

## UHPA BOD Report to Hawaii Community College Faculty Senate 27 March 2015

Submitted by David Tsugawa (my comments are in red)

### **SUMMARY OF REPORT:**

- I. New UHPA Executive Director Kristeen Hanselman named to succeed JN Musto
- II. “Right- to-Work” in American higher education
- III. 2015 Island Flex Open Enrollment 4/1/25-4/30/15
- IV. Retrospective Tour Date - Reminder

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#### Report Details

### **I. New UHPA Executive Director Kristeen Hanselman**

March 10, 2015/in [Frontpage](#), [Newsletter](#), [UHPA Organizational](#) /by [UHPA](#)

Some of you may already know her as the one who defended you in your grievance case. She’s well acquainted with the challenges faculty face and has been a strong advocate when the terms of your contractual agreement have been ignored, the line has been crossed, and your rights as a faculty member were trampled.

With a solid track record of faculty support, it seemed natural progression for Kris Hanselman to be named UHPA’s Executive Director. The UHPA board of directors unanimously voted in favor of her appointment at a board meeting this past weekend. The vote was taken after a nationwide search and candidate interviews that began in January 2015.

Kris has more than 35 years of leadership experience in public unions and political affairs, including 12 years with the National Education Association. She has served as UHPA’s Associate Executive Director since December 2007, responsible for contract grievance enforcement, collective bargaining, membership engagement programs, government affairs and communications. She is now ready to take on this new leadership role determined to continuously improve the quality of life for faculty and restore pride in the University of Hawaii as an institution of quality learning and research.

She officially takes over as Executive Director on September 1, 2015, upon the retirement of J. N. Musto, UHPA's current Executive Director and Chief Negotiator. Musto has served as Executive Director for more than 35 years.

UH and UHCC are extremely lucky to have Kris stay on as Executive Director. We would have lost our two top people at once if Kris had chosen not to seek the job of Executive Director. The UHPA BOD voted unanimously to hire Kris for at least a three-year period. Her presence will be crucial in the next two to three years because a new contract will need to be negotiated by May 2017.

If you know Kris, please send her congratulations and best wishes!

## II. "Right-to-Work" in American higher education

### **What is a Right to Work law?**

"A Right to Work law guarantees that no person can be compelled, as a condition of employment, to join or not to join, nor to pay dues to a labor union. [Section 14\(b\) of the Taft-Hartley Act](#) affirms the right of states to enact Right to Work laws."

[http://www.nrtw.org/b/rtw\\_faq.htm](http://www.nrtw.org/b/rtw_faq.htm)

### **HOWEVER...**

In principal, the "Right-to-Work" law may sound good, but it weakens unions because union members who do not pay dues cut funding for union services, even though they are still covered under union laws. The lack of funding for union services means weaker unions. If you are interested, here are some differing points of view from the "National Right-to-Work" point of view. You should know about both sides of the argument before making any quick judgments, and make your own informed and reasoned decision. I encourage all Senators to read the following links:

[GOP lawmakers nationwide unleash bills targeting unions](#)

Republican lawmakers in statehouses nationwide are working to weaken organized labor, sometimes with efforts that directly shrink union membership. Walker's signing of right-to-work legislation in Wisconsin on Monday puts his defiance of organized labor even more at the center of his nascent presidential campaign. And the inability of unions

to exact a price for the first round of legislation targeting them in 2011 is encouraging even more proposals to limit their power.

#### [Targeting Unions: Right-To-Work Movement Bolstered By Wisconsin](#)

This week, Wisconsin became the nation's 25th right-to-work state. It passed a law saying workers cannot be forced to join labor unions, or pay union dues, to keep a job.

There's a concerted effort in many states to pass laws that would weaken the power of labor unions. But unions and their allies are also fighting back in many places.

#### [Bill would curtail bargaining power of public sector unions in Kansas](#)

Kansas lawmakers are considering a bill that would significantly scale back the collective bargaining power of public sector unions.

#### [Here's What Will Likely Happen To Unions Now That Wisconsin Is A Right-To-Work State](#)

<http://www.wrongforeveryone.com/more-facts-on-right-to-work/>

<http://chronicle.com/article/As-Michigan-Becomes-a-Right/136281/>

<http://www.nea.org/home/52880.htm>

<http://www.csmonitor.com/USA/Politics/2015/0306/Wisconsin-Assembly-passes-right-to-work-A-blow-to-income-equality-nationwide>

<http://www.csmonitor.com/USA/Politics/DC-Decoder/2015/0303/Wisconsin-going-right-to-work-What-s-the-impact-for-jobs-and-incomes>

### **III. 2015 Island Flex Open Enrollment**

March 5, 2015/in Frontpage, Newsletter, System Policy /by Web Editor

The 2015 Island Flex Open Enrollment period is scheduled from March 9, 2015 through April 30, 2015. Island Flex is a flexible spending program that allows employees to pay for eligible health care and dependent care expenses with TAX FREE money. Employees currently enrolled in Island Flex will need to re-enroll during the open enrollment period to continue participating in the program.

The state's third-party administrator will be conducting informational workshops throughout the state. Employees are invited to attend and may use up to 1½ hours of work time (this includes travel time) to participate. View the flyer announcing the workshop

locations: <http://www.hawaii.edu/ohr/downtemp/FlexFlyer.pdf>

Should you have any questions regarding the Island Flex open enrollment, please contact Comprehensive Financial Planning, Inc. at 596-7006 or visit the website at <http://www.compfinplan.com>. Neighbor Island employees may call toll free 1 (877) 550-5552.

#### IV. Retrospective Tour Date: Reminder

- UHH, April 16, 4-6pm, Campus Center cafeteria

**Just a reminder to attend!**

**This will be JN Musto's informal farewell tour throughout the campuses in the UH and UHCC. I encourage all Senators to please go and to wish him well. He has made UHPA what it is today, and we owe him a great debt of gratitude for what he has done for us all in the past 35 years of his service to all UH and UHCC members.**