murals would be the first of their kind in the world. Each mural would comprise 156 ceramic tiles, each one square foot. To help bring his vision to



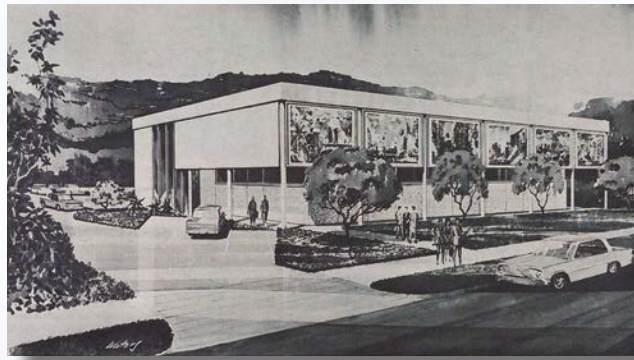
UNITED PUBLIC WORKERS



reality, Charlot partnered with craftsman Isami Enemoto, who would handle the glazing of each tile in a kiln.

In designing the murals, Charlot used real people to model the figures depicted in each scene, as can be seen in the various photos provided by the Jean Charlot Collection at the University of Hawaii at Manoa.

The entire project took six years to complete, finally being unveiled in May 1975. While Charlot was a celebrated artist, and his artwork was mostly purchased by the wealthy, he thought of himself as a people's artist and loved to attend UPW meetings and conventions. Charlot passed away in 1979, but his contribution to UPW and the labor movement continues.



Artist's drawing of the proposed UPW Headquarters (1967)



Credit for Photos:
Jean Charlot Collection,
University of Hawaii at Manoa Library

Across the Islands

Cooperation & Community: UPW Retirees Embrace Laulima

by Charlie Howard, Education & Outreach Specialist,
and Darin Young, Communications Specialist



Hawaii Department of Health. Her history with UPW stretches back even further with her father being a lifelong UPW member as well. Now in their golden years, the couple created the project as a way to give back for everything the union has done for them. “That’s our responsibility we put upon ourselves,” says Carol, “and we hope to beautify this place, a place that is for all the members.”

In late May the project took a big step forward with the planting of two Puakenikeni trees. Known for their pretty, delicate flowers with a fragrant scent, Carol hopes this addition to the garden not only enhances the environment, but also fosters a sense of connection and purpose among all members.

“I want to thank our State Director Kalani for his time and allowing us kupuna to stay active and

participate in such a meaningful way,” Carol reflected. “It’s just nice to be able to do something purposeful at our age.”

The couple’s commitment to the community does not end there. In April, the Nolands along with fellow UPW Retiree members, volunteered at a mail packing event at the IBEW 1186 Union Hall. Coordinated by the Hawaii State AFL-CIO, volunteers from several unions packed mailers promoting the National Association of Letter Carriers’ (NALC) annual food drive “Stamp Out Hunger.” It’s the nation’s largest one-day food drive and encourages residents to leave non-perishable food donations by their mailbox on the second Saturday of May.

Through their continual service to the community, Carol and Charles demonstrate that laulima is more than just a concept – it’s a way of life. Together, they continue to make a positive impact and prove that unity and kindness have no age limit.

The spirit of laulima is embodied by Carol and Charles Noland. At the beginning of this year the couple launched the “Planting Roots with Our Kupuna” project, initiating gardening and landscaping activities to spruce up the exterior of UPW Headquarters in Kalihi. “In planting these roots, we’re not just beautifying our surroundings; we’re strengthening our souls and leaving a legacy of care,” Carol remarked. “It’s not an easy task but we enjoy doing it.”

The Nolands are active members in UPW’s Retiree Chapter, where Carol currently serves as the State President. Her involvement with UPW began in 1974 when she started working for the



UPW FOUNDATION

Congratulations!

2024 Jimmy Toledo Scholarship Awardees

Congratulations to these graduates in our UPW ohana who are the first five recipients of UPW Foundation's Jimmy Toledo Scholarship!

- Isabella Clay, Kalaheo High School
- Carma Tabilisima, Keaau High School
- Maddox Tyau, Maui High School
- Melina Espino, Kamehameha Schools Maui
- Kiana Cueto, Damien Memorial School

Each will receive a \$1,000 scholarship for financial assistance to be used at their college or university in the fall.

We want to say mahalo to all of the graduates who applied and our judges for taking the time to review and grade all of the entries.

Jimmy Toledo Scholarship Bingo Fundraiser

Oahu Division | April 19, 2024



JIMMY TOLEDO GOLF TOURNAMENT

FRIDAY, JULY 12, 2024
KAPOLEI GOLF COURSE



**MORE DETAILS &
SPONSORSHIP OPPORTUNITIES**
UPWHAWAII.ORG/GOLF

Our Union, Our Ohana

Division Summits

by Maleko McDonnell, Communications Manager

United Public Workers recently had our first Division Summits, where members from the Public Safety, Airports, and Wastewater divisions came together for meetings focused on collaboration, innovation, and career development. The summits provided a platform for stewards and unit officers to share best practices, learn from each other, and gain insights into what fellow units are experiencing.

The meetings started with an inspiring address by State Director Kalani Werner, emphasizing the union's vision and the importance of cross-unit collaboration in driving success. Members engaged in interactive discussions and contract interpretation sessions, promoting a culture of knowledge-sharing and solidarity.

One of the standout events at each summit was the Contract Interpretation session. During this session, Deputy Director Loyna Kamakeeaina read from the Collective Bargaining Agreement and demonstrated how the text could be applied to real-world employer challenges. This not only led to innovative discussions but also helped to strengthen relationships and communication between different units.

The feedback has been extremely positive, with many expressing excitement about applying the knowledge and insights gained during the summits to their day-to-day work. With the success of the first few events, members are already looking forward to the next summit, eager to continue the momentum of shared learning and growth.



Wastewater Division Summit (May 13, 2024)



Department of Transportation and Public Safety Summit (May 15, 2024)



UNIVERSITY of HAWAII®
WEST O'AHU

Labor Studies

Interested in learning about workplace rights? Labor law? Labor unions? Why Hawaii has the highest union density in the United States? Then take a course in Labor Studies!

The Center for Labor Education and Research (CLEAR) at UH West Oahu currently has open enrollment for a number of Labor Studies courses including *Intro to Labor Studies*, *Hawaii Labor Media & Film*, and *Labor Theory*.

Classes begin in late August and it is recommended to register as soon as possible.

Full Negotiation Committee Meetings

by Darin Young, Communications Specialist

Over the course of 2 days in May, more than 150 Chief Stewards, Officers, and leaders attended the Full Negotiation Committee (FNC) meetings in preparation for contract negotiations in 2025 for Bargaining Units 1 and 10. On day 1 of discussions, BU10 members heard and voted on over 100 contract proposals from its members, while members of BU1 pressed through nearly 300 contract proposals on day 2.

Some common themes

among all the proposals were clarification of language around leave and time off, pay raises and repricing, and adjustments to clothing allowances such as footwear. Both days ended with nominations and elections for representatives to their Executive Negotiation Committee (ENC). The members on the ENC will be your UPW brothers and sisters sitting across the table from the employers during contract negotiations.



To apply, go to:

- **apply.hawaii.edu** and select the University of Hawaii Community College of your choice
- Click "Apply" and fill out the application form
- Once admitted, you may enroll in the courses on **star.hawaii.edu**
- In STAR, select Semester and "Add Personal Choice"
- On the upper-left, select "Campus" and scroll down to West Oahu and the courses will appear

Note: these courses will also apply towards the 15 credit *Certificate in Labor Studies* (tinyurl.com/HILBST).

Any questions, email: clear@hawaii.edu

GOVERNMENT AFFAIRS



Legislature Passes Repricing Bill

Aloha Family,

On May 1, 2024, the Legislature passed House Bill 1640 (HB1640 HD1 SD1 CD1). With the passage of this legislation, public sector unions are rejoicing. As the law is currently written, an exclusive representative has no recourse if an employer denies a request to reprice job positions with high vacancy or uncompetitive pay rates relative to the labor market.

The current repricing process is lopsided and unfair because it fails to include an appeals process or adjudication via impartial review. As a result, employers feel empowered to arbitrarily make pricing decisions without worry of recourse. Furthermore, the Department of Human Resources Development (“DHRD”) continues to make the contention that civil service positions are appropriately priced based on current duties and responsibilities, which is an argument that pays little consideration to vacancy rates, vacancy duration, or prevailing wages or salaries in the private and federal sectors.

Here is a summary of the provisions contained in HB1640:

- This bill requires the employer to initiate negotiations on repricing of classes within a bargaining unit within 30 days of its receipt of the exclusive representative’s written request;
- If an employer fails to initiate a negotiation within 30 days, or the parties cannot reach an agreement within 150 days of the written request or by January 31 of a year in which the agreement is due to expire, whichever is earlier, an impasse exists and impasse procedures shall apply;
- No more than 15 repricing impasse procedures shall be active at any time; and
- These provisions shall sunset on June 30, 2029, but any repricing negotiations started prior to this date may continue after the repeal date.

The passage of this bill will go far in properly pricing job classes and provide state and county employers with the tools necessary to recruit and retain a competitive workforce.

HB1640 currently awaits Governor Green’s signature. The Governor must sign or veto the bill by July 10, 2024, or it becomes law without his signature. If enacted, the provisions of HB1640 go into effect on July 1, 2024.

In Solidarity,

Kamakana Kaimuloa
Government Affairs Manager
United Public Workers





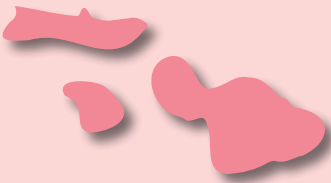
Oahu Division

Nominations and Election

Nominations and election for one (1) Oahu Division Delegate to the State Executive Board will be held on **Thursday, July 11, 2024, at UPW Headquarters, Conference Room** (1426 N. School Street, Honolulu, HI 96817). Nominations will be held at 6:30 p.m. Election will be held from 7:00 p.m. to 7:30 p.m.

Any UPW Oahu Division member may make nominations. However, in accordance with Section 3, Article 16. Vacancies of the UPW Constitution, only members of the Oahu Division Executive Board are eligible to vote.

A candidate must receive a majority of the votes cast to be declared elected. Should no candidate receive a majority vote, a run-off election will be held immediately after the announcement of the election results.



Maui Division

Nominations and Election

Nominations and elections for one (1) Molokai or Lanai Delegate to the State Executive Board from UPW Maui Division will be held on **Wednesday, August 7, 2024, at the UPW Maui Division Office** (841 Kolu Street, Wailuku, HI 96793). Nominations will be held at 6:00 p.m. Elections will be held from 6:30 p.m. to 7:00 p.m.

Any UPW Maui Division member may make nominations. However, in accordance with Section 3, Article 16. Vacancies of the UPW Constitution, only members of the Maui Division Executive Board are eligible to vote.

A candidate must receive a majority of the votes cast to be declared elected. Should no candidate receive a majority vote, a run-off election will be held immediately after the announcement of the election results.



Hawaii Division

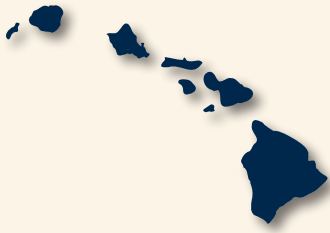
Retiree Sub-Chapter

Membership Meeting Notice

The UPW Hawaii Retiree Sub-Chapter will have a membership meeting on **Thursday, August 1, 2024, at 10:00 a.m. at the UPW Hawaii Division Office**, 362 East Lanikaula Street, Hilo, HI 96720. Lunch will be provided but please RSVP your attendance with Kathy for a lunch count at (808) 961-3424.

Nominations & Election Notice

Nominations and elections for Hawaii Retiree Sub-Chapter Vice-President, Secretary and Treasurer will be held on **Thursday, August 1, 2024, at UPW Hawaii Division Office**. Nominations will be 10:15 a.m. to 10:30 a.m. and elections 10:30 a.m. to 10:45 a.m. Run-off elections, if necessary, will be held immediately following the election vote count.



State Officers Nominations and Elections

NOTICE OF NOMINATIONS AND ELECTION

The purpose of this Notice is to advise that United Public Workers, Local 646, AFSCME, AFL-CIO, (UPW) will conduct nominations and elections for the following State Officers: (1) STATE DIRECTOR, (1) STATE PRESIDENT, (1) STATE SECRETARY-TREASURER in accordance with Appendix D (Election Code) of the AFSCME International Constitution and the UPW Constitution, and the AFSCME Election Manual.

NOMINATIONS

(September 4, 2024 – September 18, 2024)

Nominations for State Officers will be accepted by email and at the nomination meetings. The procedures for nominating candidates for State Officers are as follows:

- All nominations must be made by a member of UPW in good standing.
 - **All eligible UPW members may participate in the nomination of State Officers.**
- To be eligible for a State Officer position the nominee must be a member of UPW in good standing for one (1) year at the time of nomination. The names of nominated members will be posted on the UPW website. Challenges to the eligibility of any nominee for State Officers must be submitted to the Election Committee at StateOfficerElections@upwhawaii.org no later than **Wednesday, September 25, 2024**.
- All eligible nominees shall be afforded the opportunity to decline their nomination before **Wednesday, September 25, 2024**, when ballots are prepared, by submitting an email to the Election Committee at StateOfficerElections@upwhawaii.org. No member may be a nominee for more than one office in this election and therefore, must decline all but one nomination if nominated for more than one office. The name of any nominee who declines shall not appear on the ballot. If a member is nominated for more than one office and does not decline all but one before the ballots are prepared, their name shall appear on the ballot for the highest position for which a nomination was received, and they are eligible to hold. For this purpose, positions are ranked highest to lowest in the order in which they appear in this Notice.

Email Nominations

Email nominations may be submitted to the Election Committee at StateOfficerElections@upwhawaii.org beginning at **12:00 a.m. HST Wednesday, September 4, 2024**, through **5:00 p.m. HST Tuesday, September 17, 2024**.

Nominations for each candidate should be submitted in a separate email and include:

1. The **name, telephone number** and **email address** of the member making the nomination.
2. The **name**, and if available the **telephone number** and **email address**, of the member being nominated.
3. The **position** the member is being nominated as a candidate.

Nominations Meeting

The meeting to accept additional nominations, and officially close nominations for State Officers will be held via Zoom on **Wednesday, September 18, 2024**, and will be conducted in accordance with the following schedule and procedures:

- Nominations meeting for **State Officers** will begin at **12:00 noon HST**.
- At the nomination meeting each position will be called separately and in the order in which they appear in this Notice. Once nominations for a position are closed, no additional nominations will be accepted for that position.
- The member making a nomination must state their **name**, provide a **telephone number** and if available, an **email address**.
- The member making nominations must also state the **name**, and if available, provide the **telephone number** and **email address, of the member being nominated**.
- The nominations meeting will officially adjourn after all positions have been called and closed.

State Officer Nominations Meeting Instructions

ONLINE - Visit [Zoom.com](https://zoom.com), click “Join a Meeting” and enter the following information:

Meeting ID: **892 3942 1261**

Password: **001944**

TELEPHONE - **877 853 5257** and enter **89239421261#**

ELECTION

(October 9, 2024 – October 31, 2024)

To comply with the provisions of the AFSCME International Constitution and federal law, all eligible UPW members in good standing may participate in the election of State Officers. Challenges to the eligibility of any voter must be submitted to the Election Committee at StateOfficerElections@upwhawaii.org no later than **Wednesday, September 25, 2024**.

The secret ballot election for UPW State Officers will be conducted electronically using the BallotPoint Election Services voting system. Eligible voters may cast their ballots either online or by telephone. **Prior to the start of the election on October 9, 2024, voting instructions will be mailed to the home address of eligible members.**

Update your home address and contact information now at www.upwhawaii.org

Voting will open at **9:00 a.m. HST on Wednesday, October 9, 2024**, and will close at **9:00 a.m. HST on Thursday, October 31, 2024**. Cast ballots will be tallied at **10:00 a.m. HST on Thursday, October 31, 2024**.

Protests related to the conduct of the election must be submitted to the Election Committee at StateOfficerElections@upwhawaii.org no later than **12:00 noon HST on Sunday, November 10, 2024**.

Run-off Elections

(December 3, 2024 – December 23, 2024)

In the event no candidate for a State, Division or Unit position receives a majority of the eligible votes cast, a run-off election shall be held. Voting instructions for run-off elections, if necessary, will be mailed to the membership on or about **Monday, December 2, 2024**. Voting for the run-off elections will open at **9:00 a.m. HST on Tuesday, December 3, 2024**, and will close at **9:00 a.m. HST on Monday, December 23, 2024**. Cast ballots will be tallied at **10:00 a.m. HST on Monday, December 23, 2024**.

Protests related to the conduct of run-off elections must be submitted to the Election Committee at StateOfficerElections@upwhawaii.org no later than **12:00 noon HST on Thursday, January 2, 2025**.

REQUESTS FOR DUPLICATE VOTING INSTRUCTIONS

Members who do not receive voting instructions for the election by **Wednesday, October 16, 2024**, or for any run-off elections by **Tuesday, December 10, 2024**, may contact the Election Committee at StateOfficerElections@upwhawaii.org or **1-833-879-0700** to request that duplicate voting instructions be mailed.

Requests for duplicate voting instructions must include the following:

1. Member's first and last name.
2. Member's home mailing address (Street, City, State, Zip Code).
3. Member's phone number.
4. Member's email address, if available.
5. Member's date of birth.
6. Last 4 digits of member's Social Security number.

Requests for duplicate voting instructions for the election will not be accepted after **1:00 p.m. HST on Sunday, October 20, 2024**. Requests for duplicate voting instructions for a run-off election, if any, will not be accepted after **1:00 p.m. HST on Thursday, December 19, 2024**.

CALENDAR OF EVENTS

PRIVATE SECTOR DIVISION EXECUTIVE BOARD MEETING

Friday, June 28, 2024

5:30pm - 7:30pm

Online Meeting via Zoom

Registration: bit.ly/psd0624

OAHU DIVISION ENTERTAINMENT COMMITTEE MEETING

Friday, July 5, 2024

4:30pm - 5:30pm

UPW Headquarters

1426 N. School Street

Honolulu, HI 96817

OAHU DIVISION SPORTS COMMITTEE MEETING

Thursday, July 11, 2024

4:00pm - 5:00pm

UPW Headquarters

1426 N. School Street

Honolulu, HI 96817

JIMMY TOLEDO GOLF TOURNAMENT

Friday, July 12, 2024

9:00am - 6:00pm

Kapolei Golf Course

91-701 Farrington Hwy

Kapolei, HI 96707

upwhawaii.org/golf

OAHU DIVISION PICNIC

Saturday, July 20, 2024

9:00am - 2:00pm

Magic Island, Ala Moana Beach Park

upwhawaii.org/event/oahu-division-picnic

Contact Keaka or Remy at UPW Headquarters to RSVP:

(808) 847-2631

RSVP Deadline: Friday, July 5, 2024

HAWAII DIVISION RETIREE SUB-CHAPTER: MEMBERSHIP MEETING AND NOMINATIONS & ELECTIONS

Thursday, August 1, 2024

10:00am - 11:00am

UPW Hawaii Division

362 E. Lanikaula Street

Hilo, HI 96720

See page 13 for more information

MAUI DIVISION EXECUTIVE BOARD MEETING

Wednesday, August 7, 2024

5:30pm - 7:30pm

UPW Maui Division

841 Kolu Street

Wailuku, HI 96793

OAHU DIVISION EDUCATION COMMITTEE MEETING

Thursday, August 8, 2024

4:00pm - 5:00pm

UPW Headquarters

1426 N. School Street

Honolulu, HI 96817

HAWAII DIVISION EXECUTIVE BOARD MEETING

Thursday, August 8, 2024

5:30pm - 7:30pm

Online Meeting via Zoom

KAUAI DIVISION EXECUTIVE BOARD MEETING

Thursday, August 29, 2024

6:00pm - 8:00pm

Kamehameha Schools Kauai

3201 Akahi Street

Lihue, HI 96766

STATE EXECUTIVE BOARD MEETING

Friday, September 27, 2024

Begins at 9:00am

UPW Headquarters

1426 N. School Street

Honolulu, HI 96817