

STATE OF HAWAII

HAWAII LABOR RELATIONS BOARD

|                                 |   |                             |          |
|---------------------------------|---|-----------------------------|----------|
| In the Matter of                | ) | CASE NOS.:                  | S-03-40a |
|                                 | ) |                             | S-04-40b |
| JOANN YUKIMURA, Mayor of the    | ) |                             | S-13-40c |
| County of Kauai,                | ) |                             |          |
|                                 | ) | ORDER NO. 1045              |          |
| Petitioner,                     | ) |                             |          |
|                                 | ) | ORDER APPROVING STIPULATION |          |
| and                             | ) | OF PARTIES; EXHIBIT A       |          |
|                                 | ) |                             |          |
| HAWAII GOVERNMENT EMPLOYEES     | ) |                             |          |
| ASSOCIATION, AFSCME, LOCAL 152, | ) |                             |          |
| AFL-CIO,                        | ) |                             |          |
|                                 | ) |                             |          |
| Exclusive                       | ) |                             |          |
| Representative.                 | ) |                             |          |
| _____                           | ) |                             |          |

ORDER APPROVING STIPULATION OF PARTIES

Petitioner JOANN A. YUKIMURA, Mayor of the County of Kauai (Employer) and Exclusive Representative HAWAII GOVERNMENT EMPLOYEES ASSOCIATION, AFSCME, LOCAL 152, AFL-CIO (HGEA) have stipulated and agreed that certain employees are essential pursuant to § 89-12, Hawaii Revised Statutes, and are therefore prohibited from participating in a strike against the Employer.

The Hawaii Labor Relations Board (Board), as part of its investigation, has reviewed the stipulation of parties and finds that the positions identified by the parties in their stipulation are essential to protect the health and safety of the public. Accordingly, the Board hereby orders that the positions identified in the stipulation of parties, attached hereto as Exhibit A, and incorporated by reference herein, are essential and are required to be staffed in order to avoid an imminent or present danger to the health and safety of the public.

## GENERAL ORDERS

The Board further orders the following in the event of a strike by Units 03, 04 and 13 employees:

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

2. The Employer may designate any or all incumbents in the essential positions 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 03, 04, 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.

4. 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.

"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.

5. 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.

"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.

6. The Employer may determine whether the failure or refusal of an incumbent to report to or perform the functions, duties, and responsibilities of positions designated as essential is premised on good cause. The Employer may presume that any such failure or refusal is not for good cause, unless the incumbent designated as an essential employee provides the Employer with a signed statement of the reasons and circumstances for such failure or refusal. In the event that such failure or refusal is based upon a medical disability, a signed statement by a physician

licensed to practice in the State of Hawaii must be submitted upon such forms to be provided by the Employer.

7. 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.

8. The HGEA 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.

9. Work sites, buildings, or facilities may be picketed, but persons on the picket lines shall permit anyone to cross the picket lines without interference. Picketers shall not harass or impede anyone from ingress or egress to the buildings.

10. To minimize confusion in communications between the parties, the Employer and the HGEA 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.

11. 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 HGEA Board of Directors members unless there are no other employees capable of satisfactorily performing the functions, duties and responsibilities of the essential positions. The HGEA shall furnish the Employer with the names of picket line captains, stewards, negotiation team members and Board of Directors members forthwith.

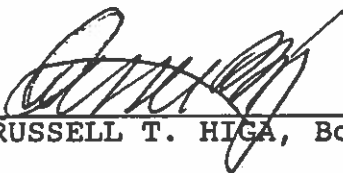
This order may be amended by the Board. Any questions of interpretation of this order shall be brought to the immediate attention of the Board.

DATED: Honolulu, Hawaii, April 17, 1994.

HAWAII LABOR RELATIONS BOARD



BERT M. TOMASU, Chairperson



RUSSELL T. HIGA, Board Member



SANDRA H. EBESU, Board Member

Copies sent to:  
Jay Murobayashi, Deputy County Attorney  
Charles K.Y. Khim, Esq.  
Joyce Najita, IRC

KATHLEEN N. A. WATANABE 3269  
 County Attorney  
 JAY MUROBAYASHI 3283-0  
 Deputy County Attorney  
 County of Kauai  
 State of Hawaii  
 4396 Rice Street, Suite 202  
 Lihue, Kauai, Hawaii 96766  
 Telephone No. (808) 241-6315  
 Attorneys for Petitioner

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LABOR HAWAII BOARD

STATE OF HAWAII

HAWAII LABOR RELATIONS BOARD

|                                 |   |                             |
|---------------------------------|---|-----------------------------|
| In the Matter of                | ) | CASE NOS. S-03-40a          |
|                                 | ) | S-04-40b                    |
| JOANN YUKIMURA, Mayor of the    | ) | S-13-40c                    |
| County of Kauai,                | ) |                             |
|                                 | ) | STIPULATION TO DECLARE      |
| Petitioner,                     | ) | CERTAIN EMPLOYEES ESSENTIAL |
|                                 | ) | WORKERS; EXHIBIT A          |
| and                             | ) |                             |
|                                 | ) |                             |
| HAWAII GOVERNMENT EMPLOYEES     | ) |                             |
| ASSOCIATION, AFSCME, LOCAL 152, | ) |                             |
| AFL-CIO,                        | ) |                             |
|                                 | ) |                             |
| Exclusive                       | ) |                             |
| Representative.                 | ) |                             |

STIPULATION TO DECLARE CERTAIN  
 EMPLOYEES ESSENTIAL WORKERS

The HAWAII GOVERNMENT EMPLOYEES ASSOCIATION, AFSCME, LOCAL 152, AFL-CIO, (hereinafter "HGEA"), and the JOANNE YUKIMURA, Mayor of the County of Kauai (herein after "COUNTY"), hereby stipulate and agree that the following employees of the County of Kauai, set forth in exhibit "A", attached hereto and incorporated by reference herein, are essential workers pursuant to section 89-12, Hawaii Revised Statutes, and therefore are

EXHIBIT "A"

prohibited from participating in a strike against the COUNTY. It is further agreed that the following employees shall be the only employees deemed to be essential workers pursuant to the foregoing statute. It is further agreed that the stipulation is a final and binding resolution of the dispute and the underlying facts and circumstances which form the subject matter of the above-entitled case.

The number and types of essential workers which are provided for herein can be modified only upon the express written consent of the parties herein only for the purpose of ameliorating an imminent or present danger to the health or safety of the public, with such consent not being unreasonably withheld. As utilized herein, the phrase "imminent or present danger to the health or safety of the public" shall mean a specific and directly identifiable harm that will cause or is very likely to cause physical harm of a person.

Dated this 17th day of April, 1994,

COUNTY OF KAUAI

by   
JAY MUROBAYASHI  
DEPUTY COUNTY ATTORNEY

HAWAII GOVERNMENT EMPLOYEES'  
ASSOCIATION

by   
CHARLES K.Y. KHIM

STAFFING ORDERS

| <u>BU &amp; CLASS TITLE</u>                 | <u>NO.<br/>REQUIRED</u> | <u>WHEN REQUIRED</u>     |
|---|-------------------------|--------------------------|
| <u>KAUAI COUNTY</u>                         |                         |                          |
| <u>Police Department</u>                    |                         |                          |
| 03 Radio Dispatchers II                     | 11                      | 8 hours/day; 5 days/week |
| 04 Police Records Supervisor                | 1                       | 8 hours/day; M-F         |
| 03 Police Equipment Maintenance Coordinator | 1                       | 8 hours/day; 5 days/week |
| 03 Personnel Assistant                      | 1                       | 4 hours/day; M-F         |
| <u>Department of Public Works</u>           |                         |                          |
| 03 Water Safety Officer II                  | 9                       | 8 hours/day; 5 days/week |
| 03 Water Safety Officer III                 | 1                       | 8 hours/day; 5 days/week |
| 13 Code Enforcement Coordinator             | 1                       | 8 hours/day; M-F         |
| 04 Supervising Building Inspector           | 1                       | 8 hours/day; M-F         |
| 04 Supervising Electrical Inspector         | 1                       | 8 hours/day; M-F         |
| 04 Supervising Plumbing Inspector           | 1                       | 8 hours/day; M-F         |
| 03 Plumbing Inspector                       | 1                       | 8 hours/day; M-F         |
| 03 Building Inspector                       | 1                       | 8 hours/day; M-F         |
| 03 Electrical Inspector                     | 1                       | 8 hours/day; M-F         |
| <u>Kauai Civil Defense Agency</u>           |                         |                          |
| 13 Plans and Operations Officer             | 1                       | 8 hours/day; M-F         |
| 03 Private Secretary                        | 1                       | 8 hours/day; M-F         |

EXHIBIT "A"



Office of Elderly Affairs

|    |   |   |                          |
|----|---|---|--------------------------|
| 03 | Community Service Aide II               | 9 | 8 hours/day; M-F         |
| 13 | Transportation Manager                  | 1 | 8 hours/day; 5 days/week |
| 13 | Assistant Transportation Manager        | 1 | 8 hours/day; 5 days/week |
| 13 | Departmental Transportation Coordinator | 1 | 8 hours/day; 5 days/week |
| 04 | Bus Field Supervisor                    | 1 | 8 hours/day; 5 days/week |
| 04 | Scheduler/ Bus Field Supervisor         | 1 | 8 hours/day; 5 days/week |

Housing Agency-Rental Assistance Division

|    |                                     |   |  |
|----|-------------------------------------|---|--|
| 13 | Accountant                          | 1 | 8 hours per day;<br>5 days/week and OT as needed |
| 03 | Program Supervisor                  | 1 | 8 hours per day;<br>5 days/week and OT as needed |
| 03 | Interviewer/Housing Aide            | 2 | 8 hours per day;<br>5 days/week and OT as needed |
| 03 | Housing Quality Standards Inspector | 1 | 8 hours per day;<br>5 days/week and OT as needed |

Office of the Prosecuting Attorney

|    |                          |   |                  |
|----|--------------------------|---|------------------|
| 13 | Special Investigator     | 2 | 8 hours/day; M-F |
| 03 | Victim/Witness Counselor | 2 | 8 hours/day; M-F |

Water Department

|    |                  |   |                  |
|----|------------------|---|------------------|
| 03 | Clerk Dispatcher | 1 | 8 hours/day; M-F |
|----|------------------|---|------------------|

Fire Department

|    |           |   |                  |
|----|-----------|---|------------------|
| 03 | Secretary | 1 | 8 hours/day; M-F |
|----|-----------|---|------------------|

Office of the County Clerk

|    |                        |   |                          |
|----|------------------------|---|--------------------------|
| 13 | Legislative Analyst II | 1 | 8 hours/day; 5 days/week |
| 13 | Legislative Analyst IV | 1 | 8 hours/day; 5 days/week |

Finance Department

|    |   |   |                  |
|----|---|---|------------------|
| 03 | Information Systems<br>Support Clerk I          | 1 | 8 hours/day; M-F |
| 13 | Information Systems Analyst II                  | 1 | 8 hours/day; M-F |
| 13 | Procurement & Specifications<br>Specialist      | 1 | 8 hours/day; M-F |
| 13 | Accountant III                                  | 1 | 4 hours/day; M-F |
| 03 | Motor Vehicle Financial<br>Responsibility Clerk | 1 | 8 hours/day; M-F |

Housing Agency-Temporary Housing Division

|    |                               |   |  |
|----|-------------------------------|---|--|
| 13 | Temporary Housing Coordinator | 1 | 8 hours/day; 5 days/week<br>and as emergencies arise |
| 03 | Relocation Specialist         | 1 | 8 hours/day; 5 days/week<br>and as emergencies arise |
| 03 | On-site Manager               | 1 | 8 hours/day; 5 days/week<br>and as emergencies arise |