

August 4, 2021

The Honorable David Y. Ige  
Governor, State of Hawaii  
Executive Chambers, State Capitol  
Honolulu, HI 96813

Dear Governor Ige:

Re: Demand to Bargain Impact of Mandatory COVID-19 Vaccinations and Testing

With the recent spread of the COVID-19 Delta variant, we continue to strongly encourage residents and public employees to get vaccinated. We support vaccinations and working together with the Employers to do what it takes to keep our communities and front line workers safe and government running. However, to be clear, the particulars of any changes to State and County employees' working conditions, including those related to mandatory COVID-19 vaccinations and testing for COVID-19 and associated protocols, must be properly negotiated prior to implementation.

It has come to our attention that you intend to require mandatory vaccinations for all State and County employees without bargaining the impact of such mandates. This apparent decision was made notwithstanding a request made to the Employer's Chief Negotiator on Monday, August 2, 2021 where we indicated that all of the public sector unions were supportive of a mandate but seeking to bargain the implementation of the program. Instead of working together to collaboratively come up with a plan that best serves our state, counties, and the public employees who have been on the front lines throughout the COVID-19 pandemic, you have chosen to disregard our right as exclusive representatives to give public employees a voice in the decision-making process affecting their terms and conditions of employment.

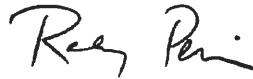
We hereby demand bargaining over the impact of mandatory COVID-19 vaccinations and testing. Employers in the private sector like Queens Medical Center and other states like Governor Phil Murphy in New Jersey, who are implementing a mandatory vaccine policy are negotiating the impact of the policy with affected unions. We hope that you follow their lead and come to the table to work together to come up with solutions that makes sense for the state and affected employees.

We remain willing and available to meet with the Employer groups as soon as possible.

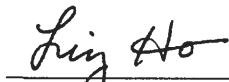
Sincerely,



Wilbert Holck, Executive Director  
Hawaii State Teachers Association



Randy Pereira, Executive Director  
Hawaii Government Employees Association



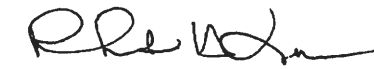
Liz Ho, Administrator  
United Public Workers



Malcolm Lutu, President  
State of Hawaii Organization of Police



Christian Fern, Executive Director  
University of Hawaii Professional Assembly



Robert Lee, President  
Hawaii Fire Fighters Association

- cc: Ryker Wada, Chief Negotiator, State of Hawaii  
Mayor Rick Blangiardi, City and County of Honolulu  
Mayor Derek Kawakami, County of Kauai  
Mayor Mitch Roth, County of Hawaii  
Mayor Michael Victorino, County of Maui  
Keith Hayashi, Interim Superintendent, Department of Education  
Ms. Catherine Payne, Chairperson, Board of Education  
David Lassner, President, University of Hawaii  
Randy Moore, Chairperson, Board of Regents, University of Hawaii