

HAWAII STATE TEACHERS ASSOCIATION-RETIRED

DIGEST

OF

POLICY STATEMENTS

AND

NEW BUSINESS ITEMS

VOLUME 8

2002-2014

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<p>Policy statements are formal expressions of opinion, intent, belief, or positions which indicate the direction in which the Hawaii State Teachers Association-Retired should be moving. These policy statements are referred to as resolutions before and during the HSTA-R Delegate Assembly, Once adopted by the Delegate Assembly, resolutions become policy statements. This Digest is updated by the Delegate Assembly by adding, amending, or rescinding policy statements.</p>	
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<p>A new business item is a main motion, written in a formal manner, which requires action specific in nature and terminal in application. It deals with implementation rather than policy.</p>	
<p>In this volume all New Business Items which have been adopted since 1997 are included.</p>	
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LISTING OF POLICY STATEMENTS BY HEADINGS

In an effort to make this Digest user friendly, all titles will be by key words.

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POLICY STATEMENTS

HEALTH

HEALTH FUND COVERAGE FOR DEPENDENT CHILDREN AGES 19-23

The Hawaii State Teachers Association-Retired believes the Hawaii State Legislature should authorize the medical, drug, vision and dental plans offered by the Hawaii Public Employee Health Fund include coverage of dependent children who are ages 19 to 23 and are full-time students. (97), (03)

HSTA-R MEMBER INCLUSION IN HSTA VEBA TRUST PLANS

The Hawaii State Teachers Association-Retired supports the inclusion of HSTA-R members in insurance programs offered by the HSTA VEBA Trust, including the medical, dental, drug, vision, and life insurance so that HSTA-R member can have a choice between plans offered by the Hawaii Public Employee Health Fund and those of HSTA. (98)

RETIREE REPRESENTATION ON HEALTH FUND BOARD AND STUDY COMMITTEE ON UNION TRUSTS

The Hawaii State Teachers Association-Retired supports legislation which will provide retiree beneficiary representation on the Board of Trustees of the Hawaii Public Employee Health Fund, and retiree beneficiary representation on the committee formed to study and make recommendations regarding the concept of Union Trusts to the legislature. (98)

HEA

HSTA AND THE HAWAII EDUCATION ASSOCIATION

The Hawaii State Teachers Association-Retired believes that the Hawaii State Teachers Association and the Hawaii Education Association should explore ways in which the two organizations can work together cooperatively. (98)

HSTA

RETIREE PARTICIPATION IN HSTA AND NEA MEMBER BENEFITS: EXPANDING

The Hawaii State Teachers Association-Retired believes all NEA member benefits programs for which there are no comparable HSTA programs be made available to HSTA members and marketed in Hawaii. (97), (03), (12)

RETIREMENT ISSUES FOR ACTIVE HSTA MEMBERS: TRAINING OF HSTA-R MEMBERS TO CONDUCT INFORMATIONAL SESSIONS

The Hawaii State Teachers Association-Retired believes HSTA should include retirement planning issues as an integral part of its program to ensure economic security of its members.

The Hawaii State Teachers Association-Retired supports the training of a cadre to conduct informational sessions on retirement issues for active HSTA members. (97), (03)

HSTA-R/HSTA RELATIONSHIP

The Hawaii State Teachers Association-Retired (HSTA-R) firmly believes that regular communication is the foundation for maintaining a strong working relationship with its members, other organizations and the community.

In the interest of building awareness and participation by the Hawaii State Teachers Association (HSTA) and HSTA-R leaders and members in each other's organizations, HSTA-R supports regular communication with the leaders of HSTA. (14)

LEGISLATIVE

EMPLOYEES' RETIREMENT SYSTEM LIABILITY: FULL FUNDING

The Hawaii State Teachers Association-Retired believes the Hawaii State Legislature should enact legislation that would end practices such as the skimming from the Employees' Retirement System's investment income and the use of non-actuarially supported assumptions for determining the Employees' Retirement System's unfunded liability, that prevent full funding of the Employees' Retirement System by the state and counties. (97), (03)

RETIREE PENSION BONUSES: LEGISLATIVE FUNDING

The Hawaii State Teachers Association-Retired believes the Hawaii State Legislature should continue funding state retiree pension bonuses until a permanent solution is found to the problem of the inability of the annual Post Retirement increases to keep up with increases in the cost of living. (97), (03)

PENSIONS FOR GOVERNMENT RETIREES: TAX FREE

The Hawaii State Teachers Association-Retired (HSTA-R) believes Hawaii government pensions should remain tax-free. (14)

NEA or NEA-R

CONVERTING NEA LIFE ACTIVE MEMBERSHIP TO NEA-R LIFE MEMBERSHIP

The Hawaii State Teachers Association-Retired believes the National Education Association should adopt a policy which would allow retirees who are NEA Life Active Members the option to convert their membership to NEA-R Life Membership at no additional cost. (97)

INACTIVE LIFE NEA-R MEMBERSHIP

The Hawaii State Teachers Association-Retired believes the National Education Association should create the category of NEA-R Life Inactive Member for those NEA-R Life Members who for some reason fail to pay the dues for their state and local NEA-R affiliates. Upon payment of dues to that state and local affiliate or another state and local affiliate, the member would regain his/her NEA-R Life Membership. (97), (03)

RETIREMENT

POST-RETIREMENT BENEFIT (STATE OF HAWAII EMPLOYEES' RETIREMENT SYSTEM): EQUALIZATION

The Hawaii State Teachers Association-Retired believes in the goal of attaining an equitable post-retirement cost of living benefit providing parity for all members of the state of Hawaii Employees' Retirement System.

The Hawaii State Teachers Association-Retired believes in strategically planning and expediently determining and executing activities to achieve this goal. (00), (03)

RETIREMENT BENEFITS

The Hawaii State Teachers Association-Retired believes that adequate pension and health benefits should be available to career employees upon retirement. (99)

UNIFORM MANAGEMENT OF PUBLIC EMPLOYEE RETIREMENT SYSTEMS ACT (UMPERSA)

The Hawaii State Teachers Association-Retired supports the enactment of the Uniform Law on the Management of Public Employee Retirement Systems as passed by the Conference of State Law Commissioners. (99)

NEW BUSINESS ITEMS

2014 NEW BUSINESS ITEMS

HSTA-R/HSTA RELATIONSHIP

The Hawaii State Teachers Association-Retired (HSTA-R) shall build awareness and participation by the Hawaii State Teachers Association (HSTA) and HSTA-R leaders and members in each other's organizations by committing to the following:

The timely exchange of agendas and approved minutes of the Board of Directors meetings and its Annual Delegate Assembly;

Sending written invitations to the HSTA President to participate in meetings or events of mutual interest/concern to HSTA and HSTA-R;

Quarterly meeting between the President and Vice President of both organizations to reinforce the communications of organizational interests and plans;

Identifying additional informal opportunities for sharing and discussing topics of mutual concern with HSTA;

Build the HSTA President, Executive Director and Board of Directors' awareness of HSTA-R involvement in HSTA activities that respond to HSTA requests via various communication formats such as newsletters, memos, notes, etc.

The HSTA-R President shall include status report about the HSTA-R/HSTA relationship to the annual Delegate Assembly. (14)

Note: The following three New Business Items were sent by the HSTA-R Delegate Assembly to the HSTA-R Board of Directors. The HSTA-R Board of Directors adopted all three at their meeting on August 22, 2014.

1. MEDICARE RETIREES: EUTF FEASIBILITY OF AN ADVANTAGE MEDICAL PLAN

The Hawaii State Teachers Association-Retired (HSTA-R) shall encourage the Employee Union Trust Fund (EUTF) to investigate the feasibility of adopting an "Advantage" coverage plan for all Medicare retirees through

their next Request for Proposals (RFP) process. If adopted, this new plan must maintain and/or improve current medical coverage.

2. ERS COMPLIANCE WITH HAWAII STATUTES AND CODES - 88-74.5 - FINALIZING OF PENSIONS

HSTA-Retired recommends that the Employees Retirement System (ERS) comply with HRS 88-74.5 which requires the calculation of sick leave and vacation credit be completed within the statutory requirements of the law.

Further the ERS should collect the fines stipulated in the law if the State of Hawaii departments or agencies do not comply with the statutory requirements.

3. EMPLOYEES RETIREMENT SYSTEM (ERS) AND THE EMPLOYEES UNION HEALTH BENEFITS TRUST FUND (EUTF) - DEDUCTION FROM PENSIONS ANY PREMIUM COST OWED BY RETIREE FOR HEALTH BENEFITS

HSTA-Retired recommends that the Employees Retirement System (ERS) and the Employees Union Health Benefits Trust Fund (EUTF) develop a system to deduct from a pension any premium cost owed by a retiree for health benefits.

2013 NEW BUSINESS ITEMS

CONTINUATION OF THE HSTA/HSTA-R RELATIONSHIP COMMITTEE

The Hawaii State Teachers Association-Retired (HSTA-R) shall continue the five (5) member committee to study the existing relationship between HSTA and HSTA-R and make recommendations on ways to strengthen that relationship. To the extent possible, the HSTA-R President shall extend the appointments of the current committee members. The committee will continue its investigation of the following topics: the parties' financial relationship, NEA/HSTA affiliation, the working relationship between HSTA-R and HSTA and HSTA-R governance rights within HSTA. The Committee will make recommendations to the HSTA-R Board of Directors on a course of action. (13)

CLARIFICATION OF 2011 DELEGATE ASSEMBLY MINUTES

The Hawaii State Teachers Association-Retired (HSTA-R) shall add to the 2011 Delegate Assembly minutes on page 3 Fourth Business session under A. Bylaw Amendments 1 “At this time the Orders of the Day were called for and the meeting was adjourned. Therefore Amendment 11-02, Resolution 11-1, and New Business Item 11-01 were not brought up for consideration.” (13)

2012 NEW BUSINESS ITEMS

RESCIND A POLICY STATEMENT

The Hawaii State Teachers Association-Retired (HSTA-R) shall rescind the following policy statement on page 5:

HSTA-R MEMBER INCLUSION IN HSTA RECREATIONAL ACTIVITIES

The Hawaii State Teachers Association-Retired supports the inclusion of HSTA-R members in all recreational activities sponsored by HSTA Member Benefits Corporation. (98) (12)

COMMITTEE TO EVALUATE THE HSTA AND HSTA-R RELATIONSHIP

The Hawaii State Teachers Association-Retired shall convene a five (5) member committee to study the existing relationship between HSTA and HSTA-R and make recommendations on ways to strengthen that relationship. The HSTA-R President shall appoint one (1) HSTA-R Officer, two (2) HSTA-R Board members and two (2) HSTA-R general members. Some of the topics to be reviewed shall be but not limited to: the parties’ financial relationship, NEA/HSTA affiliation, and HSTA-R’s governance rights within HSTA. The committee shall report its findings and recommendations to the HSTA-R Board of Directors at its January, 2013 meeting and the HSTA-R Board shall take appropriate action and report to the 2013 HSTA-R Delegate Assembly. The report shall be posted on the HSTA-R website. (12)

2011 NEW BUSINESS ITEMS

PLAN OF INCORPORATION

The Hawaii State Teachers Association-Retired Special Delegate Assembly approves the Plan of Incorporation for HSTA-R. (11)*

* On November 18, 2011 a Special Delegate Assembly was held.

2009 NEW BUSINESS ITEMS

AMENDMENT TO HSTA BYLAWS

The Hawaii State Teachers Association-Retired directs the HSTA-R president to effectuate an amendment to the HSTA Bylaws, Article VII, Section 7 which will result in active members of HSTA-R and student members of HSTA being able to attend the meetings of the HSTA Board of Directors. (09)

MEMBER BENEFITS CORPORATION CEO/PRESIDENT

The Hawaii State Teachers Association-Retired directs the HSTA-R president to write a letter of appreciation to Raymond Sodetani, past CEO/President of the HSTA Member Benefits Corporation, for his many years of service to teachers and retirees in the field of member benefits. (09)

MEMBER BENEFITS CORPORATION VICE PRESIDENT/OFFICE MANAGER

The Hawaii State Teachers Association-Retired directs the HSTA-R president to write a letter of appreciation to Elaine Young, past Vice President/Office Manager of the HSTA Member Benefits Corporation, for her many years of service to teachers and retirees in the field of member benefits. (09)

ATTENDANCE AT THE NEA-R REGIONAL MEETINGS

The Hawaii State Teachers Association-Retired moves that the HSTA-R leadership make every effort to attend the NEA-R regional meetings within its region. (09)

2008 NEW BUSINESS ITEMS

RESCIND A POLICY STATEMENT

The Hawaii State Teachers Association-Retired (HSTA-R) shall rescind the following policy statement from the Hawaii State Teachers Association-Retired Digest of Policy Statements and New Business Items. page 5

COMMITMENT STATEMENT TO THE PRESIDENT'S SUMMIT FOR AMERICA'S FUTURE BY THE NATIONAL EDUCATION ASSOCIATION-RETIRED

The Hawaii State Teachers Association-Retired supports the NEA-R's Commitment Statement, which will be presented to the President's Summit for America's Future to be held April 27-29, 1997 in Philadelphia. (97)
(08)

NBI FOLLOW-UP REPORT

The Hawaii State Teachers Association-Retired will make a follow up report to the following Delegate Assembly for any New Business Item requiring some action. (08)

DELEGATE ASSEMBLY AGENDA ITEM*

The Hawaii State Teachers Association-Retired (HSTA-R) shall provide adequate time at the annual HSTA-R Delegate Assembly for a COLA Committee presentation and discussion. It shall further see that the COLA Committee's presentation and discussion are included on the meeting's agenda. (08)

**This item was adopted by the 2008 Delegate Assembly as NBI 08-2 but omitted from the Volume 3 Digest of Policy Statements and New Business Items 2002-2008.*

2006 NEW BUSINESS ITEMS

NEWLY ENROLLED MEMBERS: STUDY OF OPTIONS

The Hawaii State Teachers Association-Retired Board of Directors shall study different options of prorating the membership dues for newly enrolled members who were active or associate members of HSTA/NEA and offer recommendations for change.

Further, that the HSTA-R representative to the 2006 NEA-R assembly pursue same issue of prorated membership dues at the national level. (06)

2003 NEW BUSINESS ITEMS

HAWAII STATE TEACHERS ASSOCIATION-RETIRED DIGEST OF POLICY STATEMENTS AND NEW BUSINESS ITEMS VOLUME 1 2002-2003

The Hawaii State Teachers Association-Retired adopts the Hawaii State Teachers Association-Retired Digest of Policy Statements and New Business Items Volume 1 2002-2003. (03)

2002 NEW BUSINESS ITEMS

COST OF LIVING ALLOWANCE (COLA)

The Hawaii State Teachers Association-Retired reaffirms the goal of attaining (same dollar amount for every Employees' Retirement System retiree) post retirement cost of living Allowance (COLA) benefit adopted at the 2000 Delegate Assembly. (02)

MEMBERSHIP CLERICAL SUPPORT

The Hawaii State Teachers Association-Retired directs the HSTA-R Board to pursue negotiations with HSTA for clerical support for the processing and maintenance of HSTA-R new member applications and membership renewals. (02)

2001 NEW BUSINESS ITEMS

EXTEND CONGRATULATIONS TO HSTA ON SUCCESSFUL RESOLUTION OF CONTRACT NEGOTIATIONS

The Hawaii State Teachers Association-Retired shall commend and express congratulations to HSTA on its successful resolution of contraction negotiations with the state of Hawaii. (01)

2000 NEW BUSINESS ITEMS

EQUALIZATION OF STATE OF HAWAII EMPLOYEES' RETIREMENT SYSTEM POST-RETIREMENT BENEFIT

The Hawaii State Teachers Association-Retired shall study ways to reach attainment of an equitable post-retirement cost of living benefit providing parity for all members of the state of Hawaii Retirement System and report its findings to the 2001 HSTA-R Delegate Assembly. (00)

1999 NEW BUSINESS ITEMS

EMPLOYEES' RETIREMENT SYSTEM ADMINISTRATOR & STAFF

The Hawaii State Teachers Association-Retired directs the HSTA-R president write a letter of appreciation to David Shimabukuro and his staff for the efficient and timely manner in which benefits were recalculated and processed. (99)

PAST CHAIR OF THE EMPLOYEES' RETIREMENT SYSTEM BOARD OF TRUSTEES

The Hawaii State Teachers Association-Retired directs the HSTA president to write a letter of commendation to Piliialoha Lee Loy for her past service as chair of the ERS Board of Trustees. (99)

PROCEDURE FOR APPROVAL OF DELEGATE ASSEMBLY MINUTES

The Hawaii State Teachers Association-Retired directs the president to appoint a committee to review the proceedings of the 1999 Delegate Assembly before presentation of the minutes to the HSTA-R Board of Directors for approval. (99)

FLOWERS AND SPECIAL MESSAGE

The Hawaii State Teachers Association-Retired will send flowers and a special message to Dr. Everly for a speedy recovery. (99)

1998 NEW BUSINESS ITEMS

MONITORING THE EMPLOYEES' RETIREMENT SYSTEM AND PUBLIC EMPLOYEE HEALTH FUND BOARDS

The Hawaii State Teachers Association-Retired directs the HSTA-R Board of Directors to provide for the monitoring of meetings of the Employees' Retirement System and the Hawaii Public Employee Health Fund Boards. (98)

MANAGEMENT OF PUBLIC EMPLOYEE RETIREMENT SYSTEMS ACT

The Hawaii State Teachers Association-Retired urges the Hawaii State Teachers Association to support the enactment of the Management of Public Employee Retirement Systems Act as passed by the Conference of Uniform State Laws Commissioners. (98)

EMPLOYEES' RETIREMENT SYSTEM

The Hawaii State Teachers Association-Retired urges the Board of Trustees of the Employees' Retirement System to comply forth with Judge Gail Nakatani's ruling to recalculate the retirement benefits of those members affected by the Chun and Southwood cases. Furthermore, HSTA-R urges the Trustees to treat both classes of members equally in regards to interest payments. (98)

1997 NEW BUSINESS ITEMS

HAWAII STATE EMPLOYEES' RETIREMENT SYSTEM

The Hawaii State Teachers Association-Retired direct the HSTA-R President to write a letter to the Hawaii State Employees Retirement System Board of Trustees requesting that the trustees reconsider their policy regarding noninvolvement in benefit changes. (97)

EMPLOYEES' RETIREMENT SYSTEM POST RETIREMENT INCREASES

The Hawaii State Teachers Association-Retired requests that HSTA seek adoption of legislation which would permanently solve the problem of increases in the cost of living for retirees. (97)

LONG RANGE PLAN FOR EMPLOYEES' RETIREMENT SYSTEM

The Hawaii State Teachers Association-Retired urges the HSTA Board to establish a task force to develop a long range plan to address the critical problems of the Hawaii State Employees' Retirement System, and to ask the NEA to provide consultant services for the task force. (97)

EXPEDITING RETIREMENT PROCESSING

The Hawaii State Teachers Association-Retired urges the Department of Education to develop procedures and timelines which will expedite the processing of the retirement paper, the accounting of sick leave balances, and the transmitting of all paperwork to the Employees' Retirement System. (97)

FORMATION OF TWO DISTRICTS IN HAWAII COUNTY

The Hawaii State Teachers Association-Retired directs the HSTA-R Board of Directors to develop and implement a plan to create two new HSTA-R districts in Hawaii county where there is now only one district, Hawaii District. (97)

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