



Testimony from Campus Center Board

Daezon Arruda <daezonjk@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 9:17 AM

Aloha,

My name is Daezon Arruda and I am the President for Campus Center Board at UH Manoa. Attached below is our written testimony that opposes the Board of Regents Resolution. Thank you for your time.

Mahalo,
Daezon Arruda
President of Campus Center Board



Campus Center Board Testimony.pdf
458K



Campus Center Board

Campus Center Board

July 15, 2020

RE: Impact of the Board Resolution towards the Campus Center Complex

Dear University of Hawai'i Board of Regents,

We, the Campus Center Board, who represent the student union at UH Manoa, strongly oppose the Board Resolution. Campus Center Board has been the governing body of the services and programs housed in Campus Center, Hemenway Hall, and the Warrior Recreation Center since 1971. For 49 years, we have been able to serve students, faculty, staff, and alumni by managing the Campus Center Board's budgets and allocating funds to provide activities through the Activities Council and the Recreational Sports Council. We also provide space for over a 100 registered independent organizations and five chartered student organizations. These include Associated Students of the University of Hawai'i (ASUH), Student Media Board (SMB), Graduate Student Organizations (GSO), Student Activity and Program Fee Board (SAPFB), and Campus Center Board (CCB). With this in mind, the Campus Center Complex encourages student leadership development and prioritizes students within the space.

If the Campus Center Board's assets were to be reallocated, we believe that it would have a detrimental impact towards the operations and maintenance of the student union. Most of the funds that allow Campus Center to operate come from student activity fees. This resolution goes against the purpose of these fees, which is to be used to meet the needs of the students. In addition, the funds that have been generated are already spoken for as they are used for the continuous repair and replacement of Campus Center Complex facilities, including renovation projects, and debt service on a bond issued for the construction of the Warrior Recreation Center. Despite the effects of the pandemic, we are still capable of continuing to enhance and bring about change to the current student union. It is important that we continue to provide a safe space for students during these challenging times. Due to the decrease in students paying for fees, it is essential that we keep our reserves in order to operate.

We hope that you will consider the importance of student life and development at the Campus Center Complex in regards to this resolution. Thank you for your time.

Sincerely,
Daezon Arruda
President of Campus Center Board

Testimony for BOR meeting scheduled 7/16/20

Barbara Carlos <bjcarlos@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 10:13 AM

I have never given testimony at a public hearing for anything before but feel compelled to go on record at this time regarding the proposal to delay the negotiated payroll changes in the approved contract for HGEA Unit 03.

Just as a reminder, Unit 03 consists of clerical staff who already are among the lowest paid HGEA members.

When the fiscal crisis befell us all in 2009, I had a paycut. Also, step movements, which are contractual pay raises that for me usually run \$900-\$1000 annually, were cut out. I missed on two step movements before they were restored by contract several years later. This not only affected my paycheck for these years but will also have an ongoing effect on my pension once I retire since the pension formula takes into account earnings during service. I realize that \$1000 annually is not much to any one of you but considering that my monthly take-home pay at the time was about \$1500, an additional \$50 each month would have made a difference in my quality of life. As a single woman who lives alone, I still would have had to continue my frugal lifestyle but maybe the extra \$50 would have let me take a deep breath every once in a while.

The contract with Unit 03 expired over a year ago and I have been waiting patiently. A new contract was negotiated last December, while arbitration was pending, that includes payroll increases. And you are considering "delaying" these contractual payroll increases which will again affect my take home pay as well as have another detrimental effect on my pension for the balance of my life once I retire. I am already 70 and my health situation has changed considerably in the last year. I do not have years to try to make up what was negotiated for me in good faith by both the union and management before I retire.

I live on a budget and have done so for years. I have also had to balance budgets while working at KCC and in private industry. I understand the importance of the bottom line. However, I urge you to give thoughtful consideration not just to the bottom line but to the individual UH clerical employees and their families who would be affected by such a delay. You approved the UHPA contractual raises recently given to faculty and lecturers. Are Unit 03 members second class employees less worthy of being paid for their work than UHPA members?

UH is part of the Executive Branch and the Executive Branch negotiated this contract. I do not feel it is pono for the BOR to attempt to override a contract that was negotiated by both sides in good faith. Any changes to the contract would have to be agreed to by both sides. None of us know what the full impact of the covid pandemic will be healthwise or economically. The BOR does not have a crystal ball to foretell the future given the unknowns. Additional stimulus is being discussed by Congress. Implement the contract as agreed. Please.

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Barbara Carlos, Secretary, Department of Social Sciences
bjcarlos@hawaii.edu
Office Manager, Arts & Sciences Office
Member, KapCC Budget Committee
Kapiolani Community College
[4303 Diamond Head Rd.](https://www.kapiolani.edu/), Kalia 101
Honolulu, Hawaii 96816

testimony again the proposed resolution

Nandini Chandra <nc8@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 10:02 AM

Dear BOR,

I agree with the UHM Faculty Senate SEC written testimony against the proposal for sweeping emergency powers.

The Board's resolution does not make any sense whatsoever. It does not even make a proper case for the necessity of such sweeping powers, apart from reinforcing the commonsense logic that we are about to face an unprecedented fiscal crisis. We all understand that the fiscal crisis has been around for a very long time, and the pandemic is merely a pretext to escalate the crisis so that emergency and unilateral powers can be used to make capitalism profitable again. Historically, however, the way to get out of a recession or depression is not austerity, but stimulus measures that provide social and psychological means for building a new economy.

We need to understand that the university simply viewed as an instrument of profitability cannot take us very far. There will be no university left worth its name if this emergency mode is to become a norm, which is what the resolution is about.

There is no evidence to prove that enrollments are going to be dramatically down in the Fall semester. But even if we assume the worst case scenario, one cannot alter the very character of the university in the name of processing fiscal management. Historically, the university is a corporate body meant to play a visionary role precisely in times like this. As the only state institution of its size and scope, UHM is in a unique position to provide material, psychological, social and emotional sustenance and leadership in harsh moments like this. For instance, the pandemic induced loss of jobs has left, and is going to leave an entire population of young people wanting to re-train their skills and career goals. It is only the university that can provide such training and avenues for social mobility by identifying new lines of industry that are both ecologically and economically sustainable in the long run.

By including faculty governance and consultation with other stakeholders including students and staff, the administration can use this low point to create a new template of opportunity and self-reliance. The present crisis may last for a couple of years, but the social and moral legitimacy of doing right by the people of Hawaii and the workers of the University will reap legitimacy and trust benefits that will ultimately be more sustainable financially and psychologically in the long run.

Let me repeat: The finances have been broken for a long time. Austerity measures are counter-productive. The only thing that has fuelled life into the economy in moments of financial crisis are wars and social initiatives that give the people hope. Given the current state of global affairs, the BOR resolution is equal to a war against the people. Instead, the BOR needs to listen to the people, hear them on the unique strategic and cultural advantage of Hawaii, and use those ideas to give hope to the people of Hawaii and the world.

Respectfully,
Nandini Chandra

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Nandini Chandra
Associate Professor
Department of English
University of Hawai'i-Manoa



BOR Meeting 7/16/20

Sarah Hamid <shamid@hawaii.edu>
To: BOR Testimony <bor.testimony@hawaii.edu>

Wed, Jul 15, 2020 at 10:55 AM

Dear University of Hawai'i Board of Regents,

While I appreciate President David Lassners statement regarding support for international students, a statement is simply not enough. Long before this particular crisis regarding International Students, the University of Hawai'i system has demonstrated that they are not truly concerned with the overall safety and wellbeing of international, immigrant, and undocumented student. I call upon the UH Board of Regent and David Lassner to issue a statement in support of ALL immigrant, international, and undocumented student, and adopt a formal plan to designate the University of Hawai'i system, and all of its campuses as a sanctuary system. I also demand that the University of Hawai'i system adopt policy to refuse the sharing of information about students' curriculum with Immigration & Customs Enforcement, refuse the housing or support of Immigration & Customs Enforcement on UH campuses, and reaffirm current admission, tuition, and employment policies regarding international students, to ensure that any financial awards or employment given to international students is not ever withdrawn due to visa complications. The time to act is now, #ShaveICE, protect our students.

Sincerely,

Sarah Michal Hamid

she/her/hers

Department of Women's Studies & Interdisciplinary Studies Department (Sustainability Studies)
Undergraduate Student at UH Mānoa



Please honor the contract and do not circumvent it through the proposed letter to the Governor

Susan Jaworowski <notmycow@gmail.com>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 3:03 PM

Aloha--

I am a faculty member at Kapi'olani Community College, and I respectfully request that you honor the contract, which has been negotiated in good faith between all parties and which has been funded by the Legislature. The Legislature has acted in good faith and has determined that the funding level is acceptable even in these trying times. The proposed changes to the 1.2% were not discussed or consented to by UHPA.

--Dr. Susan Jaworowski

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Susan Jaworowski



20-03 Resolution, Strongly Oppose

Taurie Kinoshita <taurie@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 2:17 PM

Please vote against Chair Kudo's 20-03 resolution.

Drastic action like this will severely negatively impact the quality of higher learning here in Hawaii. Historically, state universities have an increase in enrollment during financial crises. If we start cutting before we can see that increase in students, the damage to our system will be irreparable. This is not about promotions, it's about preserving jobs, quality and the future of our islands. Thank you for your consideration.

Mahalo and Cheers,

Taurie Kinoshita
Theatre Lecturer, Windward Community College,
University of Hawaii
Education Director, Hawaii Shakespeare Festival
Play Development Committee, Kumu Kahua Theatre
(808) 779 - 3456
taurie@hawaii.edu
taurie@crueltheater.com



Testimony, BOR Meeting July 16

Kekai Lindsey <kekaikan@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 12:39 PM

As an employee of the University of Hawai'i, I am fervently opposed to the University terminating employees, decreasing salaries of employees, and suspending raises. It is unjust to decrease our compensation, and expect an equal quantity of work. If absolutely necessary, I favor furlough in lieu of terminating employees and decreasing salaries. Furlough affords employees additional time to pursue and perform external employment, if necessary, to have the capacity to exist, sustain, and thrive in Hawai'i, designated as a state touting one of the highest costs of living in the entire United States. Please consider the University's responsibilities to its employees; to mālama (care), and ensure the health of safety of our UH 'ohana.

Na'u nō,

Kekaikāneola Lindsey
Confidential Advocate and Prevention Educator
The Office of Equal Opportunity, University of Hawai'i at Hilo



Please Vote Against Kudo's 20-03 Resolution

Nicolas Logue <logue@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 3:05 PM

Aloha To Whom It May Concern,

I am humbly writing to beseech you to vote Nay on 20-03. A resolution of this nature severely negatively impact the quality of higher learning here in Hawaii for decades to come.

Historically, state universities have an increase in enrollment during financial crises, and to use this opportunity to put hard-working faculty's jobs on the line at a time when they most need income will not only hurt the local economy even more, but it will damage the University beyond recovery.

If we start cutting before we can see that increase in students, the damage to our system will be irreparable. This is not about promotions, it's about preserving jobs, quality and the future of our islands.

Faculty who see their posts cut will move away and their jobs will be difficult to fill in the future. We will see more brain drain to the mainland at a time when Hawai'i most needs thinkers and innovators.

Thank you for your consideration and for your support.

Aloha,

--

Nicolas Logue
Assistant Professor of Theatre
Windward Community College
45-720 Kea'ahala Rd.,
Kāne'ohe HI 96744
phone: (808) 236-9138

Testimony for July 16, 2020 Board of Regents Meeting

Amy McKee <amymckee@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 12:46 PM

Aloha Chair Kudo and the Board of Regents,

I am writing in **strong opposition** to the Resolution 20-03 and Letter to the Governor Regarding COVID-19 impacts.

This resolution and subsequent letter to the Governor has a chilling effect on me as a former student and current employee of UH Mānoa. This resolution shows to me that the Board is out of touch with the day-to-day life of faculty and staff during this pandemic and that the Board is taking a premature stance without looking at all of the facts and opportunities.

Instead of attacking university employees with this resolution, why doesn't the Board think about alternative revenue streams or other areas of the University to cut/reduce? Why not furlough parts of the Athletics Department budget for AY 2020-2021 since it is not safe to travel? Why not join the calls for defunding the police and redistributing that money back towards education and social work services? Why not leave the TMT project and cut contracts with DLNR and HPD? Why not have the EM positions take a temporary salary decrease? Is there funding through the CARES Act or from the federal government that can be utilized to stabilize the University's budget? What about current expenditures--are we saving money by having less people on-campus? Have any of these options been discussed or explored?

This is unacceptable and I urge the Board of Regents not to pass Resolution 20-03 or submit this Letter to the Governor.

Sincerely,
Amy McKee
UH Mānoa c/o 2014 (BA), 2017 (MEd)

Board of Regents Testimony

Laurel Mei-Singh <meisingh@hawaii.edu>
To: bor.testimony@hawaii.edu
Cc: Derek Turbin <dturbin@gmail.com>

Wed, Jul 15, 2020 at 9:22 AM

I write this testimony with a heavy heart and the distinct hope that the Governor and all working for the interests of the University of Hawai'i will listen to the voices of faculty, lecturers, and students to fulfill the promise of the university. This promise is that we must work together to prepare the next generation of Hawai'i's leaders to be ethical, empathetic humans who can build and participate in a vibrant society and diversified economy. This task is even more urgent with the current economic crisis from the COVID pandemic. At this juncture, we must prioritize the voice and job security of teachers. As the popular saying goes: "the professors' working conditions are the students' learning conditions."

I find it troubling that the Board of Regents are centralizing more and more power in the hands of the Administration at the expense of faculty. The move to defer already negotiated faculty salary increases that was approved by the legislature while the same meeting agenda moves to approve over \$20K per month for an administrator is insulting and outrageous. The "emergency" powers essentially move to grant the administration a carte blanche in firing faculty, cutting programs and departments, and reducing our pay. The Board of Regents and Administration should approach faculty as partners who are doing the critical day to day work of educating our 'opio, engaging in cutting-edge research, and serving our university and community.

If we approach education as a public good, then we must also work for the betterment of our society and economy by uplifting the voices and experiences of teachers and scholars. The University of Hawai'i serves as a center of innovation. We must draw from the work of faculty who are planning and building a green future, expanded health care, and a diversified economy that moves away from our reliance on tourism. This emergency proclamation shows that the Board of Regents is out of step with the grinding and visionary efforts that we undertake daily.

I moved home to Hawai'i to serve my community through one of the best public universities in the Pacific. Please reject this Emergency Proclamation and other measures that harm faculty so that my colleagues and I can have a chance to stay and continue to work for a better future for our islands and our world.

--

Laurel Mei-Singh
Assistant Professor, Ethnic Studies
University of Hawai'i Mānoa



Minerbi Testimony for UH BOR Meeting July 16, 2020

Luciano Minerbi <luciano@hawaii.edu>

Wed, Jul 15, 2020 at 10:48 AM

To: bor.testimony@hawaii.edu, david@hawaii.edu, Alexandra French <afrench@hawaii.edu>, provost@hawaii.edu, UHM Faculty Senate <uhmfs@hawaii.edu>

Aloha: please find attached my testimony for UH BOR Meeting July 16, 2020 respectfully submitted and best wishes.

Luciano

--

Luciano Minerbi, Dr. Arch. MUP, APA

Professor Emeritus

Department of Urban and Regional Planning

Saunders Hall, 107

[2424 Maile Way](#)

University of Hawai'i, Honolulu, HI. 96926, USA

Tel. 808-956-7381; Fax 808-956-6870

e-mail: luciano@hawaii.edu

("Non dat veritas sine memoria" Latin Proverb)



Minerbi Letter to UH BOR .pdf

97K



University of Hawai'i at Mānoa

Department of Urban and Regional Planning

Saunders Hall 107 • 2424 Maile Way • Honolulu, Hawai'i 96822

Telephone: (808) 956-7381 • Fax: (808) 956-6870

E-Mail: luciano@hawaii.edu

July, 15, 2020

To: Benjamin Kudo, Chair & Members of UH Board of Regents

CC: David Lassner, CEO & President UH System
Michael Bruno, Provost, UHM
Sandy French, VCAFO
Thomas Conway, Chair UHM SEC

RE: UH Board Resolution 20-03 Proclaiming Emergency & Directing action and UH Board of regent Letter to the Governor Requesting Deferral of Public Employee Salary Increases.

The unprecedented situation of COVID-19 and resulting financial and economic adverse impact to the State of Hawai'i and to the university requires an anticipatory problem solving approach that effectively involves the participation of the affected faculty, staff and students (via their elected governance bodies) consistent with the AAUP recommendations to find solutions that sustain and enhance the international and national standing of the university, retain its multiple accreditations and nourish the morale of everyone at the university.

To retain what is left of the Hawai'i economy and restructuring it toward a really expanded and diversified one, the university is already the essential and necessary fulcrum, as there is nothing in the entire state as diverse with its many fields. It is the university that educates and trains the new essential labor force by providing research & development: education is the most strategic export sector Hawai'i has.

Therefore I urge all the members of the UH Board of Regents not to approve Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration (Agenda Item IX B.). I urge you to table the proposed letter to the Governor requesting deferral of Public Employee Salary Increases (Agenda Item IX C).

In my opinion Resolution 20-03 is an over centralizing counterproductive move that goes against the co-management at the university that is so needed in this unprecedented situation.

Respectfully submitted.

Sincerely,

Luciano Minerbi, Dr. Arch. MUP
Professor Emeritus of Urban and Regional Planning,



Testimony to the Board of Regents (BOR) on the Proposed Resolution Proclaiming an Emergency and Directing Action by the University of Hawaii Administration

Andrew Nguyen <andrewtn@hawaii.edu>

Wed, Jul 15, 2020 at 3:08 PM

To: bor.testimony@hawaii.edu

Hello Board of Regents,

Although the UH system has entered unprecedented times, I believe the call for the University "to utilize whatever available means it has to reduce the operating costs and expenses of the University, including but not limited to, reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration, etc," is uncalled for this early in the current pandemic. We have yet to see the full ramifications of the academic year under the pandemic before taking such drastic measures without data to support the decision. That said, faculty have also gone above and beyond to do the best work they could and continued support for the students when administration and government officials seemingly took every misstep possible. Such calls for reduction are discouraging and disappointing.

~Andrew



Written testimony for BOR meeting 7/16

Danielle Seid <dseid@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 11:13 AM

Please see attached written testimony.

Mahalo,
Danielle

 **BOR Testimony Seid.docx**
26K

15 July 2020

Dear Board of Regents:

My name is Danielle Seid. I'm an incoming assistant professor of English at the University of Hawai'i at Mānoa, as well as a former graduate student of UHM. I write to register my concern about the BOR's intent to undermine faculty governance while pursuing "solutions" to the fiscal crisis we face. Specifically, I am referring to the board's resolution "proclaiming an emergency and directing action from the university administration" and the appeal the board is making in a letter drafted to Governor Ige requesting unilateral power to implement personnel cuts and furloughs, and eliminate or merge programs, departments, and academic units as the board sees fit.

My academic career began ten years ago when I was an MA student in UHM's English department. What I found at UHM, and which subsequently motivated me to pursue my doctorate, was a lively community of scholars and students engaged with pressing social and cultural issues, especially those impacting Native Hawaiians, Pacific Islanders, and others marginalized by race, class, gender, and sexuality. Overall, I experienced UHM as a dynamic place to learn that was also a largely welcoming place for international students and a supportive environment for graduate students. For these reasons and more, after receiving an offer of employment from UHM earlier this year, I have chosen to return to UHM as a faculty member, leaving behind my position as an assistant professor of English at Baruch College, City University of New York. While I have much admiration for the academic community at UHM and the intellectual, cultural, and political work that happens at UH, I remain clear-eyed about the areas in which UHM, in my opinion, has fallen short. Recent actions by the UH administration, namely the dismissal of the Native Hawaiian-led movement opposing TMT and just this past week a lack of principled support for international students threatened with deportation by ICE, have disappointed and frustrated me. And now, we face the incredible uncertainty of the ongoing covid-19 pandemic.

There is plenty to worry about as we—students, faculty, and non-instructional staff—collectively grapple with the severe consequences stemming from the covid-19 pandemic. First and foremost, our top concern must be for the safety and long-term health of all members of our academic community. In the long run, that means expanding access to and improving conditions for learning and working at UH. At this present juncture, we must reject the short-sighted and opportunistic move to "remedy" the fiscal crisis brought on by the pandemic with cuts to salaries, benefits, and department funds as well as other forms of austerity, which numerous experts have shown will ultimately worsen matters. The pandemic has taught us many lessons, chief among them that in moments of crisis people need more support and not less (e.g., stimulus payments, expanded unemployment insurance) and that we must act thoughtfully, and most of all collectively, to ensure greater social well-being. What we need now, and urgently, is to expand our thinking about how to achieve the maximum common good.

I firmly believe that university faculty will be one of our greatest resources in charting a path through the present crisis. Undermining faculty governance will ultimately and perhaps irreparably damage the university. It goes without saying that the covid-19 crisis has taken us all by surprise, but it is not the only crisis UH and other public state universities have faced in recent years. It also won't be the last crisis the university faces—in fact, with staggering national and global economic inequality, rampant militarism, and the imminent threat of climate change, we must brace for sustained periods of crisis. It is faculty (including graduate student workers), departments, and programs that are the heart of the university; when crises strike, the path forward must be carried out collectively and not through the will of a powerful few.

Concerned,

A handwritten signature in cursive script that reads "Danielle M. Seid".

Dr. Danielle Seid
Assistant Professor, English Department

Public Testimony Form - University of Hawaii Board of Regents

Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.

Your Name (required) *

Kevin Kaneshiro

Your Organization (optional)

Your e-mail address (in case we need to reach you) *

k01kk01@gmail.com

Board of Regents Agenda Item (required) *

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

Your Position (required) *

Oppose

Your Testimony/Comments

Your Testimony (pdf or word)

[BOR Testimony for July 16 mtg.pdf](#) (136.7 kB)

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Chairman Kudo:

I write in strong opposition to the BOR taking a stance against the pay increases for UH public worker union members.

While no one questions the hard economic situation that the State faces due to the COVID pandemic, the BOR taking a stance against the increase is short-sighted. I make the following points to oppose the BOR letter to the governor.

1. **Pay for the vast majority of faculty/staff do not come from operational funds of the University.** General funded positions are paid with money allocated by the Legislature. The funding the Legislature allocates to UH for operations is separate from the monies required to pay for salaries. If the pay increases are denied, the University will not have more funds to expend elsewhere as that is not how the funding works.
2. **A deferral of pay increases is no guarantee that faculty/staff will not face furloughs later.** The letter asks “does it make sense to give a pay increase one day and reduce pay or terminate employees the next,” but forgoing the pay increases will not mean that furloughs are no longer on the table. Faculty/Staff will still face furloughs regardless of whether these increases go through.
3. **If a pay cut/furlough is enacted, the economic hardship felt by the workers is slightly blunted if the pay raises are allowed to go through.** A pay cut off the old 2019 pay for HGEA members will hurt more than a pay cut based off the higher 2020 salaries that the contract allows. HGEA members are the only ones whose contracted increases can be stopped, as UHPA and UPW raises were already enacted last year. Once the economy recovers, if the pay increases go through now, HGEA workers will return to that higher 2020 rate. If it is denied as the BOR recommends, HGEA members will only return to the 2019 levels and must fight again for just basic raises to keep up with inflation rates.
4. **Will the BOR lobby the governor for pay increases on our behalf when the economy recovers?** Since the BOR is now choosing to lobby against the workers that make the University what it is today, can the BOR be called upon to take a stance during every contract negotiation? Just as the Board of Education remains silent on public school teacher salary negotiations, it is not the place of the BOR to take a stance on UH salaries.

The BOR may want to submit this letter as a publicity stunt, but please understand the ramifications to the workers who keep this University running. Denying the pay increases will not help the University in other ways, and just seeks to demoralize the workers. During the 5% Furlough Fridays pay cuts, private sector workers did not show solidarity with State workers and no one was volunteering to take a 5% cut or deferral of their raises, so why does the BOR feel that UH needs to take this stance? This letter is short-sighted and should be rescinded.

*These views are purely my own and do not in any way reflect the opinions of any office that I may represent in my professional capacity.

Sincerely,

Kevin Kaneshiro

Public Testimony Form - University of Hawaii Board of Regents

Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.

Your Name (required) *

Taurie Kinoshita

Your Organization (optional)

Windward Community College

Your e-mail address (in case we need to reach you) *

taurie@hawaii.edu

Board of Regents Agenda Item (required) *

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

Your Position (required) *

Oppose

Your Testimony/Comments

Please vote against Chair Kudo's 20-03 resolution.

Drastic action like this will severely negatively impact the quality of higher learning here in Hawaii. Historically, state universities have an increase in enrollment during financial crises. If we start cutting before we can see that increase in students, the damage to our system will be irreparable. This is not about promotions, its about preserving jobs, quality and the future of our islands. Thank you for your consideration.

Your Testimony (pdf or word)

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Public Testimony Form - University of Hawaii Board of Regents

Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.

Your Name (required) *

Lynn Mayekawa

Your Organization (optional)

UH Mānoa

Your e-mail address (in case we need to reach you) *

mayekawa@hawaii.edu

Board of Regents Agenda Item (required) *

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

Your Position (required) *

Oppose

Your Testimony/Comments

Your Testimony (pdf or word)

[Distinguished Regents.pdf](#) (109.5 kB)

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Dear Distinguished Regents,

Mahalo for the opportunity to submit thoughts on the issue of deferring Public Employee salary increases. I am in opposition to the proposed letter to the Governor to defer the legally negotiated, legislatively approved and budgeted salary schedule for the public servants of the University of Hawai'i. The reality of these salary 'increases' is that they should have been in effect since July 2019. In good faith, and as outlined by HRS Chapter 89, members of HGEA have patiently and respectfully worked with administration to come up with a reasonable acknowledgement of the services UH employees provide. This is, on the part of the employer, an acknowledgement of employee proficiency and allows us to continue to pay for basic living expenses and participate in the local economy. Essentially, to experience some version of the American Dream.

My colleagues and I continue to provide the support and innovation required by staff at a university campus. We do this day after day, figuring out how to truly do the most with the least. Indeed, this is a directive that is handed down with every economic downturn. And we do, we figure out how to maximize space, develop efficiencies in work flow, figure out how to plot vacation around the inflexibility of office schedules with minimal staff. You could survey the campus and you will see that there is rarely a glitch in continuity of services. Because we take pride in what we do. I truly believe in my role as a *public servant* at a public university that educates future generations of local young people that are the future of our islands. It may not register that the work we do keeps buildings standing, processes grant funds for innovative research, issues paychecks, schedules invited academics to share new ideas on campus, keeps our grounds beautiful, helps students fill out the right forms to advance their academic careers, makes sure technology is integrated into classrooms that enhance learning and teaching, or the countless other aspects you may not even know you need to make the higher education experience personal and successful. We do this work and strive to be better and better.

The other thing that happens with every economic downturn is to look at the invisible players you normally relegate to the peripheries and try to balance the books on their backs. On my back. We all need to break the habit of using the same pathways to get to the desired outcome. It is very easy to quantitatively look at a spreadsheet, pick a relatively 'big' number and subtract some percentage. Then say, "Achieve this cost reduction." If you think about what it takes to make this a desirable educational destination, then we need a balanced qualitative factor. No doubt, as a University employee, I want to be part of the solution. But demoralizing the soul of your campuses will not achieve this. There is a lot of work to do to come up with a creative and critical approach that does not make villains of the people working on the ground. Particularly at this time where a global pandemic forced transitions to the classroom and office experience that are unmatched to this point. You will require all of us to be agile, inspired and flexible perpetually, to create multiple scenarios that are ready to launch at a moment's notice.

I am just asking for a more balanced consideration when thinking about the relatively reasonable cost of salary increases. Please send the message to your employees that you truly do appreciate the work they produce and that you see them. Please do not send this letter to the Governor.

Respectfully,
Lynn Mayekawa

Public Testimony Form - University of Hawaii Board of Regents

Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.

Your Name (required) *

Carolynn Yamada

Your Organization (optional)

Windward CC

Your e-mail address (in case we need to reach you) *

cyamada8@hawaii.edu

Board of Regents Agenda Item (required) *

OTHER

OTHER (Please describe) *

Resolution to make available means it has to reduce the operating costs and expenses of the University of Hawaii

Your Position (required) *

Oppose

Your Testimony/Comments

Dear UH BOR,

I urge you to reject BOR Resolution 20-03. My HGEA co-workers are the hardest working group of people I know. We have already made many sacrifices and continue to become accustomed to doing more with less because we don't want disruption to services for our students. Our goal is to see them succeed at all costs. Please think carefully about how this action will affect so many of us who are currently doing the work of two or more jobs and have not seen any kind of raise or compensation. Please vote no because this will just be a temporary solution that will cause irreparable damage to many lives and to the state's economy. Thank you for your time.

Your Testimony (pdf or word)

No file attached

Actions

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Public Testimony Form - University of Hawaii Board of Regents

Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.

Your Name (required) *

Randy Perreira

Your Organization (optional)

HGEA

Your e-mail address (in case we need to reach you) *

its@hgea.org

Board of Regents Agenda Item (required) *

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

Your Position (required) *

Oppose

Your Testimony/Comments

Please see attached pdf document.

Your Testimony (pdf or word)

[BORTestimony.pdf](#) (121.1 kB)

Actions

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HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

UNIVERSITY OF HAWAII BOARD OF REGENTS

Date: Thursday, July 16, 2020

Time: 9:00am

Place: Virtual Meeting

RE: Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration, and Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

Aloha Chair Kudo and Members of the Board of Regents,

The HGEA strongly opposes BOR Resolution 20-03 and the proposed accompanying letter to Gov. David Ige urging him to defer the negotiated pay increases for UH employees.

The proposed BOR Resolution and letter to Governor Ige circumvents and disregards public employees' collective bargaining rights set forth in Chapter 89, Hawaii Revised Statutes and the Constitution of the State of Hawaii. We demand that you respect the collective bargaining process, and the collective bargaining agreements that have been mutually agreed upon, including by this board.

It is patently unacceptable that the Board chooses to take this path now, when in your role as a public employer you had every opportunity to address this matter with the Governor for the last several months, as the pandemic shut down our state. At no time, however, did the Board even reach out to our organization to engage us in a discussion about our agreements. Instead, you utilize this sneak attack method and attempt to bargain in the public arena rather than approaching us in good faith.

These proposed actions are an insult to your dedicated employees who are the heart and soul of the University. These employees have continued to keep UH running through these difficult times, making sure that our students that have worked so hard were able to complete their semesters and graduate.

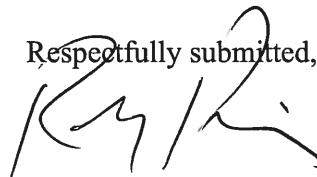
For many of the individual employees impacted by these agreements, the scheduled wage increases represent a lifeline to keep afloat. These employees have family members who are now unemployed or underemployed; the salary of the full-time University employee is the one supporting the entire family. For many public employees, they are the only person in their household who currently has a job. Failing to honor the agreements you signed off on will further jeopardize the employee's ability to support their families and meet their obligations. It must be noted that any wage paid to a University employee is immediately re-invested in our community through their spending. At a time when local businesses are dying due to the lack of tourist spending, curtailing the consumption of the government workforce will, as pointed out by economists, have an extremely damaging effect on our local economy. This is not the remedy Hawaii needs.

According to a report just released by the Hawaii Appleseed Center for Law and Economic Justice, Hawaii is the most unaffordable state in which to live once again. According to the report, a worker must make \$38.76 an hour to afford to rent a modest two-bedroom home without paying more than 30% of their income. Presently, the HGEA represents 3,081 employees in the UH system. Of these employees, 2,528 individuals – a little over 80% - make less than \$38.76 per hour. These are the people your proposed resolution and letter will impact.

It is our understanding that enrollment at the four-year institutions of our UH system is down slightly, but not yet at a point where it is a cause for alarm. As that may change, and should the state's economic picture deteriorate further, we expect that the Board will address such a situation the right way and fairly negotiate with its employees through the HGEA. The employees we represent are not naïve about the world situation, but they deserve better than this type of approach.

The HGEA demands that the Board of Regents respect the collective bargaining process and the agreements we have reached and respect your employees who are keeping the University and our economy running. As such we urge you to withdraw BOR resolution 20-03 and its accompanying letter to Governor Ige.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Randy Perreira', written in a cursive style.

Randy Perreira
Executive Director

Public Testimony Form - University of Hawaii Board of Regents

Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.

Your Name (required) *

Martin Deabler

Your Organization (optional)

UH Manoa William S. Richardson School of Law

Your e-mail address (in case we need to reach you) *

martinhk@hawaii.edu

Board of Regents Agenda Item (required) *

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

Your Position (required) *

Oppose

Your Testimony/Comments

Chair Kudo and BOR,

I stand against the proposed resolution 20-03 which attempts to allow a "reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration" to faculty and staff in the University System.

My name is Martin Deabler and I am an APT in Bargaining Unit 8. I've served in various fiscal roles during my 6 years working at the university. I was very disappointed to read your resolution and letter to the governor. The actions that the board is attempting to take is totally misguided and inappropriate. All of your UH employees (Faculty, Staff and students) have been working around the clock to keep university operations going. And what do we get in return for our continuous service both pre and post pandemic? We receive threats from you to cut our pay and to fire us. It's totally disheartening that you can't see the value we bring to the university. And if all you see is dollars and cents, explain to me how crippling a revenue generating entity like UH even makes sense. Is it smart to cut your dedicated workers and jeopardize the hundreds of millions of dollars from tuition, extramural research grants, innovations and partnerships that we all work to cultivate and administer?

And for the issue about our paltry pay raises, those were negotiated in good faith long ago and funded by the legislature. Why are you being a roadblock to prevent us from receiving the pay increases we depend on (To barely scrape by in Hawaii)? Do the right thing, support us and invest in your people.

With all due respect, please come up with a smarter and fairer course of action. And for reference, I know about the board governing process and decision making having served on UH Manoa's Campus Center Board for 8 years. Granted it was smaller in scope than what you folks are responsible for and our annual operating budget was less than \$10mill. But there are parallels like making thoughtful and informed decisions, taking care of your people and constituents and operating with fairness and integrity. I implore you folks use the same common sense type approach if you're not doing so already.

Best,
Martin Deabler

Your Testimony (pdf or word)

No file attached

Actions

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Public Testimony Form - University of Hawaii Board of Regents

Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.

Your Name (required) *

Randy Perreira

Your Organization (optional)

HGEA

Your e-mail address (in case we need to reach you) *

its@hgea.org

Board of Regents Agenda Item (required) *

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

Your Position (required) *

Oppose

Your Testimony/Comments

Please see the attached pdf document.

Your Testimony (pdf or word)

[BORTestimony.pdf](#) (121.1 kB)

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HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

UNIVERSITY OF HAWAII BOARD OF REGENTS

Date: Thursday, July 16, 2020

Time: 9:00am

Place: Virtual Meeting

RE: Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration, and Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

Aloha Chair Kudo and Members of the Board of Regents,

The HGEA strongly opposes BOR Resolution 20-03 and the proposed accompanying letter to Gov. David Ige urging him to defer the negotiated pay increases for UH employees.

The proposed BOR Resolution and letter to Governor Ige circumvents and disregards public employees' collective bargaining rights set forth in Chapter 89, Hawaii Revised Statutes and the Constitution of the State of Hawaii. We demand that you respect the collective bargaining process, and the collective bargaining agreements that have been mutually agreed upon, including by this board.

It is patently unacceptable that the Board chooses to take this path now, when in your role as a public employer you had every opportunity to address this matter with the Governor for the last several months, as the pandemic shut down our state. At no time, however, did the Board even reach out to our organization to engage us in a discussion about our agreements. Instead, you utilize this sneak attack method and attempt to bargain in the public arena rather than approaching us in good faith.

These proposed actions are an insult to your dedicated employees who are the heart and soul of the University. These employees have continued to keep UH running through these difficult times, making sure that our students that have worked so hard were able to complete their semesters and graduate.

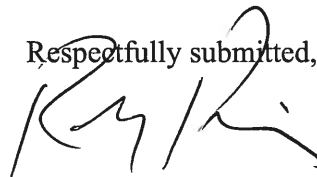
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The HGEA demands that the Board of Regents respect the collective bargaining process and the agreements we have reached and respect your employees who are keeping the University and our economy running. As such we urge you to withdraw BOR resolution 20-03 and its accompanying letter to Governor Ige.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Randy Perreira', written in a cursive style.

Randy Perreira
Executive Director



OPPOSITION TO RESOLUTION 20-03 and Letter to the Governor

Martin Deabler <martinhk@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 4:38 PM

Chair Kudo and BOR,

I stand against the proposed resolution 20-03 which attempts to allow a "reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration" to faculty and staff in the University System.

My name is Martin Deabler and I am an APT in Bargaining Unit 8. I've served in various fiscal roles during my 6 years working at the university. I was very disappointed to read your resolution and letter to the governor. The actions that the board is attempting to take is totally misguided and inappropriate. All of your UH employees (Faculty, Staff and students) have been working around the clock to keep university operations going. And what do we get in return for our continuous service both pre and post pandemic? We receive threats from you to cut our pay and to fire us. It's totally disheartening that you can't see the value we bring to the university. And if all you see is dollars and cents, explain to me how crippling a revenue generating entity like UH even makes sense. Is it smart to cut your dedicated workers and jeopardize the hundreds of millions of dollars from tuition, extramural research grants, innovations and partnerships that we all work to cultivate and administer?

And for the issue about our paltry pay raises, those were negotiated in good faith long ago and funded by the legislature. Why are you being a roadblock to prevent us from receiving the pay increases we depend on (To barely scrape by in Hawaii)? Do the right thing, support us and invest in your people.

With all due respect, please come up with a smarter and fairer course of action. And for reference, I know about the board governing process and decision making having served on UH Manoa's Campus Center Board for 8 years. Granted it was smaller in scope than what you folks are responsible for and our annual operating budget was less than \$10mill. But there are parallels like making thoughtful and informed decisions, taking care of your people and constituents and operating with fairness and integrity. I implore you folks use the same common sense type approach if you're not doing so already.

Best,
Martin Deabler

Fujikane testimony against BOR Resolution 20-03

Candace Fujikane <fujikane@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 11:33 PM

Dear Regents,
Please accept my testimony against BOR Resolution 20-03.
I'm pasting it here and attaching it as well.

To: The University of Hawai'i Board of Regents
From: Candace Fujikane, Professor of English, University of Hawai'i and
Director of the Undergraduate Program in English
RE: Testimony regarding BOR Resolution 20-03
Date: July 15, 2020

Dear Regents,
My name is Candace Fujikane, and I am an English Professor and the Director of the Undergraduate Program in English. I am writing to you regarding the Chair Kudo's request that you pass BOR Resolution 20-03, giving the Administration of the University of Hawai'i unprecedented power in responding to the fiscal crises caused by the COVID-19 pandemic.

I strongly oppose the extraordinary powers that are being given to the UH Administration to make sweeping changes that include reduction-in-force, furloughs, retrenchment, freezes or reductions in remuneration. We have seen the adverse effects of a top-down administrative directives that have been forced onto university communities, specifically in the case of the UH Administration's application for the Conservation District Use Permit on behalf of the Thirty Meter Telescope, a case that has cost the university millions in attorney fees—up to \$6 million in 2015 and so much more since the contested case hearing. The University has seen how costly these mistakes are, both in financial terms and in terms of our working relationships, when the university fails to work in consultation with its communities.

What I want to see in the Resolution are preconditions that establish that the University Administration is working in good faith with students, faculty, and staff at the University of Hawai'i. First of all, other universities across the United States have set a precondition that people who fall in the top tiers of administrative wage earners at the university take proportionate pay cuts before implementing any kind of action that would enact layoffs of undergraduate and graduate student workers, lecturers and staff and faculty. The University of Delaware cut the salaries of top officials. The University of Alaska furloughed senior administrators, including the university president. As the letter signed by 700 faculty members argues, layoffs of undergraduate and graduate student workers, lecturers, staff and faculty diminish the state's economy by putting less wage earnings back into circulation in Hawai'i. For the top wage earners at the university, wage earnings tend to go to savings rather than helping to revitalize the economy.

COVID-19 is having deadly consequences all over the world, and we are seeing the impact on our economy and the university. But let's be careful about handing over too much power to the administration because it will be more expedient. The University Administration has acted in bad faith in the past and is currently enacting changes that have gone against the faculty's consent, such as the merging of colleges. For many of us, as educators, we see in this seizure of power a textbook case of what Naomi Klein describes as "disaster capitalism": using the public's disorientation due to the pandemic for the BOR to confer onto the UH Administration extraordinary powers rather than enacting what we need now more than ever: a careful and extensive process of consultation.

The university must take the effort to meet with the various departments to listen to our suggestions about the changes that can actually enact healthy opportunities for growth for students, faculty, and staff, and the communities beyond the university.

Sincerely,
Candace Fujikane
Professor of English
Director of the Undergraduate Program in English



Fujikane BOR testimony 7-15-20.docx

134K

To: The University of Hawai‘i Board of Regents
From: Candace Fujikane, Professor of English, University of Hawai‘i and
Director of the Undergraduate Program in English
RE: Testimony regarding BOR Resolution 20-03
Date: July 15, 2020

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pandemic for the BOR to confer onto the UH Administration extraordinary powers rather than enacting what we need now more than ever: a careful and extensive process of consultation. The university must take the effort to meet with the various departments to listen to our suggestions about the changes that can actually enact healthy opportunities for growth for students, faculty, and staff, and the communities beyond the university.

Sincerely,

A handwritten signature in black ink that reads "Candace Fujikane" with a long, sweeping horizontal line extending to the right.

Candace Fujikane
Professor of English
Director of the Undergraduate Program in English



UNIVERSITY
of HAWAII
SYSTEM

LATE TESTIMONY

BOR Testimony <bortest2@hawaii.edu>

Testimony from UPW

Alfred Lardizabal <zabal7@upwhawaii.org>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 10:08 PM

 **BOR testimony 200715.dotx**
85K



UNIVERSITY OF HAWAII BOARD OF REGENTS

Date: Thursday, July 16, 2020

Time: 9:00am

Place: Virtual Meeting

Re: Approval of Board Resolution 20-03, and Letter to the Governor Requesting
Deferral of Public Employee Salary Increases
Chairperson Kudo and Members of the Board,

The UPW AFSCME Local 646 opposes the adoption of BOR Resolution 20-03, and the letter to Governor Ige that urges him to defer the negotiated pay increases to certain public employees employed at the University.

The fundamental right of public sector employees to engage in collective bargaining is firmly and clearly established in the Constitution of the State of Hawaii. The pertinent language found in Section 2 of Article XII states, “persons in public employment shall have the right to organize for the purpose of collective bargaining”.

Section 89-1 HRS underscores that “joint decision-making is the modern way of administering government”, and in the process “government is made more effective”. The law explains the purpose of this public policy “to promote harmonious and cooperative relations between government and its employees”, and describes the public purpose of this policy, “to protect the public by assuring effective and orderly operations of government”.

Engaging in collective bargaining and joint decision making is clearly the law of the land in Hawaii, and in this case, the legal process was followed by the parties, with the State Legislature providing its vote of approval only 5 days ago. The intent of BOR Resolution 20-03 and the accompanying letter under consideration by this body is to, in effect, undo what the parties negotiated over and agreed to, and to negate the benefit that was approved by the parties. Notwithstanding the circumstances that are used to justify this take away, the goal is exactly that - to take away from the workers the benefit they bargained for.

Excuses will be provided that this is not a “take away”, that there will only be a postponement of the pay adjustments. No matter what words are used, what is clear is that the collective bargaining process is being undermined, the right to joint decision-making is being neutralized, and the right to work in a harmonious workplace is being jeopardized.

For the foregoing reasons, the UPW AFSCME Local 646 stands in strong opposition to BOR Resolution 20-03 and the accompanying letter to Governor Ige.

Respectfully submitted,

Elizabeth Ho
Administrator -UPW AFSCME Local 646

UNITED PUBLIC WORKERS
AFSCME Local 646, AFL-CIO
Administrator Liz Ho

TEL (808) 847-2631 | EMAIL Lho@afscme.org | 1426 North School Street, Honolulu, HI 96817



OPPOSITION TO RESOLUTION 20-03 and Letter to the Governor

Jeff <jibara@hawaii.edu>
Reply-To: jibara@hawaii.edu
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 5:09 PM

Chair Kudo and BOR,

I stand against the proposed resolution 20-03 which attempts to allow a "reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration" to faculty and staff in the University System.

My name is Jeff Ibara and I am an APT in Bargaining Unit 8. I've served in various fiscal roles during my 6 years working at the university. I was very disappointed to read your resolution and letter to the governor. The actions that the board is attempting to take is totally misguided and inappropriate. All of your UH employees (Faculty, Staff and students) have been working around the clock to keep university operations going. The actions you will be doing will many HGEA employees who keep the University and the State economy running every single day. It's totally disheartening that you can't see the value we bring to the University.

Do the right thing, support us and invest in your people. Please come up with a smarter and fairer course of action by making thoughtful and informed decisions, taking care of your people and constituents and operating with fairness and integrity. I implore you folks use the same common sense type approach if you're not doing so already.

Mahalo,

Jeff Ibara

OPPOSITION TO RESOLUTION 20-03 and Letter to the Governor

Charles Luk <cluk@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 7:23 PM

Chair Kudo and BOR,

I am strongly against the proposed resolution 20-03.

Once again our unique situation in Bargaining Unit 8 made us the easy target for shortsighted cost cutting measures. I have been with the university for almost 15 years and each time there is a "financial crisis," we, the APTs, are first to be on the chopping block as if our hard working staff are expendable and expertises are replaceable. Each time we are impacted; not only our morale plummets, UH's reputation is also greatly affected. You cut our staff then you cut our ability to do our work properly like thoroughly review financial transactions. That leads to audit findings and restrictions on future fundings. I have seen this vicious cycle played out too many times. We might not be the people conducting breakthrough research, but we are certainly the people who initiate and maintain the process. You stated in the resolution UH plays a vital role in Hawaii's economy but this proposed action speaks to the contrary. How can you make UH efficient by reducing our workforce and our pay? It doesn't make any sense.

Our pay raises, as little as it is, was negotiated in good faith long ago and funded by the legislature. It is absolutely unfair for the BOR to take this away from us. Our pay is already low compared to the rest of the United States. To take this away from us strips us of our dignity.

Please reconsider your position. There is money in the UH system. You will just need to find it. Don't take the easy way out. Instead of cutting meat and bone, trim the fat (not APTs) and the bureaucracy.

Sincerely,
Charles Luk

Testimony for the July 16, 2020 Meeting

Philip Cezar Sarmiento <pcs@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 4:12 PM

Dear Board of Regents,

My name is Philip Sarmiento, and I am a proud double alumnus of the University of Hawaii at Mānoa. I earned my bachelor of arts and my master of educational psychology at the School of Communications and at the College of Education, respectively. I can honestly say that I had the best years of my life at UHM as a student, and this amazing experience prompted me to start a career in higher education--which I love wholeheartedly. As a higher education professional, I believe that I am able to touch other people's lives. This is what makes my job in student services very fulfilling.

If your proposals are to be materialized, my career, as well as my colleagues' career, will be halted, and personally, I would not know what to do from a professional perspective. I entered higher education not to become wealthy, but to be of service to our student body.

I respectfully urge all of you to reconsider actions that will result in loss of careers and financial stability.

The state government expects the University of Hawai'i to assist with the economic recovery, so please do not cut the funding that aims to make a difference in the lives of so many.

Kind regards,

Philip Cezar Sarmiento, M.Ed.
University of Hawai'i at Mānoa
John A. Burns School of Medicine
Department of Surgery

Crescat scientia; vita excolatur ("Let knowledge grow from more to more; and so be human life enriched")

Testimony opposing agenda item VIII.B.4, Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

Deborah Dimaya <dmanog@hawaii.edu>

Thu, Jul 16, 2020 at 7:39 AM

To: bor.testimony@hawaii.edu

Aloha,

As an essential worker for the state in communications, I had been working overtime informing the community about COVID-19. Even though I was pregnant in the last trimester as Hawai'i went into the stay at home work at home sector, I diligently kept working. I was even workin from my phone while in labor at the hospital. I am very dedicated to my job because I believe in the importance of keeping the community informed with truth especially when there is so much false news being spread through social media. With a new child and a mortgage to pay, it is unsure how long my family will be able to live in Hawaii without my deserved pay raise. It is unfair that other public sector units at the University will receive their salary increases and not our unit.

Mahalo.

--

Mahalo,
Deborah Manog Dimaya

Interim Communications Director at JABSOM | [UHMedNow](#)

University of Hawai'i John A. Burns School of Medicine





testimony

Melissa Henry <mshenry@hawaii.edu>

Thu, Jul 16, 2020 at 9:10 AM

To: "bor.testimony@hawaii.edu" <bor.testimony@hawaii.edu>

I believe we SHOULD NOT get raising or promotions and BE furlough before reducing force. Please protect our jobs.

We should allow early retirement or volunteer layoffs for those individuals who do not want to work.

For someone like me, who is NOT tenured but gives my 120% every day is subject to job loss BEFORE individuals that are making twice as much and don't care about the task at hand.

Please protect my job. I am 42 old women with an 8-year-old son who has a mortgage to pay. I work hard, everyday enrolling, retaining, and counseling students.

Thank you for your time,

Melissa

Sent from [Mail](#) for Windows 10



testimony Resolution 20-03

Jonathan Osorio <jonosorio69@icloud.com>
To: bor.testimony@hawaii.edu

Thu, Jul 16, 2020 at 7:34 AM

Aloha to the Board of Regents

No one wants to take responsibility for managing a fiscal crisis that affects every person in Hawai'i and begins with every person who works for the state. But the faculty and staff of this university are perfectly correct to resent any action that places the burden on them first. Before asking our bargaining units to forego a raise they earned, every EM should take a percentage cut equal to the raise that their staff and faculty must sacrifice. And that is just the beginning. We should not proceed with salary cuts or furloughs without minding this basic reality. Any cut to an EM making \$180,000 will not do the same harm as a cut to someone making \$42,000. As much as possible, we need to protect all of our staff without whose work, none of us in management could actually do our jobs.

Jonathan K Osorio
Dean, Hawai'iinuiākea School of Hawaiian Knowledge
UHM



Testimony for today's meeting.

Glenn Teves <gtmolokai@gmail.com>
To: bor.testimony@hawaii.edu
Cc: negotiate@member.uhpa.org

Thu, Jul 16, 2020 at 7:22 AM

Aloha All,

I'm appalled by the BOR's move to influence the outcome of completed contract negotiations without consulting UHPA. It appears the BOR doesn't understand the protocol in faculty contracts and needs to be reminded that they must consult the union in matters affecting faculty since they are a party to all contract negotiations. To sign off on the contract, then renege on it can have serious implications and may subject UH to litigation.

Mahalo,

Glenn I. Teves
UH-CTAHR-Cooperative Extension Service-Molokai

Sent from my iPhone



Testimony on BOR Resolution 20-03

Lynne Wilkens <lynne@cc.hawaii.edu>
To: bor.testimony@hawaii.edu

Thu, Jul 16, 2020 at 6:13 AM

Please see attached my testimony on opposition to BOR Resolution 20-03. Thank you.

Lynne Wilkens, DrPH
Professor, Epidemiology Program
Director, Biostatistics Shared Resource
University of Hawaii Cancer Center
[701 Ilalo St.](#)
[Honolulu, HI 96813](#)



Wilkens_BOR_testimony.docx
12K

I, Dr. Lynne Wilkens, am a Professor at the UH Cancer Center and would like to express my strong opposition to Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration, and the Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases. The nation is in a health crisis and there is much uncertainty, which has also led to a severe mental health crisis. Historically, the most effective approaches to such uncertainty have been to understand the problem and methodically find creative and adaptive solutions. "Keep Calm and Carry On." I would like to thank the collective effort of the UH President and Provost's offices with faculty and staff, individually and through their unions, for following this approach. The BOR Resolution seems to try to pre-emptively solve a problem before we understand its nuances. It would rob us of providing creative and useful adaptations to the challenges that COVID-19 presents to our institution and its students. The BOR Resolution is in the spirit of the half-cocked approach that the federal government is following. I urge the Board to pause and work with the University effort to meet our challenges in a collective and reflective way.

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Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.

Your Name (required) *

Anna Chua

Your Organization (optional)**Your e-mail address (in case we need to reach you) ***

annachua@hawaii.edu

Board of Regents Agenda Item (required) *

OTHER

OTHER (Please describe) *

Calling for the Declaration of UH Campuses as Sanctuary Campuses

Your Position (required) *

Support

Your Testimony/Comments

Dear University of Hawai'i Board of Regents,

Thank you for this opportunity and space to give testimony. My name is Anna Chua, and I am here today to urge the BOR and UH administration to declare the University of Hawai'i campuses as sanctuary campuses. It is no debate that the recent policy change by the Immigration and Customs Enforcement pertaining to international students is vile and xenophobic. While the rescission of the policy brings a sense of temporary relief, the fear and panic caused by the erratic and callous nature of ICE and the Trump administration have not gone away. For one, ICE has yet to release an official statement detailing the guidelines of this rescission, leaving us in a state of limbo. Reactive, bandaid solutions, while they provide momentary reassurance, do not protect the rights of students in the long-run. In the event that ICE or the administration announces a new set of policies that seek to threaten students' safety once again, we will find ourselves back in the distress that we experienced last week, back in the distress that undocumented students experienced in 2016 when the trump regime enabled the cruel prejudice of ICE. Declaring UH

campuses as sanctuary campuses is the only robust way to ensure the protection, wellbeing, and safety of all international, immigrant, and undocumented students.

As an international student, finding out about the new guidelines, waiting for a response from the UH administration, seeking out accurate information and details to ensure that myself and my fellow international student friends are safe to stay and that our visa status was protected, then hearing about the rescission of the policy all within the span of a week, was exhausting. But knowing that every other international student out there was probably experiencing this in their own way in relation to their own circumstances, probably feeling just as lost and confused, made it all that much worse. With that said, I am advocating for sanctuary campuses not just because we should avoid having to experience the events of this past week again, but also because ICE's violent and apathetic track record in their interactions with and policies surrounding immigrant and undocumented communities should be enough of a reason to declare guaranteed protection for students and their right to live, learn, and work here.

As an institution that is committed to providing equitable education and has long claimed to be stewards of cultural exchange, the UH administration has a responsibility to live up to the magnitude and weight of those claims. As an institution that claims to protect undocumented students, the UH administration needs to hold themselves accountable by ensuring that vulnerable communities within the UH system are not treated as dispensable. As an institution that is supposedly a Hawaiian place of learning, the UH administration has utmost responsibility to listen to and uphold the voices and demands of Native Hawaiians and other marginalised communities.

It is imperative to recognise that students hold value beyond the monetary contribution they provide. While blanket statements of solidarity are much appreciated, words are futile if not acted upon to uproot the systemically oppressive nature of higher education institutions whereby marginalised students are continually silenced to protect capital interests.

I urge you to recognise the fundamental, institutionalised complicity of the UH administration to state-sanctioned violence. The fight to protect international, immigrant, and undocumented students is not independent of the fight to stop the construction of the TMT and protect Mauna Kea, of the fight to uphold LGBTQ+ communities, of the fight for justice for Black lives.

I strongly urge you to declare all 10 UH campuses as sanctuary campuses, to refuse to share information about students' curriculum with ICE, to refuse collaboration between ICE officials and campus police, to ensure the protection of communities within UH who are vulnerable to the capricious, brutal, and colonial state.

#ShaveICE. Declare the UH system as a sanctuary system. Thank you.

Your Testimony (pdf or word)

No file attached

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Your Name (required) *

Lisa Golden

Your Organization (optional)

Your e-mail address (in case we need to reach you) *

lisa.golden@waikikiaquarium.org

Board of Regents Agenda Item (required) *

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

Your Position (required) *

Oppose

Your Testimony/Comments

I urge you to please do the right thing and reject the request to defer public employee salary increases that have already been approved. It's simply unfair that the lowest paid workers are always the ones to be denied what they have worked for and are rightly deserving of. Denying increases (once again) is only going to further drop moral. If State workers are "lazy and do poor quality work", well, a large part of that is because they are consistently shown that they are not appreciated, cared about, or treated fairly.

I understand that COVID-19 has put the University and State in a dire financial situation, and if cuts must be made, it should include EVERYONE (from Governor Ige on down).

Thank you for your time.

Your Testimony (pdf or word)

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Your Name (required) *

Christynn Hara

Your Organization (optional)

Your e-mail address (in case we need to reach you) *

Cthara@hawaii.edu

Board of Regents Agenda Item (required) *

BOR VII.A. Legislative Update

Your Position (required) *

Support

Your Testimony/Comments

Your Testimony (pdf or word)

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Your Name (required) *

Cassandra Hardin

Your Organization (optional)

Your e-mail address (in case we need to reach you) *

cmhardin@hawaii.edu

Board of Regents Agenda Item (required) *

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

Your Position (required) *

Oppose

Your Testimony/Comments

Your Testimony (pdf or word)

[Letter to Governor Ige.pdf](#) (25.0 kB)

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Dear Governor Ige,

My name is Cassandra Hardin and I am with ASUHWO and UHWO Student Life via Pueo Leadership. I am an incoming second year UHWO ISA student and I express in deep opposition to the cuts in the funding for UHWO student workers, staff, and faculty that you are proposing.

Many studies have shown that extracurricular activities help students more than harm. They help students stay engaged in the school, provide them life skills, and increase graduation rates. Cutting them will harm a university's reputation, especially for a small university like UHWO.

In times of uncertainty, we need more support services for our students, faculty, and staff, not less. The UH system is an essential part of Hawaii's economy and provides a gateway to many of the good-paying jobs that helps people in Hawaii survive in an already expensive state. Student fees help us empower our students that we work with and help us to provide a safe and understanding environment for the friends and families of the students as well.

I genuinely love working for ASUHWO because this job is an extremely flexible and rewarding job; I get to work with students all day and I still get to go to school with flexibility to be a student and to have a life outside of school. It also isn't far away from school, which makes it really convenient. I really don't want ASUHWO to be dismantled because ASUHWO is generally needed not only for ASUHWO workers like myself, but also for our students. Many already don't know that a student government organization at UHWO exists and this will harm the reputation of not only ASUHWO, but to all the Student Life organizations connected. If Student Life Organizations get shutted down, students won't be able to take advantage of the college life that they so desperately look forward to. Additionally, students won't feel like they're represented in the University of Hawaii system, which gets funding from the state and federal government.

Please reconsider cutting UH funds which are so essential to the community and Hawaii's economy. Education is considered to be an essential service and Hawaii needs to invest more in our education system, especially in times of uncertainty.

Thank you for reading and please take care of yourself.

Kind Regards,

Cassie

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Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.

Your Name (required) *

Lisa Imai

Your Organization (optional)

Your e-mail address (in case we need to reach you) *

lisakirie@gmail.com

Board of Regents Agenda Item (required) *

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

Your Position (required) *

Oppose

Your Testimony/Comments

Your Testimony (pdf or word)

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Your Name (required) *

Wendy Kawabata

Your Organization (optional)

UH Manoa Department of Art & Art History

Your e-mail address (in case we need to reach you) *

wendyak@hawaii.edu

Board of Regents Agenda Item (required) *

OTHER

OTHER (Please describe) *

BOR Emergency Proclamation

Your Position (required) *

Comments Only

Your Testimony/Comments

This is in addition to comments submitted earlier: Has the BOR ever considered closing HCC? It seems the obvious choice given that HCC and KCC are only 8 miles from each other and there are 4 CC's on a 600 square mile island. Also, has the logic of building a second four year campus so close to the first one ever been questioned? Surely there are ways to consolidate without harming the flagship 4 year campus.

Your Testimony (pdf or word)

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Your Name (required) *

Kealohilani Leleo

Your Organization (optional)

Associated Students of University of Hawaii: Leeward CC

Your e-mail address (in case we need to reach you) *

kkleleo@hawaii.edu

Board of Regents Agenda Item (required) *

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

Your Position (required) *

Comments Only

Your Testimony/Comments

Your Testimony (pdf or word)

[Testimony .pdf](#) (38.3 kB)

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Aloha e BOR,

I want to thank you for the service that you are doing for the University of Hawaii System & State. I understand that everything is uncertain about this pandemic, and budget cuts are threatening the UH System for all ten campuses. It is a little troubling to hear that there is a threat to student fees when the #1 reason we do what we do is for the ones paying that fee (the students). As the President of the ASUH-Leeward CC, I am asking that you reconsider the reason you are on the Board of Regent. Remember that your story connects to not only your colleagues but the students that you serve. The students want to feel that they can belong in this society through their education. Still, it will be impossible to assist that feeling and journey if the programs that help them beyond the classrooms are tied down. All because the legislature wants to force the UH System to pull the student fees. There is an understanding that enrollment is down across the ten campuses. However, I believe that if we stick together and remember that our students are not products from a factory, we will rise from this situation. However, they are human beings that decided to choose between doing their best for themselves, their family, their community, and their state. BOR, please fight for the students and remember that the students are the benefits of running an institution, not the money. The University of Hawaii can be the foundation across the World or even nation to show that it is possible to keep their students and support them beyond the classrooms. Please don't limit all ten campuses Student Life programs, especially the Associated Students of the University of Hawaii. Thank you for your consideration and service once again.

Aloha Always,
Ke'alahilani Leleo
ASUH-Leeward CC President

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Your Name (required) *

Alex Miller

Your Organization (optional)

Department of Theatre and Dance

Your e-mail address (in case we need to reach you) *

alexjm@hawaii.edu

Board of Regents Agenda Item (required) *

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

Your Position (required) *

Oppose

Your Testimony/Comments

Aloha mai kākou, my name is Alex Miller, and I am a graduate student in the Dance program at Mānoa. I am speaking today in strong opposition to **Resolution 20-03 Proclaiming an Emergency and Directing Action by the University of Hawai'i Administration.**

However, mostly I am here today to respond to the recent xenophobic attempt by the Immigrations and customs Enforcement agency to create a pathway to deporting thousands of international students should they be enrolled in a fully online course load for Fall 2020, either by choice or because their school was choosing to operate completely online. I am requesting that the BoR and university administration make the UH System a Sanctuary system, refusing to cooperate with ICE and affirming our commitment as an institution to the protection of our international, immigrant, and undocumented students and workers in perpetuity.

I am a member of Academic Labor United, ALU, a committee of graduate students organizing for graduate assistant unionization at UH. During my tenure as an ALU organizer, we have organized and fought for the rights and protections of ALL graduate students and workers at UH. Each time we engage in struggle on any level, against

abuses by advisors, for extended funding, against the TMT, to fight for sick leave, we have international students who express their support to us, but are too scared of university retaliation to publicly support or take visible part in our organization, or stand up for their own rights and protections. International students fear for the status of their visas EVERY DAY, not just in the last couple weeks, because of the culture of fear that has been created by ICE, the Trump administration, and this University's administration.

In 2016, on the eve of the inauguration of Donald Trump, This University community circulated a petition to create a sanctuary system at UH, but admin rejected that petition. Now, four years later, we are here again. This week, a coalition of student and faculty organizers led by ALU has circulated a petition in support of the creation of a Sanctuary System at UH, which has now received 960 signatures. It is time to make our entire system a Sanctuary System, where International, Immigrant, and Undocumented no longer need to live in fear.

The connection between this issue, the struggle for the future of the summit of Maunakea, and Resolution 20-03 is that the university administration does not listen to our community's needs as voiced by our community, and instead power for governance continues to be consolidated at the top rather than devolved to the people who actually make our university run—faculty, Grad assistants, student workers, APTs, immigrants, queer folks, Kanaka Maoli, and people of color. others have already testified to the horrifying nature of the proposed resolution. ALU signed the letter read today by professors Franklin, Shankar, and Yoshihara, and I mahalo their leadership. It is time for our community to take over governance of this university, and for the bloated ranks of administration with bloated paychecks to make decisions that reflect the needs and demands of our community. I oppose Resolution 20-03, I support a Sanctuary System for UH to protect our immigrant, international, and undocumented students and create a community more liberated from fear. Kū Kia'i Mauna. E alu kākou.

Your Testimony (pdf or word)

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Your Name (required) *

Bryne Nagata

Your Organization (optional)

UH Manoa Dept. of Public Safety

Your e-mail address (in case we need to reach you) *

bryne@hawaii.edu

Board of Regents Agenda Item (required) *

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

Your Position (required) *

Oppose

Your Testimony/Comments

Good morning Board of Regents,

This is the first time that I've submitted testimony to the BOR on any matter. I **STRONGLY OPPOSE** Chairman Kudo's BOR Resolution 20-03. I appreciate that the job you folks do is often thankless, under appreciated and miss understood. I believe passing this resolution which goes against established union contracts will hurt the University in both the short term and long term. I think in the short term we are going to see mass retirements which will hurt us in the long term since we will be losing a lot of institutional knowledge.

As a member of HGEA unit 03 we are already not as well compensated for the work that we do, often times were are doing the job of more than one person with no extra compensation. Should we see mass retirements if this resolution passes, who or how are department's supposed to fill the gap? The answer is going to be overtime, the business of the University must get done and so overtime will probably be used to ensure that the level of service doesn't drop. President Lassner is fond of talking about "maintaining service levels" so how are department's supposed to do that if they are furloughing staff?

This proposed action by Chairman Kudo goes against the collective bargaining process, the raises for HGEA, UHPA and UPW have ALREADY BEEN APPROVED AND BUDGETED, to try and back door a resolution like this is ridiculous. If the BOR opposed the raises the time to oppose was when it was before the lawmakers, during the legislative process. I've been in many meetings watching how the BOR governs and you folks talk about "respecting the process" well respect the process now, circumventing the negotiation process is NOT respecting the process.

I implore the BOR to think long and hard about this resolution and what it will do the University. Again I **STRONGLY OPPOSE** the BOR Resolution 20-03. Thank you for your time and efforts.

Your Testimony (pdf or word)

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Your Name (required) *

Brys'n Peters-Valdez

Your Organization (optional)

University of Hawaii Commuter Office

Your e-mail address (in case we need to reach you) *

Brysnpv@hawaii.edu

Board of Regents Agenda Item (required) *

BOR VII.A. Legislative Update

Your Position (required) *

Oppose

Your Testimony/Comments

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Your Name (required) *

Jeffrey Santiago

Your Organization (optional)

Leeward CC

Your e-mail address (in case we need to reach you) *

jjsantia@hawaii.edu

Board of Regents Agenda Item (required) *

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

Your Position (required) *

Oppose

Your Testimony/Comments

Student fees should not be used to fund the U.H. budget. Salaries can be lessened or skimmed if you are earning over \$100k since the world is suffering job loss and homelessness. Students pay for fees to go towards enrichment towards their higher education, not to be stolen. As a student, I pay fees to help and earn more so that I can sustain myself, not so that I become eligible for food stamps or unemployment. Instead of increasing salaries already over \$100k, lessen salaries and see how the rest of us down here struggle. Auwe!

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Your Name (required) *

Naveen Siriah

Your Organization (optional)

Hawaii Community College

Your e-mail address (in case we need to reach you) *

naveen@hawaii.edu

Board of Regents Agenda Item (required) *

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

Your Position (required) *

Oppose

Your Testimony/Comments

When our Economy Shrinks Enrollment Grows

Historic data is contrary to this popular belief that reduction in force and cutting pay during recession is the way to go. Its actually quite opposite.

Quick context: After the recession in 2009-2010 we saw a record enrollment in subsequent years 2011-2013 this period is still the highest enrollment UH has seen in decades. As the economy shrinks and employment increases so does federal funding for schools and training. PELL grant is at the highest and will continue to grow as recession deepens. We need to prepare for an upsurge in enrollment in coming years.

Your Testimony (pdf or word)

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Your Name (required) *

Naveen Siriah

Your Organization (optional)

Hawaii Community College

Your e-mail address (in case we need to reach you) *

naveen@hawaii.edu

Board of Regents Agenda Item (required) *

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

Your Position (required) *

Oppose

Your Testimony/Comments

When our Economy Shrinks Enrollment Grows

Historic data is contrary to this popular belief that reduction in force and cutting pay during recession is the way to go. Its actually quite opposite.

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Your Name (required) *

Gerald Soria

Your Organization (optional)

Ka Mana'o

Your e-mail address (in case we need to reach you) *

geraldms@hawaii.edu

Board of Regents Agenda Item (required) *

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

Your Position (required) *

Comments Only

Your Testimony/Comments

Due to students having to stay home during this time. It is understandable that Student Life Organizations relevancy is put into question. However, from what I have seen with many of my peers including my own is that we have already adapted to this situation early on. We continued to keep the students engaged through social media, online events and other small scale events while promoting the distancing culture. We provide services to students who want to stay connected and engaged with the UH community.

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Your Name (required) *

Warut thongtit

Your Organization (optional)

Your e-mail address (in case we need to reach you) *

Ruttothongtit@gmail.com

Board of Regents Agenda Item (required) *

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

Your Position (required) *

Support

Your Testimony/Comments

Your Testimony (pdf or word)

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Your Name (required) *

La'Sheka "Lue" Walker

Your Organization (optional)

IM LeeSports/Student Life

Your e-mail address (in case we need to reach you) *

walk318@hawaii.edu

Board of Regents Agenda Item (required) *

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

Your Position (required) *

Oppose

Your Testimony/Comments

Your Testimony (pdf or word)

[Board of Regents Testimony..pdf](#) (58.6 kB)

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Hello Board of Regents,

My name is La'Sheka "Lue" Walker and I am a student in the UH system. I joined IM LeeSports at Leeward CC in November 2019. Being with IM LeeSports provided the boost I needed to complete my Associate degree in Spring 2020 and pursue my Bachelor's degree at UH West O'ahu. In my time with IM LeeSports I have also taken on a role working in the Student Life Office. The experiences from these programs have taught me confidence, discipline, communication, professionalism, leadership, self-care, time management, how to assist others, and how to stay self-motivated. I know that everything that I have learned and continue to learn will help me at the next level of my life and career. Many of the programs within Student Life brings students together from all walks of life and provides many students and student employees with a various array of motivation, support, camaraderie, critical life skills, and provides financial support for student employees. The Student Life program is a significant part of the success of many students in the UH system.

Public Testimony Form - University of Hawaii Board of Regents

Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.

Your Name (required) *

Joseph Wargo

Your Organization (optional)

Vice President of Student Government at Leeward Community College

Your e-mail address (in case we need to reach you) *

jwwargo@hawaii.edu

Board of Regents Agenda Item (required) *

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

Your Position (required) *

Oppose

Your Testimony/Comments

I find it incongruous, and perhaps a little worrisome, that in the same meeting where you will discuss creating a resolution allowing you to reallocate funds carte blanche from individual units and campuses you are also discussing making a professor's interim deanship a permanent decision while they retain a salary well over the designated maximum for the position.

Tell me, how is overpaying employees, to use your own resolution's language, "for the benefit of the University as a whole"?

This coming school year is going to be terribly difficult for new and returning students. With much in the future left unknown in the current situation, retention of our student body is going to be paramount to keeping campus doors open. In the face of a global pandemic, mounting racial tensions across the nation, and another divisive election cycle coming to a head, we can use our school's funds beneficially to raise morale among the students. Finding new ways to connect with each other in light of social distancing measures is going to be a very important project in the 2020-2021 school year, but without the necessary funding for getting any projects off the ground campus life will wither and fade. Who wants to attend a school lacking in vibrant life?

Your Testimony (pdf or word)

No file attached

Actions

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