

HAWAII STATE TEACHERS ASSOCIATION-RETIRED

DIGEST

OF

POLICY STATEMENTS

AND

NEW BUSINESS ITEMS

April 22, 2022

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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.

NEW BUSINESS ITEMS 7

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.

New Business Items which have been adopted at the most recent Delegate Assembly are included.

The current Digest supersedes all previous versions. Policies not in the current edition are rescinded.

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LISTING OF POLICY STATEMENTS BY HEADINGS

In an effort or 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 19-26

The Hawaii State Teachers Association-Retired believes the Hawaii State Legislature should authorize the medical, drug, vision and dental plans offered by the Hawaii Employer-Union Health Benefits Trust Fund (EUTF) to include coverage of dependent children who are ages 19 to 26. (97), (03), (21)

HSTA

ATTENDANCE AT STATE AND NATIONAL CONVENTIONS

The Hawaii State Teachers Association-Retired (HSTA-Retired) believes that attendance at state and national conventions enhances the knowledge and leadership capabilities of its members. Additionally, the association needs to nurture and promote leadership skills in newer members to eventually replace those who presently hold leadership positions in the association.

In order to have the utmost number of governance-ready members who are committed to the principles of our association and to leadership roles, members are encouraged to run for national convention positions. (17), (21)

HSTA-RETIRED/HSTA RELATIONSHIP

The Hawaii State Teachers Association-Retired (HSTA-Retired) 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-Retired leaders and members in each other's organizations, HSTA-Retired supports regular communication with the leaders of HSTA. (14)

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)

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RETIREMENT ISSUES FOR ACTIVE HSTA MEMBERS: TRAINING OF HSTA-RETIRED 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)

LEGISLATIVE

EMPLOYEES' RETIREMENT SYSTEM LIABILITY: FULL FUNDING

The Hawaii State Teachers Association-Retired supports efforts to achieve a fully funded retirement system for state and county retired employees. HSTA-Retired opposes practices such as skimming from the Employees' Retirement System's investment income, diminishing retiree benefits, and the use of assumptions that are not supported by actuaries for determining the Employees' Retirement System's unfunded liability. (97), (03), (21)

PENSIONS FOR GOVERNMENT RETIREES: TAX FREE

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

RETIREE PAY AND BENEFITS

The Hawaii State Teachers Association-Retired (HSTA-Retired) believes that one of the Retirement Issues Committee's (RIC) main responsibilities is to advocate for the preservation and protection of our members' and prospective members' pensions and health benefits. Additionally, the RIC advocates for senior issues which affect retirees' quality of life. The committee accomplishes these tasks by reviewing legislative bills, lobbying legislative members, writing testimony and speaking at legislative hearings. (18), (21)

POST RETIREMENT INCREASES: DISCOVER A SOLUTION

The Hawaii State Teachers Association-Retired (HSTA-Retired) believes the Hawaii State Legislature should find a permanent solution to the problem of the inability of the annual Post Retirement increases to keep up with increases in the cost of living. (97), (03), (21)

NEA or NEA-R

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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)

April 22, 2022

NEW BUSINESS ITEMS

2022 NEW BUSINESS ITEMS

LEGAL REQUIREMENTS FOR BYLAWS

The Hawaii State Teachers Association-Retired (HSTA-Retired) shall add to the Amended and Restated Bylaws of the Hawaii State Teachers Association Bylaws' Appendix, the following:

When the HSTA-Retired Bylaws need to be amended, they have to comply with current legal requirements for nonprofit corporations. HSTA-Retired is registered as a 501 (c) (4), a nonprofit corporation. Nonprofit organizations are subject to government regulations and must ensure that their operations comply with:

- Hawaii's Nonprofit Corporation Act, HRS Chapter 414D
- Federal and state tax laws and regulations
- Labor and employment laws and regulations
- Laws and regulations applicable to HSTA-Retired.

The Bylaws need to be updated not only to comply with current legal requirements, but also to ensure that the corporate structure is one that will protect the parent HSTA-Retired organization and its members from exposure to greater liability than they intend to assume simply by becoming an HSTA-Retired member.

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