

Clifford T. Uwaine
98-1366 Koahehe Place #196
Pearl City, HI 96782
808-342-2498 (cell) cuwaine@gmail.com (email)

RESUME

EDUCATION:

Master of Education, University of Hawaii
Bachelor of Education, University of Hawaii
Associate of Arts, Leeward Community College
High School Diploma, Farrington High School

WORK EXPERIENCE:

5/3/22-Present: United Public Workers, AFSCME, Local 646, AFL-CIO

- **Field Services Manager (5/16/23 - Present)**

Supervise Kauai, Oahu, Maui, Hawaii and Private Sector Field Services Supervisors for membership field services, relating to contact enforcement, grievances and arbitration. Supervise UPW Workers' Compensation staff in providing workers' compensation representation at the Department of Human Resources Development and Department of Labor & Industrial Relations. Responsible for assignments by the State Director, such as consultation and/or negotiation on employer's supplemental agreements, memorandum of understandings, policies, rules, and regulations.

- **Field Services Supervisor (5/3/22-5/15/23)**

Responsible for enforcement and compliance of government collective bargaining agreements for Bargaining Units 1 and 10 employees. Supervised 6 union representatives and an assistant division director on employment matters, such as workers' compensation claims & appeals, grievances, mediation, arbitrations, reclassification, repricing appeals, and Hawaii Labor Relations Board matters.

Filed and represented Union and members on Statewide and City & County of Honolulu grievances. Represented Union on consultation and negotiations on

supplemental agreements to the Unit 1 and Unit 10 collective bargaining agreements with State, County, Judiciary, HHSC, UH and DOE.

1981-5/01/20: United Public Workers (UPW), AFSCME, Local 646, AFL-CIO

- **Executive Assistant to the State Director (2003-5/1/2020)**

Supervised Kauai, Oahu, Maui, Hawaii and Private Sector Division Directors for membership field services relating to contract enforcement, grievances, arbitration and workers' compensation. Responsible for assignments by the State Director, such as consultation and/or negotiation on employer's supplemental agreements, memorandum of understandings, policies, rules & regulations, and arbitration & mediation representation. Coordinated nominations and elections of Union officers. State Director's representative on internal staff issues and grievances. Member of Union negotiating committee for Unit 1 and Unit 10 collective bargaining agreements. Chief negotiator for Unit 1 first non-CDL drug and alcohol testing agreement. Chief negotiator for Maui Health System (Maui Memorial Medical Center, Kula Hospital and Lanai Community Hospital) first collective bargaining agreement.

- **Editor of Union Newspaper, Malama Pono (1987-2012)**

- **Director of Statewide Field Services (2002-2003)**

- **Private Sector Division Director & Chief Negotiator (1992-2002)**

UPW is the only labor organization that represents employees in the government sector and private sector Employers, such as Kuakini Health System, Kapiolani Medical Center for Women & Children, Wahiawa General Hospital, Molokai General Hospital, Maui Health System, Kahuku Community Hospital, Rehabilitation Hospital of the Pacific, Aloha United Way, Hale Makua Health Services, Lunalilo Home, Maui United Way, Hawaii Island United Way, and DSI – Renal.

- **Oahu Division Director (1987-1992)**

- **Assistant to UPW State Director (1981-1987)**

2012-2013: Arbitrator, Bargaining Unit 10 Interest Arbitration, 2011-2013 CBA

Appointed one of three arbitrators on a 3-member arbitration panel for the interest arbitration for the BU-10 collective bargaining agreement (government institutional, health and correctional workers), effective 2011-2013.

2009-2010: Arbitrator, Bargaining Unit 10 Interest Arbitration, 2009-2011 CBA

Appointed one of three arbitrators on a 3-member arbitration panel for the interest arbitration for the BU-10 collective bargaining agreement (government institutional, health and correctional workers), effective 2009-2011.

1980-1984: State Senator, Hawaii State Senate

Served as Senate Majority Leader (1983-1984), Chairman of Senate Transportation Committee (1982-1984), Chairman of Senate Human Resources Committee (1980-1981), and member of various State Senate subject matter committees.

1977-1979: Branch Manager, State Savings and Loan, Manoa Branch

Responsible for customer services, mortgage loan processing, savings development, and supervision of tellers.

1976-1980: State Representative, Hawaii State House of Representative

Served as Assistant Majority Floor Leader, Chairman of the House Energy Committee, and member of various State House subject matter committees.

1975-1976: Community Relations Specialist, City and County of Honolulu

Staff support for Mayor's Beautification Committee.

OTHER RELATED ACTIVITIES:

Trustee, Hawaii Employer-Union Health Benefits Trust Fund, January-September 2002 and 2011 to May 2020:

The Hawaii Employer-Union Health Benefits Trust Fund (EUTF) is the responsible body for government employees' health benefits plans. EUTF trustees determine medical, drug, vision, dental, and life insurance plans to be offered to active and retired government employees.

Member, Hawaii Occupational Safety and Health (HIOSH) Advisory Committee, April 2004 to 2017:

The HIOSH Advisory Committee's mission is to promote safe workplaces in Hawaii by providing advice and guidance to the Director of the Department of Labor and Industrial Relations.

Trustee, Hawaii Public Employees Health Fund, November 1998 - May 1999:

The Hawaii Public Employees Health Fund was the responsible body for government employees' health benefits plans before the creation of the EUTF.

COMPENSATION SCHEDULE:

Arbitration/Mediation: \$200 per hour, plus GET tax.

Other Cost: Reimbursement for neighbor island travel (air fare, car rental, lodging, etc.)

Cancellation fees: None, except any incurred pre-hearing hourly and reimbursement expenses.

Billing: 30 days after invoice is received after the conclusion of the case, unless the hearing is postponed beyond 3 months.

July 2023