

STATE OF HAWAII

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD

In the Matter of	)	CASE NOS.:	S-01-20a
	)		S-02-20b
GEORGE R. ARIYOSHI, Governor,	)		S-03-20c
State of Hawaii; EILEEN R.	)		S-04-20d
ANDERSON, Mayor, City and	)		S-13-20e
County of Honolulu; HERBERT T.)		
MATAYOSHI, Mayor, County of	)	DECISION NO. 189	
Hawaii; HANNIBAL M. TAVARES,)		
Mayor, County of Maui;)		
TONY T. KUNIMURA, Mayor,)		
County of Kauai,)		
)		
Petitioners,)		
)		
and)		
)		
UNITED PUBLIC WORKERS, AFSCME)		
LOCAL 646, AFL-CIO; and)		
HAWAII GOVERNMENT EMPLOYEES)		
ASSOCIATION, AFSCME LOCAL)		
152, AFL-CIO,)		
)		
Exclusive)		
Representatives.)		
)		

ERRATA

The above-referenced decision contains the following errors which should be corrected accordingly. These errors are inadvertent and the corrected figures truly reflect the Board's intent.

COUNTY OF HAWAII

1. DEPARTMENT OF PARKS AND RECREATION

Lifeguards (Page 29)

Error:

04 Supervising Lifeguard	2	(1 for West Hawaii; 1 for East Hawaii) 8 hours/day; 7 days/week
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Correction:

04 Supervising Lifeguard	2	(1 for West Hawaii; 1 for East Hawaii) 8 hours/day; Sat, Sun, Holidays.
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2. Zoo (Page 29)

Delete:

01 Zoo Animal Keeper I	1	8 hours/day; Sat-Sun
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COUNTY OF MAUI

3. PUBLIC WORKS

Highways Maintenance/Traffic Signs (Page 29)

Error:

01 Laborer II	2	Standby
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Correction:

01 Laborer II	4	Standby
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COUNTY OF KAUAI

4. Police Vehicle Repair (Page 30)

Error:

01 Fire Equipment Mechanic	1	Standby
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Correction:

01 Fire Equipment Mechanic	1	M-F; 8:00am-5:00pm
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5. Park Maintenance (Page 31)

Error:

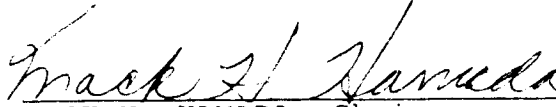
01 Park Caretaker I 2 Standby; M-F; 8
hours/day

Correction:

01 Park Caretaker I 2 M and F; 8 hours

DATED: Honolulu, Hawaii, February 28, 1984.

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD



MACK H. HAMADA, Chairperson



JAMES K. CLARK, Board Member



JAMES R. CARRAS, Board Member

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STATE OF HAWAII

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD

In the Matter of)
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County of Honolulu; HERBERT T.)
MATAYOSHI, Mayor, County of)
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CASE NOS.: S-01-20a
S-02-20b
S-03-20c
S-04-20d
S-13-20e

DECISION NOS. 189 & 189A

AMENDED GENERAL ORDERS

The Board further orders the following in the event of a strike by Unit 1, 2, 3, 4, and 13 employees:

1. The class or position titles identified in the foregoing portion of the order are designated as essential positions. Any or all incumbents in the essential positions may be designated by the respective Employers as essential employees.

2. The Employer shall designate employees to fill essential positions. Each Employer shall give notice to an essential employee in accordance with Subsection 89-12(c)(2),

HRS. It is the duty and responsibility of the essential employee to contact the Employer for his or her work assignment. This duty continues throughout the duration of any strike.

3. "Standby," as directed by these orders, requires that the Employer compensate all such designated employees at the rate of 25% of the individual employee's current salary. The employee on standby shall respond to requests made by the Employer to work and shall provide the Employer with the necessary telephone numbers and the location where he or she can be contacted should the need arise.

When hours are not specified or when 24-hour standby is coupled with scheduled working hours, "standby" shall mean standby for non-duty hours only.

"On-call," as provided for in these orders, does not require compensation by the Employer nor does it require that the employee respond to any work requests made by the Employer.

4. An essential employee shall report to work as directed by each Employer, unless the absence is excused due to illness or other bona fide reasons. In order to determine the validity of such reasons, the essential employee shall submit a written statement of reasons to the Employer. In the event an absence is based upon a medical disability, a statement from a physician shall be submitted to the Employer. The absence of an essential employee from assigned work without a bona fide reason shall be deemed a violation of these orders and deemed to constitute unlawful participation in a strike under Subsection 89-12(a), HRS.

5. If an essential employees does not report to work as directed and there are additional incumbents to fill an essential position, the Employer may designate another incumbent to perform such work. The Employer may notify such employee by whatever means practicable, including by telephone contact, to ensure the delivery of essential services.

If the Employer is unable to fill the essential position with an incumbent, the Employer may assign other employees within the same job classification who are capable of satisfactorily performing the functions, duties and responsibilities of the essential position, and shall notify the Board accordingly. If the employee is not an incumbent of the position, the employee shall have the right to refuse the temporary assignment to the designated essential position.

6. In the assignment of incumbents or other employees to essential positions, the Employer shall refrain from assigning persons designated as picket line captains, stewards, negotiation team members and Union Board of Directors members unless there are no other employees capable of satisfactorily performing the functions, duties and responsibilities of the essential positions.

Respondents shall furnish the respective Employers with the names of picket line captains, stewards, negotiations team members and Board of Directors members forthwith.

7. The Union shall be responsible for taking all necessary steps to ensure that essential services required by this order are performed without interruption, slowdown, sick-out or other forms of interference.

8. To minimize confusion in communications between the parties, each Employer and each Union shall designate one overall coordinator to be contacted. In addition, each Employer and each Union shall designate a coordinator for each county. These coordinators shall be responsible for maintaining essential services within their respective jurisdictions and implementing any order issued by the Board at the close of this proceeding or during a strike. Each party shall notify the other and this Board, in writing, of their coordinators with their respective current address and business and residence telephone numbers forthwith.

9. Employer may designate one entrance to every worksite having multiple entrances specifically to permit uninhibited ingress and egress by employees in positions designated as essential by the Board, excluded employees, and private employees only. The Employer shall notify the Union that these designated entrances shall be free of any pickets. Should the Employer fail to monitor the designated entrances and access is permitted to other than essential, excluded, and private employees, the Union shall notify this Board and the Board will determine whether the entrance may be lawfully picketed. Further, any monitor representing the Union and present at this entrance shall not impede or harass any essential, excluded or private employees from ingress or egress to the worksite.

Worksites, buildings or facilities which have only one entrance may be picketed, but persons on the picket lines shall permit anyone to cross the picket lines.

10. To ensure the health or safety of the public, all picket lines of Units 1, 2, 3, 4, and 13 employees shall be supervised by an on-site picket line captain designated by the Union. The Union shall provide the Employer with a list of picket line captains at all picket lines forthwith. The picket line captain and ultimately, the Union, shall share the responsibility to ensure that picketing is conducted in a lawful manner. Pickets must permit ingress and egress to all persons. Responsibility for insuring uninhibited ingress and egress to all worksites rests with the Union.

11. In accordance with Chapter 322 and § 26-13, HRS, the State Department of Health shall monitor the refuse and public facilities sanitation from the outset of a strike and make a daily report to this Board of any deterioration of conditions which, in the Department's opinion, presents an imminent or present danger to the public health or safety. Should their findings indicate an imminent or present danger to the health or safety of the public, then the Board shall set requirements to avoid or remove such danger if the Board agrees with those findings.

12. In addition to the general and staffing orders, the following order shall apply to the Unit 1 employees working in the refuse collection and disposal positions in the Department of Parks and Recreation of the City and County of Honolulu.

a. Refuse collection and disposal positions of Senior Grounds Keeper and Grounds Keeper shall be deemed essential for

Petitioner City and County of Honolulu, upon the following conditions:

(1) A declaration of a health hazard has been issued by the Department of Health, State of Hawaii [DOH] and filed by DOH with this Board.

(2) If the Board finds that such conditions pose an imminent or present danger to the public health it shall immediately notify Petitioners of the affected area as declared by DOH.

b. Employers shall give notice to the affected refuse collection and disposal employees of the foregoing conditions in accordance with Chapter 89, HRS.

c. Upon receipt of notification from the Board of a health hazard, Petitioners may give subsequent notice to employees by publication (newspaper, radio and/or television). Publication by newspaper, radio and/or television shall be deemed sufficient notice to the essential employees.

d. Refuse collection and disposal employees shall report to work at the times and places designated by the Employer after receiving subsequent notice from Employer that their services are necessary.


e. Petitioners shall assign employees to perform only those services necessary to eliminate the health hazard.

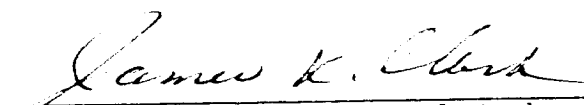
These orders may be amended by the Board. Any questions of interpretation of these orders shall be brought to the immediate attention of this Board.

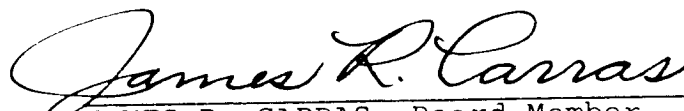
GEORGE R. ARIYOSHI, Governor, State of Hawaii; EILEEN R. ANDERSON, Mayor, City and County of Honolulu; HERBERT T. MAYATOSHI, Mayor, County of Hawaii; HANNIBAL M. TAVARES, Mayor, County of Maui; TONY T. KUNIMURA, Mayor, County of Kauai and HAWAII GOVERNMENT EMPLOYEES ASSOCIATION, AFSCME LOCAL 152, AFI-CIO, and UNITED PUBLIC WORKERS, AFSCME, LOCAL 646
CASE NOS.: S-01-20a, S-02-20b, S-03-20c, S-04-20d, S-13-20e

DATED: Honolulu, Hawaii, February 21, 1984.

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD


MACK H. HAMADA, Chairperson


JAMES K. CLARK, Board Member


JAMES R. CARRAS, Board Member

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United Public Workers
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remaining to be decided were represented and participated in the investigation hearings. All parties were afforded the right to present evidence and to cross-examine witnesses.

Based upon the credible evidence presented, the entire record of the investigation, and the agreements of the parties, The Board makes the following additional:

Specific findings of fact:

ANIMAL QUARANTINE AND ENTRY TESTING

The State of Hawaii, through its Department of Agriculture, operates an animal quarantine station and entry testing service. The subject animals are those entering the State from other areas as well as certain animals moving inter-island. They are quarantined and tested to assure that they are free of disease including rabies.

The following tasks performed by Unit 1 employees are deemed essential to the maintenance of public health or safety: feeding, solid waste removal and washing of kennels and pens, medicating and observing animals for disease, caring for diseased animals, and maintaining security.

The following tasks performed by Units 2, 3 and 13 employees relative to this service are deemed essential to the maintenance of public health or safety: supervising the services of Unit 1 employees deemed essential hereinabove, keeping accurate records on the subject animals, inspecting incoming vessels and aircraft to prevent illegal entry or inter-island movement, veterinary services, and inspecting other holding areas.

The Board finds that total withdrawal of the aforesaid services during a strike would result in an imminent or present danger to the health or safety of the public and that the staffing requirements set forth in the orders herein must be met in order to avoid or remove such danger.

DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES

Central Services Division

The Department of Accounting and General Services (DAGS), Central Service Division performs a number of house-keeping functions deemed essential by the Board for the maintenance of public safety or health, including refuse collection and removal, janitorial service, and grounds upkeep and repair and maintenance of public buildings including school buildings.

Unit 1 employees perform most of the foregoing essential tasks. Units 2, 4, and 13 employees supervise the Unit 1 workers deemed essential hereinabove and coordinate their activities; in addition they inspect the buildings, equipment and grounds for emergency situations and arrange for necessary repairs or services.

The Board finds that total withdrawal of the aforesaid services during a strike would result in an imminent or present danger to the health or safety of the public and that the staffing requirements set forth in the orders herein must be met in order to avoid or remove such danger.

AUTOMOTIVE MANAGEMENT DIVISION

The Motor Pool Branch, Automotive Management Division, DAGS (AMD/DAGS), maintains and provides motor vehicles for use by authorized State employees. A number of those vehicles will be used by State employees performing services deemed essential by the Board for the avoidance or removal of dangers to public safety or health.

Many of those essential services will not be capable of being performed without vehicles from the Motor Pool Branch which are operating properly. Moreover, the health or safety of those performing the essential services and the public will be endangered if the vehicles used are not properly maintained. It follows then that the maintenance of those vehicles is also an essential service, the withholding of which, in a strike, would result in an imminent or present danger to the public safety or health. Therefore, the staffing requirements set forth in the orders must be met in order to avoid or remove such danger.

In performing these services, only the vehicles used by other essential workers need be attended to.

The Parking Control Branch, AMD/DAGS, prevents or discourages unlawful acts within parking facilities in its jurisdiction, and prevents or eliminates dangerous or hazardous conditions within such parking facilities. Such unlawful acts and dangerous conditions would result in danger to safety or health of the public and those workers deemed essential by the operation of the Board's orders. The essential tasks of this Branch are performed by Unit 3 employees.

The Board finds in accordance with the agreement of the parties that the total withdrawal of these services during a strike would result in an imminent or present danger to the health or safety of the public.

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS (DLIR)

Division of Occupational Safety and Health (DOSH)

The Boiler and Elevator Inspection Bureau, DOSH/DLIR, assures the safe operation and use of boilers, pressure systems, amusement rides, elevators and kindred systems. Such assurance comes only through an inspection and permit system which must be kept operating in order to be effective.

Operations affected by this Bureau's work include service stations, auto body shops, laundries, amusement rides, and medium and high rise buildings, commercial, residential and office, including government buildings. The tasks performed by the Bureau's employees in Units 3 and 4 which are deemed essential to the maintenance of the public safety or health include: inspection of subject mechanisms and systems, maintenance of proper records of inspections, and issuance of citations of unsafe mechanisms or systems.

The Board finds in accordance with the agreement of the parties that the total withdrawal of these services during a strike would result in an imminent or present danger to the health or safety of the public.

DEPARTMENT OF LAND AND NATURAL RESOURCES (DLNR)

The DLNR has responsibility for several natural resources of the State of Hawaii, the loss of which will have far-reaching consequences on the public.

Not the least of these is the State's forest areas. Among the functions served by the DLNR is the protection of those forests from denudation by fire. Such loss may adversely affect such other resources as the State's precious fresh water supply. Also, fire would pose an immediate danger to human life and health.

The various tasks performed by Units 1, 2, 3, and 13 employees in the overall emergency effort in combating forest and brush fires are deemed essential by the Board for maintenance of the public safety or health.

Additionally, the DLNR operates the State Park system. The task of keeping the parks safe for users by eliminating or warning of dangerous conditions, by responding to emergency situations resulting in injury, and by patrolling park premises to prevent or respond to park threatening vandalism or fires is deemed essential by the Board. Those tasks are performed by Unit 4 employees.

The Board finds, based on the credible evidence presented and in accordance with the agreements between some of the parties, that the total withdrawal of the foregoing and other services during a strike would result in an imminent or present danger to the health or safety of the public.

Based on the foregoing Findings of Fact, the Board makes the following:

CONCLUSIONS OF LAW

The Board has jurisdiction of the subject Petition pursuant to Subsection 89-12(c)(1), HRS, which provides:

If a strike, which may endanger the health or safety of the public, is about to occur or is in progress, the public employer concerned may petition the Board to make an investigation. If the Board finds that there is imminent or present danger to the health or safety of the public, the Board shall establish specific requirements that must be complied with and which shall include, but not be limited to:

- (A) Designation of essential positions; and
- (B) Any other requirement it deems necessary in order to avoid or remove any imminent or present danger to the health or safety of the public.

Based upon the Findings of Fact, it is clear that a strike by employees in Units 1, 2, 3, 4 and 13 is about to occur, and the Board so concludes. The Board further concludes that the withholding of services performed by employees included in Units 1, 2, 3, 4 and 13 which are the subject of the Findings of Fact herein will create an imminent or present danger to the health or safety of the public.

The performance of the services herein found to be essential to avoid or remove such danger must be done by Units 1, 2, 3, 4 and 13 incumbents of the job titles or positions listed in the orders. The Board sets forth therein, the numbers of

persons and hours of work required to perform tasks which the Board considers to be necessary to avoid or remove any danger to public health or safety, and in doing so declares those essential positions.

In the Staffing Orders which follows, the Board has set forth maximum number of positions which the Employer may fill as essential positions to perform the tasks which the Board finds to be necessary to avoid or remove danger to public health or safety during a Units 1, 2, 3, 4 and 13 strike. If, however, the Employers discover that they need more positions than they asked for and were given, then they are expected to report that fact immediately to this Board. The mandate of Subsection 89-12(c), HRS, is to protect the public health and safety from danger caused by strikes. It is impossible to predict, with certainty, exactly what number of people may be required to work during a strike, to cover events which may occur in the future.

ORDERS

Based therefore upon the foregoing findings of fact and conclusions of law, the Hawaii Public Employment Relations Board hereby orders that the General Orders contained in its Decision No. 189 issued on February 19, 1984 shall apply equally here as though set forth fully herein and that the following positions be filled in the event of any strike or job action by Units 1, 2, 3, 4, and 13 employees, in accordance with the schedule provided.

STAFFING ORDERS

<u>BU & CLASS TITLES</u>	<u>NO. REQUIRED</u>	<u>WHEN REQUIRED</u>
<u>DEPARTMENT OF AGRICULTURE</u>		
<u>Animal Quarantine Station</u>		
01 Quarantine Animal Caretaker II	13	8:00am-5:00pm; 7 days/week
01 Quarantine Animal Caretaker III	7	8:00am-5:00pm; 7 days/week
02 Rabies Sect. Foreman	1	8:00am-5:00pm; Wed-Sun
03 Clerk Typist III	1	8:00am-5:00pm; M-F
03 Livestock Insp II	3	7 days/week; hours vary
03 Livestock Insp III	1	8:00am-5:00pm; M-F
13 Vet Med Off V	2	8:00am-5:00pm; 7 days/week
 <u>DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES</u>		
<u>Central Services Division</u>		
<u>Repair and Maintenance</u>		
<u>School Buildings</u>		
<u>Supervisory - Oahu</u>		
<u>Honolulu I</u>		
02 Bldg Maint Dist Supv	1	4 hours/day; M-F; standby 7 days/week
 <u>Honolulu II</u>		
02 Bldg Maint Dist Supv	1	4 hours/day; M-F; standby 7 days/week
 <u>Central</u>		
02 Bldg Maint Dist Supv	1	4 hours/day; M-F; standby 7 days/week

Leeward

02 Bldg Maint Dist Supv 1 4 hours/day; M-F;
standby 7 days/week

Windward

02 Bldg Maint Dist Supv 1 4 hours/day; M-F;
standby 7 days/week

Support Services

02 Bldg Maint Dist Supv 1 *4 hours/day; M-F;
standby 7 days/week

*Respond to complaints from the public regarding refuse binds, and upon inspection, if he/she is of the opinion that the condition is or may be detrimental to health, will contact Department of Health, whose inspector, upon inspection and determining a health hazard, shall so advise the Building Maintenance District Supervisor who shall contact for refuse removal by a private contractor.

Supervisory - Hawaii

04 Bldg & Grnds Supt II 1 4 hours/day; M-F;
standby 7 days/week

Supervisory - Maui

04 Bldg & Grnds Supt II 1 4 hours/day; M-F;
standby 7 days/week

Supervisory - Kauai

02 Bldg Constr Maint Supv II 1 4 hours/day; M-F;
standby 7 days/week

Supervisory - Oahu

02 Bldg Maint Dist Supv 1 4 hours/day; M-F;
standby 7 days/week

Central Services Division

Building Management

Janitorial Services

Oahu

01 Janitor II 13.25

Keelikolani Bldg.) 1 M-F; 7:45am-4:30pm
Parking Structure)

Tax Office Bldg.) Transportation Bldg.)	1	Same as above
I'i Bldg.) Judiciary Bldg.) Kekuanao'a Bldg.)	1	Same as above
State Capitol	2	Same as above
Liliuokalani Bldg.) Kinau Hale Bldg.)	1	Same as above
Kalanimoku Bldg.	1	Same as above
Diamond Head Health Center	1	Same as above
Hoopono Bldg.) Lanakila Crafts Bldg.) Lanakila Hlth Ctr.)	0.5	M-F; 7:45am-11:45am
Dept. of Agriculture	0.5	Same as above
Plant Quarantine) Weights & Measures/ Litter Control)	1	M-F; 7:45am-4:30pm
Wahiawa Community Ctr	0.25	M-F; 7:45am-9:45am
Kaneohe Community Ctr) Kaneohe Hlth Ctr)	0.25	Same as above
Waipahu Hlth Ctr	0.25	Same as above
Leeward Hlth Ctr	0.25	Same as above
Windward Comp Hlth Ctr	0.50	M-F; 7:45am-11:45am
Vector Control, Highway Maint. and Shafter Flats	0.50	Same as above
Kamamalu Bldg.) Archives) Kanaina Bldg.)	1	M-F; 7:45am-4:30pm
O. R. & L.	0.25	Mon, Wed, Fri; 7:45am-8:45am
13 Bldg Manager	1	Standby 7 day/week to respond to any emergency

State Bldg.
Judiciary Bldg.
Lihue Health Ctr.

Automotive Management Division

Motor Pool Branch

01	Auto Mechanic I	1	M-F; 10:00am-6:45pm
01	Auto Mechanic Helper	1	M-F; 4:30am-1:15pm
02	Auto Mech Supv I	1	***M-F; 4 hours/day; standby 7 days/week

Parking Control Branch

03	Prkg Cntrl Off I	1	M-F; 7:00am-3:45pm
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***To inspect vehicles assigned to other essential workers only.

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

Division of Occupational Safety and Health - Boiler and Elevator
Inspection Bureau

04	Sup. Elevator Inspector	1	M-Sat; 10 hours/day
04	Sup. Boiler Inspector	1	Same as above
03	Boiler Inspector	2	Same as above
03	Elevator Inspector	6	Same as above
03	Secretary II	1	Same as above
03	Clerk Stenographer II	1	Same as above

Department of Land and Natural Resources

Division of Forestry and Wildlife

Forest Firefighting

Administration

Honolulu, Hawaii

13	Forester VI	3	Standby
13	Forester V	2	Standby
13	Forester IV	2	Standby
13	Wildlife Biologist V	1	Standby

13	Wildlife Biologist IV	2	Standby
13	Botanist	1	Standby
13	Entomologist IV	1	Standby
03	Clerk Steno II	1	Standby
03	Clerk Typist II	2	Standby

Hilo, Hawaii

13	Forester V	1	Standby
13	Forester IV	3	Standby
13	Forester III	1	Standby
13	Forestry Technician IV	1	Standby
13	Wildlife Biologist VI	1	Standby
13	Wildlife Biologist IV	2	Standby
13	Wildlife Biologist II	1	Standby
03	Wildlife Mgmt. Asst. V.	2	Standby
03	Wildlife Mgmt. Asst. III	3	Standby
03	Secretary II	1	Standby
02	General Cons. & Maint. Sup. I	1	Standby
01	General Laborer I	2	Standby
01	Forestry Worker II	6	Standby
01	Forestry Worker III	1	Standby
01	Equipment Operator	4	Standby
01	Carpenter	1	Standby
01	Mechanical Repair Worker	1	Standby
01	Automotive Mechanic	2	Standby

Lihue, Kauai

13	Forester IV	1	Standby
13	Forester III	1	Standby

13	Wildlife Biologist VI	1	Standby
03	Wildlife Mgmt. Asst. III	1	Standby
03	Clerk Typist III	1	Standby
03	Clerk Typist II	.5	Standby
02	General Cons. & Maint. Sup. I	1	Standby
01	Forestry Worker II	7	Standby
01	Forestry Worker III	1	Standby
01	Equipment Operator	2	Standby
01	Automotive Mechanic	1	Standby

Kahului, Maui

13	Forester IV	2	Standby
13	Wildlife Biologist VI	1	Standby
03	Wildlife Mgmt. Asst. III	1	Standby
03	Secretary I	1	Standby
03	Clerk Typist II	.5	Standby
02	Forestry Supervisor	1	Standby
01	Forestry Worker II	6	Standby
01	Equipment Operator	1	Standby
01	Nursery Worker	1	Standby
01	Automotive Mechanic	1	Standby

Makiki, Oahu

13	Forester III	1	Standby
13	Wildlife Biologist VI	1	Standby
03	Wildlife Mgmt. Asst. IV	1	Standby
03	Secretary I	1	Standby
02	Forestry Supervisor	1	Standby
01	Forestry Worker II	4	Standby

01	Forestry Worker III	1	Standby
01	Equipment Operator	1	Standby
01	Nursery Worker	1	Standby

Kamuela, Hawaii

04	Forestry Technician VI	1	Standby
02	Forestry Supervisor	1	Standby
01	Forestry Worker I	2	Standby
01	Equipment Operator	1	Standby

Kalamaula, Molokai

03	Wildlife Mgmt. Asst. II	1	Standby
01	Forestry Worker II	1	Standby
01	Equipment Operator	1	Standby

Lanai

03	Wildlife Mgmt. Asst. IV	1	Standby
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Live Aquatic Organism Rearing

13	Aquatic Biologist VI	1	8 hours/day; 7 days per week; regular hours; standby for emergency situations
13	Aquatic Biologist IV	1	8 hours/day; 7 days per week; regular hours; standby for emergency situation

Park Operation and Maintenance

04	Park District Superintendent II	4	8 hours/day; 5 days per week; regular hours; standby for emergency situation
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Captive Animal Propagation

03	Wildlife Management Assistant V	1	8 hours/day; 7 days per week; regular hours; standby to observe sick, injured or breeding birds
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03 Wildlife Management Assistant III 1

8 hours/day; 7 days
per week; regular
hours; standby to
observe sick,
injured or breeding
birds

GENERAL ORDERS

The Board further orders the following in the event of a strike by Units 1, 2, 3, 4 and 13 employees:

1. The Class or position titles identified in the foregoing portion of the order are designated as essential positions.

2. Any or all incumbents in the essential positions may be designated by the respective Employers as essential employees. Each incumbent, in an essential position, regardless of designation as an essential employee, shall notify the Employer of his or her current residence and mailing addresses and telephone number prior to the onset of a strike by Units 1, 2, 3, 4 and 13 employees. The Employer shall inform incumbents in essential positions that they may be designated as essential employees and that they are required to supply their information.

3. The Employer shall designate employees to fill essential positions. Each Employer shall give notice to an essential employee in accordance with Subsection 89-12(c)(2), HRS. It is the duty and responsibility of the essential employee to contact the Employer for his or her work assignment. This duty continues throughout the duration of any strike.

Essential employees required to be on-call shall keep the respective Employer apprised of his or her location during the on-call period to facilitate notification to report to work when the need arises. If no specific on-call period is stated, the position shall be deemed to be on-call 24 hours per day, and 7 days per week.

Essential employees required to be on standby duty shall respond to requests for work when notified by the Employer. These employees must be available and shall provide the necessary telephone numbers and locations where they can be reached when needed. If no specific standby period is stated, the position shall be deemed to be on standby 24 hours per day, and 7 days per week.

4. An essential employee shall report to work as directed by each Employer, unless the absence is excused due to illness or other bona fide reasons. In order to determine the validity of such reasons, the essential employee shall submit a written statement of reasons to the Employer. In the event an absence is based upon a medical disability, a statement from a physician shall be submitted to the Employer on a form provided by the Employer. The absence of an essential employee from assigned work without a bona fide reason may be deemed a violation of this order and deemed to constitute unlawful participation in a strike under Subsection 89-12(a), HRS.

5. If an essential employee does not report to work as directed and there are additional incumbents to fill an essential position, the Employer shall designate another incumbent to

perform such work. The Employer may notify such employee by whatever means practicable, including by telephone contact, to ensure the delivery of essential services.

If the Employer is unable to fill the essential position with an incumbent, the Employer may assign other employees who are capable of satisfactorily performing the functions, duties and responsibilities of the essential position, and shall notify the Board accordingly.

6. In the assignment of incumbents or other employees to essential positions, the Employer shall refrain from assigning persons designated as picket line captains, stewards, negotiation team members and Union Board of Directors members unless there are not other employees capable of satisfactorily performing the functions, duties and responsibilities of the essential positions.

Respondents shall furnish the respective Employers with the names of picket line captains, stewards, negotiation team members and Board of Directors members within 24 hours of the issuance of this order designating essential positions.

7. The Union shall be responsible for taking all necessary steps to ensure that essential services required by this order are performed without interruption, slowdown, sick-out or other forms of interference.

8. To minimize confusion in communications between the parties, the Employer and the Union shall each designate one overall coordinator to be contacted. The coordinator shall be responsible for maintaining essential services and implementing

any order issued by the Board at the close of this proceeding or during a strike. Prior to the onset of any strike, each party shall notify the other and this Board, in writing, of the coordinator with his or her current address and business and residence telephone numbers at least 24 hours before the onset of a strike.

9. Employer may designate one entrance to every worksite having multiple entrances specifically to permit uninhibited ingress and egress by employees in positions designated as essential by the Board, and private employees only. The Employer shall notify the Union that these designated entrances shall be free of any pickets. Should the Employer fail to monitor the designated entrances and access is permitted to other than essential and private employees, the entrances may be lawfully picketed.

Worksites, buildings or facilities which have only one entrance may be picketed, but persons on the picket lines shall permit anyone to cross the picket lines.

10. To ensure the health or safety of the public, all picket lines of Units 1, 2, 3, 4 and 13 employees shall be supervised by an on-site picket line captain designated by the Union. The Union shall provide the Employer with a list of picket line captains at all picket lines prior to the onset of any strike which shall contain the addresses and telephone numbers of those designated. The picket line captain and ultimately, the Union, shall share the responsibility to ensure that picketing is conducted in a lawful manner. Pickets must permit

ingress and egress to all persons. Responsibility for insuring uninhibited ingress and egress to all worksites rests with the Union.

11. The State Department of Health shall monitor the refuse and public facilities sanitation from the outset of a strike and report to this Board the deterioration of conditions which, in the Department's opinion, present an imminent or present danger to the public health or safety.

12. In addition to the general and staffing orders, the following order shall apply to the Unit 1 employees working in the refuse collection and disposal positions in the Department of Parks and Recreation of the City and County of Honolulu.

a. Refuse collection and disposal positions of Senior Grounds Keeper and Grounds Keeper shall be deemed essential for Petitioner City and County of Honolulu upon the following conditions:

(1) A declaration of a health hazard has been issued by the Department of Health, State of Hawaii [DOH] and filed by DOH with this Board.

(2) The Board shall immediately notify Petitioner of the affected area as described by DOH.

b. Employer shall give notice to the affected refuse collection and disposal employees of the foregoing conditions in accordance with Chapter 89, HRS.

c. Upon receipt of notification from the Board of a health hazard, Petitioners may give subsequent notice to employees by publication (newspaper, radio and/or television).

Publication by newspaper, radio and/or television shall be deemed sufficient notice to the essential employees.

d. Refuse collection and disposal employees shall report to work at the times and places designated by the Employer after receiving subsequent notice from Employer that their services are necessary.

e. Petitioners shall assign employees to perform only those services necessary to eliminate the health hazard.

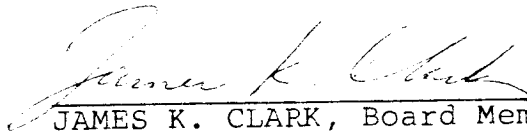
This order may be amended by the Board. Any questions of interpretation of this order shall be brought to the immediate attention of this Board.

DATED: Honolulu, Hawaii, February 21, 1984.

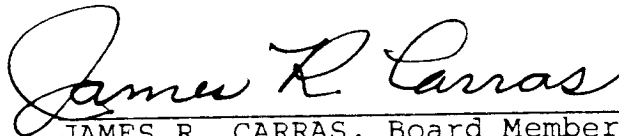
HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD



MACK H. HAMADA, Chairperson



JAMES K. CLARK, Board Member



JAMES R. CARRAS, Board Member

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STATE OF HAWAII

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD

In the Matter of)	CASE NOS.:	S-01-20a
	)		S-02-20b
GEORGE R. ARIYOSHI, Governor,	)		S-03-20c
State of Hawaii; EILEEN R.	)		S-04-20d
ANDERSON, Mayor, City and	)		S-13-20e
County of Honolulu; HERBERT T.)		
MATAYOSHI, Mayor, County of	)	DECISION NO. 189	
Hawaii; HANNIBAL TAVARES,)		
Mayor, County of Maui; TONY T.)		
KUNIMURA, Mayor, County of)		
Kauai,)		
)		
Petitioners,)		
)		
and)		
)		
UNITED PUBLIC WORKERS,)		
AFSCME, LOCAL 646, and)		
HAWAII GOVERNMENT EMPLOYEES')		
ASSOCIATION, AFSCME LOCAL)		
152, AFL-CIO,)		
)		
Exclusive)		
Representatives.)		

PARTIAL FINDINGS OF FACT,
CONCLUSIONS OF LAW AND ORDERS

Public Employers GEORGE R. ARIYOSHI, Governor, State of Hawaii, EILEEN R. ANDERSON, Mayor, City and County of Honolulu, HERBERT T. MATAYOSHI, Mayor, County of Hawaii, HANNIBAL TAVARES, Mayor, County of Maui, and TONY T. KUNIMURA, Mayor, County of Kauai [hereinafter referred to as Petitioners or Employers] petitioned this Board to conduct an investigation, pursuant to the authority conferred upon it by Section 89-12 of the Hawaii Revised Statutes [hereinafter referred to as HRS], to determine whether strikes by State and County employees in collective

bargaining Unit 1, (non-supervisory employees in blue-collar positions), Unit 2 (supervisory employees in blue-collar positions), Unit 3 (non-supervisory employees in white-collar positions), Unit 4 (supervisory employees in white-collar positions) and Unit 13 (professional and scientific employees, other than registered professional nurses), would present an imminent or present danger to the health or safety of the public and, if so, to set requirements that must be complied with by said employees to avoid or remove any such danger.

That Petition was filed with this Board on February 2, 1984. On February 3, 1984 and again on February 7, 1984, Petitioners amended that Petition to include certain affidavits in support of allegations made and to include airport and harbor facilities and the City and County of Honolulu Medical Examiner's Office among the locations where strikes would present imminent or present danger to the health or safety of the public.

Hearings on the Petition as amended were held by this Board on February 14, 15 and 17, 1984. Further hearings are scheduled.

All parties to the petition as amended and as it relates to County operated facilities and the State of Hawaii Department of Transportation [hereinafter referred to as DOT] were represented and participated in the investigation hearings. During the investigation, all parties were afforded the right to present evidence and to cross-examine witnesses. Based upon the credible evidence presented and the entire record of the investigation, the Board makes the following:

FINDINGS OF FACT

The petitioners are each public employers, as defined in Subsection 89-2(9), HRS.

Respondent, UNITED PUBLIC WORKERS, AFSCME, LOCAL 646, AFL-CIO [hereinafter referred to as UPW] is the exclusive representative within the meaning of Subsection 89-2(12), HRS, of all State and County employees, who are in collective bargaining Unit 1, composed of non-supervisory employees in blue-collar positions.

Respondent, HAWAII GOVERNMENT EMPLOYEES' ASSOCIATION, AFSCME, LOCAL 152, AFL-CIO [hereinafter referred to as HGEA], is the exclusive representative within the meaning of Subsection 89-2(12), HRS, of all State and County employees who are in collective bargaining Units 2, 3, 4 and 13, composed of supervisory employees in blue-collar positions, non-supervisory employees in white-collar positions, supervisory employees in white-collar positions and professional and scientific employees other than registered professional nurses, respectively.

Negotiations for a new contract for Unit 1 employees commenced on September 8, 1982. On April 22, 1983, the UPW filed a Notice of Impasse with this Board. On June 7, 1983, the Board ruled that an impasse existed in said negotiations and appointed a mediator to assist the parties. Mediation failed to resolve the dispute and a fact-finding panel was appointed by the Board pursuant to Subsection 89-11(b)(2), HRS. The panel's report was issued on July 7, 1983 and its recommendations were rejected by

Petitioners and UPW. Neither party wished to submit the issues to final and binding arbitration. The report was made public in accordance with Subsection 89-11(b)(2), HRS. On September 15, 1983, the sixty-day "cooling off" period for the Unit 1 impasse lapsed.

Negotiations for a new contract for Units 2, 3, 4, and 13 commenced on September 22, 1982. On April 8, 1983, the HGEA filed a Notice of Impasse with this Board. On May 25, 1983, the Board ruled that an impasse existed in said negotiations and appointed a mediator to assist the parties. Mediation failed to resolve the dispute and a fact-finding panel was appointed by the Board on June 15, 1983 pursuant to Subsection 89-11(b)(2), HRS. The panel's Report and Recommendation was issued on June 27, 1983. Both Petitioners and HGEA rejected the Report and Recommendation. Both parties chose not to refer the issues to final and binding arbitration. Thus, the report was made public in accordance with Subsection 89-11(b)(2), HRS. The sixty-day "cooling off" period for the HGEA impasses elapsed on September 4, 1983.

On February 9, 1984, Respondents filed with this Board their notice of intent to strike on or after February 22, 1984. The notices are identical in substance and provide that the respective Union, pursuant to Section 89-12(b), HRS, affirms that:

1. the requirements of Section 89-11, HRS, relating to the resolution of disputes have been complied with in good faith;
2. there are no proceedings for the prevention of any prohibited practices; and

3. 60 days have elapsed since the fact-finding board made public its findings and recommendations;

and therefore gave notice to the Board and the Employers of the intent to strike if a satisfactory agreement is not negotiated before that date.

The notices of Respondents' intent to strike have not been rescinded or revoked.

The Employers presented this Board with a voluminous record of detail to substantiate the allegations set forth in their combined petition in which they asked that a number of Units 1, 2, 3, 4 and 13 employees be required to work during the threatened strike because, it was alleged, if the employees did not perform their usual work, or were not available to work in emergencies, the Units 1, 2, 3, 4 and 13 strikes would present an imminent or present danger to the public health or safety.

The case presented by the Employers has convinced this Board that the withholding of services performed by certain Units 1, 2, 3, 4 and 13 employees during a strike will create an imminent or present danger to the health and safety of the public.

Specific findings follow:

STATE DEPARTMENT OF TRANSPORTATION

AIRPORTS

The State of Hawaii, through its Department of Transportation, operates eight air carrier airports, five general

aviation airports and a heliport. Unit 1 employees perform the following work at airports which this Board continues to regard as essential to public health or safety: maintenance, repair, and operation of the sewage treatment plant at Lyman Field, maintenance of electrical power systems for navigational aids and communications, inspection and cleaning of runways, taxiways and aprons to prevent debris and foreign objects from entering aircraft engines, repairing emergency vehicles and other airport machinery, and emergency building maintenance.

The Board finds, as it did in its Decision 119, dated October 19, 1979, that the total withdrawal of the aforesaid services by striking Unit 1 employees would present an imminent or present danger to the health or safety of the public and that the staffing requirements set forth in the orders contained herein must be met to avoid or remove such danger.

The State of Hawaii has asked that Unit 1 employees be required to clean restrooms which remain open at the airports. Although it appears that the Petitioner is taking action with response to restrooms as suggested by the Board in its Decision 119, the Board reiterates its findings there that the threat to health or safety presented by unclean restrooms in public buildings generally can be substantially reduced if the Department of Transportation will close at least one-half of the male and female restroom facilities at any airport having more than one such self-contained facility for each sex, and if only those

restrooms which remain open are cleaned and supplied daily with toilet paper, paper towels and hand soap.

Employees in bargaining Units 2, 3, 4 and 13 perform the following work which this Board regards as essential to public health or safety: airport management services to be prepared for and coordinate response to emergencies including but not limited to aircraft accidents, injury to airport users, hazardous conditions both natural and manmade, supervision of airport maintenance and security services, airport operations control including but not limited to control over activities on airport apron and ramp areas such as, but not limited to, gate assignments for aircraft, and airport communications, both intra-facility and between the facility and other agencies and/or facilities.

The Board finds, based upon the credible evidence presented during its investigative hearings, that the total withdrawal of the aforesaid services by striking Units 2, 3, 4 and 13 employees would present an imminent or present danger to the health or safety of the public and that staffing requirements set forth in the orders contained herein must be met to avoid or remove such danger.

HARBORS

There are six deep-draft, two medium-draft and several small boat harbors and ramps operated by the State DOT. The work performed by Unit 1 employees at the harbors which the Board finds to be essential to public health or safety includes the

following: electrical work to keep navigational aids, lights and reefer power outlets functioning in harbors, transporting port pilots to and from ships entering or leaving the harbors, providing fresh water and fuel to ships, and repairing waterlines used to supply potable water to ships and boats and repairing malfunctioning or clogged drains, toilets and basins, and repairing ruptured sprinkler and fire fighting waterlines.

The work performed by Units 3, 4 and 13 employees at the harbors which the Board finds to be essential to public health or safety includes but may not be limited to: coordination and direction of maintenance work and services to be performed or provided by Unit 1 employees deemed essential by the Board, supervising harbor operations, control of shipping within harbors including vessel traffic control and vessel berthing and cargo space assignment, security of port properties, ground traffic control, and communication in and between the facilities and between the facilities and other agencies and/or facilities.

The Board finds that the total withdrawal of the aforementioned services by striking Unit 1 employees would present an imminent or present danger to public health or safety and that the staffing requirements set forth in the orders herein must be met to avoid or remove such danger.

The State of Hawaii has asked the Board to order Unit 1 employees to provide refuse collection services at the Harbors. As large accumulations of food scraps at the harbors present a threat of danger to public health or safety, the Board is satisfied, that such danger is real and present. Thus the

Board's order provides for regular refuse collection. It is the Board's intent that the employees be released once refuse collection is completed.

The State of Hawaii has asked that Unit 1 employees be required to clean restrooms at the Harbors. The Board incorporates with respect to Harbors the same findings and requirements it made respecting restrooms at airports.

The Board finds, based upon the credible evidence presented during its investigative hearings, that the total withdrawal of the aforesaid services by striking Units 3, 4 and 13 employees would present an imminent or present danger to the health or safety of the public and that staffing requirements set forth in the orders contained herein must be met to avoid or remove such danger.

HIGHWAYS

The State Department of Transportation [hereinafter referred to as DOT] maintains miles of highways throughout the state and tens of thousands of street lights. Tasks regarded by the Board as essential to the safety or health of the public which are performed by Unit 1 employees include, but are not limited to, the following: repair of street lights, removal of debris from highways, patching potholes (in the strike situation the employer has asked that only holes three inches or greater in depth be filled), trimming grass, shrubs and trees which obstruct the vision of motorists, repair of bridges, guardrails, and traffic signs, repair of electrically powered traffic signals, pumps, and exhaust fans, and patrolling highways for debris.

Tasks performed by Units 2, 4 and 13 employees which are regarded by the Board as essential in order to avoid or remove any danger to health or safety of the public include, but are not limited to, the following: patrolling highways and receiving reports of and evaluating hazardous conditions, coordination, direction and inspection of repair and emergency maintenance work and services to be performed by Unit 1 employees deemed essential by the Board or by independent contractors, and communicating with other facilities and/or agencies regarding emergency or dangerous situations.

The Board finds, based on the credible evidence presented during its investigation, that the total withdrawal of these services because of a strike by employees in bargaining Units 1, 2, 4 and 13 would present an imminent or present danger to public safety or health and further finds that the staffing requirements set forth in its orders must be met to avoid or remove such danger.

COUNTY FUNCTIONS

The Counties in the State of Hawaii maintain or provide a variety of facilities, functions and services which are essential to the public safety or health, such as road and building maintenance, park facilities, automotive and equipment maintenance and repair, alarms and communications maintenance, water safety, animal care, cemeteries, death investigations, code inspections, and river mouth control on Kauai. Employees in bargaining Units 1, 2, 3, 4 and 13 perform various types of work related to these facilities, functions or services.

With respect to bargaining Unit 1 employees, the Board notes no substantial difference between the present situation and that which existed in 1979, and therefore takes official notice of the evidence presented in 1979 and upon which the Board relied in reaching Decision 119.

Petitioner ANDERSON requests that Senior Groundskeeper and Groundskeeper positions in the Department of Parks and Recreation be declared essential in the event the State Department of Health issues an order that a health hazard exists at the parks. Accordingly, the Board finds it appropriate to have the State Department of Health monitor the conditions of the parks and to issue an order accordingly. The Board's order reflects this finding.

With respect to bargaining Units 2, 3, 4 and 13, the Board notes that there has been substantial agreement between the County Petitioners and the representatives of those bargaining units as to the positions which are essential for the avoidance or removal of any danger to public safety or health.

The Board finds, based on the credible evidence presented during its investigation, that the total withdrawal of services by employees whose work is related to these facilities, functions or services because of a strike by employees in Units 1, 2, 3, 4 and 13 would present an imminent or present danger to public safety or health and further finds that the staffing requirements set forth in its orders must be met in order to avoid or remove such danger.

Based upon the foregoing Findings of Fact, the Board makes the following:

CONCLUSIONS OF LAW

The Board has jurisdiction of the subject Petition pursuant to Subsection 89-12(c)(1), HRS, which provides:

If a strike, which may endanger the health or safety of the public, is about to occur or is in progress, the public employer concerned may petition the Board to make an investigation. If the Board finds that there is imminent or present danger to the health or safety of the public, the Board shall establish specific requirements that must be complied with and which shall include, but not be limited to:

- A. Designation of essential positions; and
- B. Any other requirement it deems necessary in order to avoid or remove any imminent or present danger to the health or safety of the public.

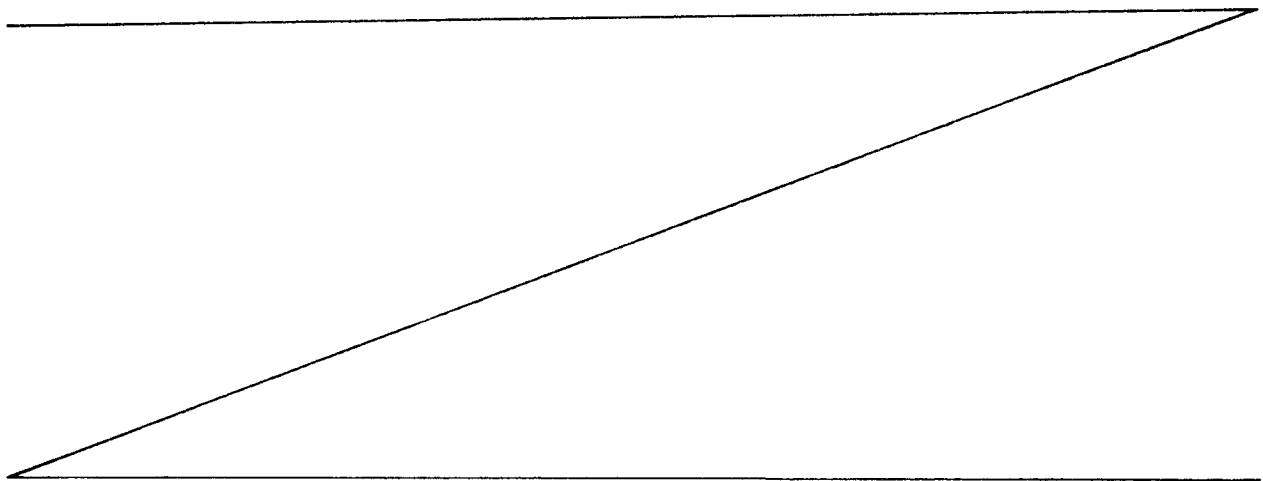
Based upon the Findings of Fact, it is clear that a strike by employees in Units 1, 2, 3, 4 and 13 is about to occur, and the Board so concludes. The Board further concludes that the withholding of services performed by employees included in Units 1, 2, 3, 4 and 13 which are the subject of the Findings of Fact herein will create an imminent or present danger to the health or safety of the public.

The performance of the services herein found to be essential to avoid or remove such danger must be done by Units 1, 2, 3, 4 and 13 incumbents of the job titles or positions listed in the orders. The Board sets forth therein, the numbers of persons and hours of work required to perform tasks which the Board considers to be necessary to avoid or remove any danger to public health or safety, and in doing so declares those essential positions.

In the Staffing Orders which follow, the Board has set forth maximum number of positions which the Employer may fill as essential positions to perform the tasks which the Board finds to be necessary to avoid or remove danger to public health or safety during a Units 1, 2, 3, 4 and 13 strike. If, however, the Employers discover that they need more positions than they asked for and were given, then they are expected to report that fact immediately to this Board. The mandate of Subsection 89-12(c), HRS, is to protect the public health and safety from dangers caused by strikes. It is impossible to predict, with certainty, exactly what number of people may be required to work during a strike, to cover events which may occur in the future.

ORDERS

Based therefore upon the foregoing findings of fact and conclusions of law, the Hawaii Public Employment Relations Board hereby orders that the following positions be filled in the event of any strike or job action by Units 1, 2, 3, 4 and 13 employees in accordance with the schedule provided.



STAFFING ORDERS

<u>BU & CLASS TITLE</u>	<u>NO. REQUIRED</u>	<u>WHEN REQUIRED</u>
<u>DEPARTMENT OF TRANSPORTATION - Airports Division</u>		
<u>Oahu District</u>		
<u>Honolulu International Airport</u>		
<u>Airport Management</u>		
13 Arpt Services Spvr	5	(1) per 8 hour/shift; 7 days/week; (24 hours/day)
<u>Airport Maintenance</u>		
01 Electrician I & II	3	(1) 7:00am-3:30pm; (8 hours); 7 days/week (1) 3:00pm-11:30pm; (8 hours); 7 days/week (1) 11:00pm-7:30am; (8 hours); 7 days/week
01 Street Sweeper Operator	1	6:00am-2:30pm; (8 hours); 7 days/week
02 Jan. Supt.	1	7:00am-3:30pm; (8 hours); M-F
01 Jan. II & III		<u>7 days/week</u>
Foreign Arrival	4	(2) 1st Shift 6:00am (actual hours)* (2) 2nd Shift 2:00pm (actual hours)*
Domestic	8	(4) 1st Shift 6:00am (actual hours)* (4) 2nd Shift 2:00pm (actual hours)*
Inter-Island	4	(2) 1st Shift 6:00am (actual hours)* (2) 2nd Shift 2:00pm (actual hours)*

*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.

01	Auto Mech I	1	Standby
01	Mtnce Mech I	1	Standby
01	Bldg Mtnce Wkr I & II	2	Standby
01	Plumber I	1	Standby
01	Plumber Helper	1	Standby
04	Const & Mtnce Supt. VI	1	7:00am-3:30pm (8 hours) M-F
01	Crash Fire Equip Mech	1	Standby
<u>Airport Operations Control</u>			
04	Air Oper Controller IV	1	Standby 7 days/week
03	Air Oper Controller III	3	1 per 12 hour shift - 7 days/week (24 hours)
<u>Airports Communication</u>			
04	Air Com Oper III	1	6:30am-3:00pm; (8 hours) M-F for emergency calls only
03	Air Com Oper II	3	1 per 12 hour shift - 7 days/week (24 hours)
<u>South Hawaii District</u>			
<u>General Lyman Field (Hilo)</u>			
<u>Airport Maintenance</u>			
02	Gen Const & Mtnce Supvr I	1	Standby 7 days/week
01	Gen Lab II	1	7:00am-9:00am (2 hours) M-F (Sewage treatment plant opns)
01	Electrician I	1	7:00am-3:30pm (8 hours) M-F
01	Bldg Mtnce Wkr I	1	Standby
01	Equip Oper II	1	7:00am-3:30pm (8 hours) M-F

01	Janitor II	2	7 days/week (1) 1st shift (actual hours)* (1) 2nd shift (actual hours)*
01	Mtnce Mech I	1	Standby
<u>North Hawaii District</u>			
<u>Keahole Airport (Kona)</u>			
<u>Airport Maintenance</u>			
02	Gen Constr & Mtnce Supvr I	1	Standby 7 days/week
01	Electrician I	1	Standby
01	Gen Lab II	1	Standby
01	Groundskpr I	1	Standby
01	Janitor III	1	1st shift (actual hours)*
01	Janitor II	1	2nd shift (actual hours)*
01	Air Oper & Mtnce Worker I	3	Standby
<u>Waimea-Kohala Airport</u>			
02	Air Oper & Mtnce Wkr III	1	Standby
<u>Maui District</u>			
<u>Kahului Airport</u>			
<u>Airport Maintenance</u>			
02	Gen Constr & Mtnce Supvr I	1	Standby 7 days/week
01	Electrician I	1	Standby
01	Equip Oper III	1	7:00am-3:30pm (8 hours) M-F

*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.

01	Janitor II & III	2	(1) 1st shift (actual hours)* (1) 2nd shift (actual hours)*
01	Auto Mechanic I	1	Standby
01	Bldg Mtncce Wkr	1	Standby
<u>Lanai Airport</u>			
<u>Airport Maintenance</u>			
01	Air Oper & Mtncce Wkr I	1	Standby
<u>Molokai Airport</u>			
<u>Airport Maintenance</u>			
01	Air Oper & Mtncce Wkr I	1	Standby
<u>Kauai District</u>			
<u>Lihue Airport</u>			
<u>Airport Maintenance</u>			
02	Gen Constr & Mtncce Supvr I	1	Standby 7 days/week
01	Electrician I	1	Standby
01	Equip Oper I	1	Standby
01	Gen Lab II	1	Standby
01	Janitor II & III	2	(1) 1st shift (actual hours)* (1) 2nd shift (actual hours)*
01	Auto Mech I	1	Standby
01	Bldg Mtncce Wkr I	2	Standby
<u>Airport Security</u>			
03	Sec Guard II	1	7:45am-4:30pm (8 hours) M-F**

*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.

**Shall perform no ramp control services.

03	Sec Guard I	2	(1) 6:00am-2:00pm (8 hours) W-Sun (1) 2:00pm-10:00pm (8 hours) F-Tues
03	Sec Officer I	1	(1) 6:00am-2:00pm (8 hours) Sat-W

DEPARTMENT OF TRANSPORTATION - Harbors Division

Oahu District

Maintenance Services

04	Const & Maint Supt VI	1	Standby
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Electrical Services

01	Electrician II	1	Standby - Individuals to be placed on standby 24 hours on and 24 hours off.
01	Electrician I	1	

Plumbing Services

01	Plumber II	1	Standby - Individuals to be placed on standby 24 hours on and 24 hours off.
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Water & Fuel Services for Ships

01	Water & Oil Line Op	2	Standby - Individuals to be placed on standby 24 hours on and 24 hours off
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Restroom Cleaning Service

01	Janitor II	5	(actual hours*); M-F
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Harbor Operations Services

13	Har Oper Spvr	1	Standby
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*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.

Security & Communication Service

03 St Sec Grd II	3	To be placed on 8 hour/shifts; 24 hours/day; 7 days/week
03 Tower Operator I	3	1 per 12 hour shift; 24 hours/day; 7 days/week

Restroom Cleaning Service

Hawaii District

01 General Laborer II (Hilo)	1	(actual hours*); Mon, Wed, Fri
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Kawaihae District

01 Bldg Maint Helper I	1	(actual hours*); Mon, Wed, Fri
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Maui District

01 General Laborer II	1	(actual hours*); Mon, Wed, Fri
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Kauai District

01 General Laborer II	1	(actual hours*); Mon, Wed, Fri
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Refuse Collection Services

Oahu District

01 Hvy Trk Driver	2	(actual hours**); M-F
01 Refuse Collector	2	(actual hours**); M-F
01 Gen Laborer II	4	(actual hours**); M-F

Hawaii District - Hilo

01 Bldg Mtnc Hlpr	1	(actual hours**); M-F
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*Time required to clean restrooms and replenish toilet paper, paper towels and soap in restrooms that remain open to the public.

**Time required to collect and remove refuse.

01 Bldg Mtncce Wrkr I 1 (actual hours**);
M-F

Kawaihae District

01 Bldg Mtncce Hlpr 1 (actual hours**);
Mon, Wed, Fri

Maui District

01 Gen Lab II 2 (actual hours**);
M & F

01 Bldg Mtncce Hlpr 1 (actual hours**); M
& F

Kauai District

01 Gen Lab II 1 (actual hours**); M
& F

01 Bldg Mtncce Wrkr I 1 (actual hours**); M
& F

DEPARTMENT OF TRANSPORTATION - Highways Division

Oahu District

Honolulu Baseyard

Directing and Coordinating Services

04 Const & Mtncce Supt VI 1 M-F, (8 hours),
Standby all other
hours, 7 days/week

Restoring Safe Roadway and Roadside Conditions

01 Lt Trk Driver 1 Sun-Thurs (8 hours);
6:45am-3:15pm

01 Trk Driver 1 Tues-Sat (8 hours);
6:45am-3:15pm

01 Hvy Trk Driver 3 Standby

01 Trk Driver-Laborer 1 Standby

01 Gen Laborer II 6 Standby

**Time required to collect and remove refuse.

01	Hvy Equipment Op	1	Standby
01	Equip Op III	1	Standby
<u>Repair of Bridges, Other Structures, Guard Rails, Traffic Signs, Etc.</u>			
01	Bridge Mtnce Wrk I	2	Standby
<u>Maintenance of Essential Equipment</u>			
01	Automotive Mech I	1	Standby
01	Welder I	1	Standby
01	Plumber II	1	Standby
<u>Repair of Street Lights and Appurtenances</u>			
01	Hwy Lighting Wkr II	1	Standby
01	Hwy Lighting Wkr I	1	Standby
<u>Pearl City Baseyard</u>			
02	Hwy Mtnce Supvr II	1	M-F; (8 hours); Standby all other hours; 7 days/week
01	Trk Driver-Laborer	1	Standby
<u>Hauula Baseyard</u>			
02	Hwy Mtnce Supvr I	1	M-F; (8 hours); Standby all other hours; 7 days/week
01	Trk Driver	1	Standby
<u>Kaneche Baseyard</u>			
02	Hwy Mtnce Supvr I	1	M-F; (8 hours); Standby all other hours; 7 days/week
01	Trk Driver	1	Standby
<u>Wahiawa Baseyard</u>			
02	Hwy Mtnce Supvr I	1	M-F; (8 hours); Standby all other hours; 7 days/week
01	Trk Driver	1	Standby

Waianae Baseyard

02 Hwy Mtnce Supvr I	1	M-F; (8 hours); Standby all other hours; 7 days/week
01 Trk Driver	1	Standby

Hawaii District

Hilo Baseyard

Directing and Coordinating Services and Inspecting Roadway and Roadside
Conditions

04 Const & Mtnce Supt VI	1	M-F; (8 hours); Standby all other hours; 7 days/week
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Restoring Safe Roadway and Roadside Conditions

01 Hvy Trk Driver	2	Standby
01 Trk Driver-Laborer	1	Standby
01 Equip Op III	3	Standby

Maintenance of Essential Equipment

01 Automotive Mech I	1	Standby
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Kau Baseyard

02 Hwy Mtnce Supvr I	1	M-F; (8 hours); Standby all other hours; 7 days/week
01 Trk Driver-Laborer	1	Standby

South Kona Baseyard

02 Hwy Mtnce Supvr I	1	M-F; (8 hours); Standby all other hours; 7 days/week
01 Trk Driver-Laborer	1	Standby

North Kona Baseyard

02 Hwy Mtnce Supvr I	1	M-F; (8 hours); Standby all other hours; 7 days/week
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01 Trk Driver-Laborer	1	Standby
<u>Honokaa Baseyard</u>		
02 Hwy Mtnce Supvr I	1	M-F; (8 hours); Standby all other hours; 7 days/week
01 Trk Driver-Laborer	1	Standby
<u>Kohala-Waimea Baseyard</u>		
02 Hwy Const & Mtnce Supvr II	1	M-F; (8 hours); Standby all other hours; 7 days/week
01 Equip Op IV	1	Standby
01 Equip Op III	1	Standby
01 Hvy Trk Driver	1	Standby
<u>Maui District</u>		
<u>Kahului Baseyard</u>		
<u>Directing and Coordinating Services</u>		
04 Const & Mtnce Supt VI	1	M-F; (8 hours); Standby all other hours; 7 days/week
<u>Restoring Safe Roadway and Roadside Conditions</u>		
01 Equip Op III	2	Standby
01 Equip Op II	2	Standby
01 Gen Laborer II	1	Standby
<u>Maintenance of Essential Equipment</u>		
01 Automotive Mech I	1	Standby
<u>Keanae Baseyard</u>		
02 Hwy Const & Mtnce Supvr I	1	M-F; (8 hours); Standby all other hours; 7 days/week
01 Equip Op III	1	Standby
01 Equip Op II	1	Standby

Molokai Baseyard

02	Hwy Const & Mtnce Supvr II	1	M-F; (8 hours); Standby all other hours; 7 days/week
01	Equip Op III	1	Standby
01	Trk Driver	2	Standby
01	Gen Laborer II	1	Standby

Lanai Baseyard

02	Hwy Mtnce Supvr I	1	M-F; (8 hours); Standby all other hours; 7 days/week
01	Trk Driver-Laborer	1	Standby

Kauai District

Kapaa Baseyard

Directing and Coordinating Services

13	Engineer (Civil) V	1	M-F; (8 hours); Standby all other hours; 7 days/week
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Restoring Safe Roadway and Roadside Conditions

01	Hvy Trk Driver	1	Standby
01	Gen Laborer II	2	Standby
01	Hvy Equip Op	1	Standby
01	Equip Op III	1	Standby

Repair of Bridges, Other Structures, Guard Rails, Traffic Signs, Etc.

01	Bridge Mtnce Wkr I	1	Standby
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Maintenance of Essential Equipment

01	Automotive Mech I	1	Standby
03	Engineering Tech VI	1	Standby

<u>BU & CLASS TITLE</u>	<u>NO. REQUIRED</u>	<u>WHEN REQUIRED</u>
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CITY AND COUNTY OF HONOLULU

BUILDING DEPARTMENT - Building Maintenance Services

Maintenance and Repair of Public Buildings and Appurtenant Structures -
Air Conditioning, Plumbing and Electrical Systems

02 Air Conditioning Repair Supervisor*	1	24-hour standby
02 Plumbing Supervisor	1	24-hour standby
02 Electrical-Electronic Equipment Repair Supervisor	1	24-hour standby

Providing Power and Air Conditioning To Facilities Occupied by Public
Safety Agencies and Agencies Providing Essential Government Services

13 Energy Conservation Coordinator (Electrical Engineer VI)*	1	24-hour standby
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*Maintenance, repair, trouble shoot, power and air conditioning affecting computer (Police and Fire), Police Communications and Morgue.

DEPARTMENT OF PUBLIC WORKS - Fleet Maintenance, Fueling and Repair

13 Property and Supply Manager	1	8 hours/day, M-F
02 Heavy Vehicle Repair Supervisor I	2	8 hours/day, M-F
01 Tire Repair Worker	3	8 hours/day, M-F
01 Field Lube Worker	2	8 hours/day, M-F
01 Heavy Vehicle Mechanic	5	8 hours/day, M-Sat
01 Lead Construction Equipment Mechanic	1	8 hours/day, M-F
01 Construction Equipment Mechanic 1	1	8 hours/day, M-F

DEPARTMENT OF TRANSPORTION SERVICES - Highway/Road Maintenance Services

Street Lights, Alarms, Signs and Markings, Signals and Outdoor Lights

02 Street Light Operations Supervisor	1	24-hour standby
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01	Lead Line Electrician	1	24-hour standby
01	Line Electrician	1	24-hour standby
02	Alarm and Communications Supervisor	1	24-hour standby
01	Lead Alarm and Communications Electrician	1	24-hour standby
01	Alarm and Communications Electrician	1	24-hour standby
02	Traffic Signs Marking Supervisor III	1	24-hour standby

Traffic Lights

13	Traffic Signal Systems Engineer	1	8 hours/day; 5 days/ week
02	Traffic Signal Electrician Supervisor II	1	8 hours/day; 5 days/ week
02	Traffic Signal Electrician Supervisor I	1	24-hour standby
01	Lead Traffic Signal Electrician	2	(1) 8 hours/day, 5 days/ week; (1) 24-hour standby
01	Traffic Signal Electrician	2	(1) 8 hours/day, 5 days/ week; (1) 24-hour standby
01	Lead Electronics Technician	1	8 hours/day, 5 days/ week
01	Electronics Technician	1	8 hours/day, 5 days/ week

DEPARTMENT OF PARKS AND RECREATION - Water Safety

Lifeguards

13	Water Safety Director	1	8 hours/day, 5 days/ week
03	Water Safety Officers III & V	5	8 hours/day, 5 days/ week
03	Water Safety Officers I & II	41	8 hours/day, 5 days/ week

DEPARTMENT OF PARKS AND RECREATION - Animal Care

Zoo

01	Animal Keeper Trainee	1	8 hours/day, 5 days/ week
01	Animal Keeper I	9	8 hours/day, 5 days/ week

Tree Trimming - Trimming and/or Removal of Hazardous Trees or Branches

02	Tree Trimming Supervisor	1	24-hour standby
01	Tree Trimming Equipment Operator	1	24-hour standby
01	Tree Trimming Heavy Truck Driver	2	24-hour standby

Park Maintenance - Maintenance of Public Comfort Stations

01	Senior Grounds Keeper	3	8 hours/day, 5 days/week
01	Grounds Keeper	9	8 hours/day, 5 days/week

Collection and Removal of Refuse

01	Senior Grounds Keeper	9	When called
01	Grounds Keeper	20	When called

Emergency Repairs and Securing of Plumbing Services

01	Lead Plumber	1	24-hour standby
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Emergency Repairs and Securing Facilities

01	Lead Carpenter	1	24-hour standby
01	Lead Welder	1	24-hour standby

DEPARTMENT OF THE MEDICAL EXAMINER - Death Investigations and Autopsy

04	Medical Examiner's Investigator III	1	Regular Duty; Standby on weekends
03	Medical Examiner's Investigator II	4	Regular Duty

03	Medical Examiner's Investigator I	1	Regular Duty; Standby on weekends
01	Prosecutor Assistant II	2	Regular Duty

COUNTY OF HAWAII

Department of Public Works

Motor Pool

01	Automotive Mechanic I	1	Standby
01	Construction Equipment Mechanic	1	Standby

Road Construction & Maintenance

01	Laborer II	6	1 per district; standby
01	Equipment Operator II	6	1 per district; standby
01	Equipment Operator III	6	1 per district; standby

Traffic

01	Lead Traffic Electrician	1	Two 8 hour days, per month + standby
01	Traffic Electrician	1	Two 8 hour days, per month + standby
01	Traffic Marker-Sign Painter	1	Standby
01	Traffic Signs & Markings Helper	1	Standby

FIRE DEPARTMENT

Fire Equipment

01	Fire Equipment Mechanic	3	M-F; (8 hours/day); standby all other hours; 7 days/week
02	Chief Mechanic, Hawaii Fire Department	1	M-F; (8 hours/day); standby all other hours; 7 days/week

DEPARTMENT OF PARKS AND RECREATION

Lifeguards

04	Supervising Lifeguard	2	(1 for West Hawaii; 1 for East Hawaii) 8 hours/day; 7 days/ week
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Park Maintenance

01	Plumber	1	Standby
01	Park Caretaker I	(Ka'u) 1 (Kona) 1 (Hamakua) 1	Actual hours; Mon, Wed, Fri (for removal of refuse, clean and replenish supplies)
02	Park Mtnce Supv IV	1	Standby, M-F; 8 hours (to assign plots for burials at Alae and Veterans Cemeteries)

Zoo

01	Zoo Animal Keeper II	1	8 hours/day, M-F; 5 days/week
01	Zoo Animal Keeper I	1	8 hours/day; Sat-Sun

COUNTY OF MAUI

PUBLIC WORKS

Highways Maintenance/Traffic Signs

01	Equip Oper IV	3	Standby
01	Laborer II	2	Standby
01	Traff Mak Sgn Pntr I	1	Standby

Garage

Wailuku/Makawao

01	Const Equip Mech	2	Standby
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Hana/Molokai

01 Auto Mech I	2	1 per location; Standby
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PARKS & RECREATION

03 Lifeguard	3	5 days/week; (8 hours/day)
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POLICE DEPARTMENT

Motorpool

01 Service Station Attendant	1	5 days/week; 8 hours/day; + Standby all other hours
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ANIMAL SHELTER

01 Dog Warden I	1	7 days/week; 4 hours/day
01 Animal Keeper I (Zoo)	1	7 days/week; 8 hours/day
04 Zoo Supv	1	5 days/week, 4 hours

PUBLIC WORKS

13E Land Use and Codes Administrator ⁺	1	5 days/week; 8 hours/day
13 Civil Engineer II ⁺	1	5 days/week; 8 hours/day

+For code enforcement purposes only.

COUNTY OF KAUAI

Police Vehicle Repair

01 Automotive Mechanic I	1	8 hours per day; M-F
01 Fire Equipment Mechanic	1	Standby

Firefighting Vehicle/Equipment Repair

01 Fire Equipment Mechanic	1	Standby
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CODE ENFORCEMENT

13	Code Enforcement Coordinator ⁺	1	8 hours per day; M-F
04	Supervising Building Inspector ⁺	1	8 hours per day; M-F

⁺For code enforcement purposes only.

PARK MAINTENANCE

01	Park Caretaker I	2	Standby; M-F; 8 hours/day
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BUILDING MAINTENANCE

01	Maintenance Worker II	1	Standby
01	Lead Electrician	1	Standby
01	Plumber II	1	Standby

WATER SAFETY

03	Recreational Assistant II	1	8 hours per day; M-F
03	Lifeguard	3	(2) 8 hours per day; M-F (1) Standby

Opening River Mouths

01	Construction Equipment Operator II	1	Standby
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GENERAL ORDERS

The Board further orders the following in the event of a strike by Units 1, 2, 3, 4 and 13 employees:

1. The class or position titles identified in the foregoing portion of the order are designated as essential positions.
2. Any or all incumbents in the essential positions may be designated by the respective Employers as essential employees. Each incumbent, in an essential position, regardless

of designation as an essential employee, shall notify the Employer of his or her current residence and mailing addresses and telephone number prior to the onset of a strike by Units 1, 2, 3, 4 and 13 employees. The Employer shall inform incumbents in essential positions that they may be designated as essential employees and that they are required to supply this information.

3. The Employer shall designate employees to fill essential positions. Each Employer shall give notice to an essential employee in accordance with Subsection 89-12(c)(2), HRS. It is the duty and responsibility of the essential employee to contact the Employer for his or her work assignment. This duty continues throughout the duration of any strike.

Essential employees required to be on-call shall keep the respective Employer apprised of his or her location during the on-call period to facilitate notification to report to work when the need arises. If no specific on-call period is stated, the position shall be deemed to be on-call 24 hours per day, and 7 days per week.

Essential employees required to be on standby duty shall respond to requests for work when notified by the Employer. These employees must be available and shall provide the necessary telephone numbers and locations where they can be reached when needed. If no specific standby period is stated, the position shall be deemed to be on standby 24 hours per day, and 7 days per week.

4. An essential employee shall report to work as directed by each Employer, unless the absence is excused due to

illness or other bona fide reasons. In order to determine the validity of such reasons, the essential employee shall submit a written statement of reasons to the Employer. In the event an absence is based upon a medical disability, a statement from a physician shall be submitted to the Employer on a form provided by the Employer. The absence of an essential employee from assigned work without a bona fide reason may be deemed a violation of this order and deemed to constitute unlawful participation in a strike under Subsection 89-12(a), HRS.

5. If an essential employee does not report to work as directed and there are additional incumbents to fill an essential position, the Employer shall designate another incumbent to perform such work. The Employer may notify such employee by whatever means practicable, including by telephone contact, to ensure the delivery of essential services.

If the Employer is unable to fill the essential position with an incumbent, the Employer may assign other employees who are capable of satisfactorily performing the functions, duties and responsibilities of the essential position, and shall notify the Board accordingly.

6. In the assignment of incumbents or other employees to essential positions, the Employer shall refrain from assigning persons designated as picket line captains, stewards, negotiation team members and Union Board of Directors members unless there are no other employees capable of satisfactorily performing the functions, duties and responsibilities of the essential positions.

Respondents shall furnish the respective Employers with the names of picket line captains, stewards, negotiation team members and Board of Directors members within 24 hours of the issuance of this order designating essential positions.

7. The Union shall be responsible for taking all necessary steps to ensure that essential services required by this order are performed without interruption, slowdown, sick-out or other forms of interference.

8. To minimize confusion in communications between the parties, the Employer and the Union shall each designate one overall coordinator to be contacted. The coordinator shall be responsible for maintaining essential services and implementing any order issued by the Board at the close of this proceeding or during a strike. Prior to the onset of any strike, each party shall notify the other and this Board, in writing, of the coordinator with his or her current address and business and residence telephone numbers at least 24 hours before the onset of a strike.

9. Employer may designate one entrance to every worksite having multiple entrances specifically to permit uninhibited ingress and egress by employees in positions designated as essential by the Board, and private employees only. The Employer shall notify the Union that these designated entrances shall be free of any pickets. Should the Employer fail to monitor the designated entrances and access is permitted to other than essential and private employees, the entrances may be lawfully picketed.

Worksites, buildings or facilities which have only one entrance may be picketed, but persons on the picket lines shall permit anyone to cross the picket lines.

10. To ensure the health or safety of the public, all picket lines of Units 1, 2, 3, 4 and 13 employees shall be supervised by an on-site picket line captain designated by the Union. The Union shall provide the Employer with a list of picket line captains at all picket lines prior to the onset of any strike which shall contain the addresses and telephone numbers of those designated. The picket line captain and ultimately, the Union, shall share the responsibility to ensure that picketing is conducted in a lawful manner. Pickets must permit ingress and egress to all persons. Responsibility for insuring uninhibited ingress and egress to all worksites rests with the Union.

11. The State Department of Health shall monitor the refuse and public facilities sanitation from the outset of a strike and report to this Board the deterioration of conditions which, in the Department's opinion, present an imminent or present danger to public health or safety.

12. In addition to the general and staffing orders, the following order shall apply to the Unit 1 employees working in the refuse collection and disposal positions in the Department of Parks and Recreation of the City and County of Honolulu.

a. Refuse collection and disposal positions of Senior Grounds Keeper and Grounds Keeper shall be deemed essential for

Petitioner City and County of Honolulu upon the following conditions:

(1) A declaration of a health hazard has been issued by the Department of Health, State of Hawaii [DOH] and filed by DOH with this Board.

(2) The Board shall immediately notify Petitioner of the affected area as declared by DOH.

b. Employer shall give notice to the affected refuse collection and disposal employees of the foregoing conditions in accordance with Chapter 89, HRS.

c. Upon receipt of notification from the Board of a health hazard, Petitioners may give subsequent notice to employees by publication (newspaper, radio and/or television). Publication by newspaper, radio and/or television shall be deemed sufficient notice to the essential employees.

d. Refuse collection and disposal employees shall report to work at the times and places designated by the Employer after receiving subsequent notice from Employer that their services are necessary.

e. Petitioners shall assign employees to perform only those services necessary to eliminate the health hazard.

This order may be amended by the Board. Any questions of interpretation of this order shall be brought to the immediate attention of this Board.

GEORGE R. ARIYOSHI, Governor, State of Hawaii; EILEEN R. ANDERSON, Mayor, City and County of Honolulu; HERBERT T. MATAYOSHI, Mayor, County of Hawaii; HANNIBAL TAVARES, Mayor, County of Maui; TONY T. KUNIMURA, Mayor, County of Kauai vs. UNITED PUBLIC WORKERS, AFSCME, LOCAL 646, and HAWAII GOVERNMENT EMPLOYEES' ASSOCIATION, AFSCME LOCAL 152, AFL-CIO
CASE NOS. S-01-20a, S-02-20b, S-03-20c, S-04-20d, S-13-20e

DATED: Honolulu, Hawaii, February 19, 1984.

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD


MACK H. HAMADA, Chairperson


JAMES K. CLARK, Board Member


JAMES R. CARRAS, Board Member

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