

MEMORANDUM

March 23, 2006

TO: Mary Tiles, President
University of Hawaii Professional Assembly

FROM: Jerry Comcowich, Member
UHPA Board of Directors

SUBJECT: "New Business" Items
April 7, 2006 - UHPA Board of Directors Meeting

This is a request to place two motions on the agenda as "new business" at the April 7, 2006 UHPA BoD's meeting:

1. Outside Consulting by UHPA Employees

Motion: Effective immediately, outside consulting by UHPA employees requires the prior review and approval by the UHPA Board of Directors.

Discussion: The BoD has a fiduciary responsibility to its members to manage the assets of UHPA and its employee resources in a manner that maximizes the benefit to UHPA. The BoD also has an ethical responsibility to its employees to pay them a salary commensurate with their skills, experience and expertise.

It is difficult for me to understand how outside consulting by UHPA employees benefits UHPA either directly or indirectly. If our employees are worth more than we are paying them, then we should increase their salary commensurate with their worth.

Also, I am particularly troubled by the potential for confusion when a UHPA employee is speaking in a public or private forum representing the interests of parties other than the University of Hawaii faculty. Moreover, in cases such as these it is difficult to gauge the division of time devoted to University of Hawaii faculty concerns versus the concerns of other parties that are paying for the consulting services of a UHPA employee.

In summary, I believe the membership of UHPA will be better served by employees whose total employment focus is **not** on the interests and concerns of a third party but on the **interests and concerns exclusively of the University of Hawaii faculty.**

Membership Involvement:

You will recall that I raised this issue on my candidate's statement that resulted in my most recent election to BoD with 53% of the vote in a three way race.

1. Dues Rebate

Motion: In recognition that UHPA's expenses were significantly less than its budget allocations for FY05, the BoD approves a dues rebate in the amount of \$100 to every bargaining unit member who is a member of UHPA.

Discussion: Although UHPA has substantial resources at hand in liquid assets, cash, and real estate, I do not believe a dues reduction is in order. In this regard, I acknowledge that significant resources are important to have on hand for future needs. However, I do believe a portion of the money that was budgeted but not spent in the FY05 budget year should be returned to the membership.

It's good public relations. It's also the prudent and responsible thing to do.

Membership Involvement:

You will recall that I raised this issue on my candidate's statement that resulted in my most recent election to BoD with 53% of the vote in a three way race.

Again, Mary, I will appreciate your adding these two items as "new business" on the agenda for the April 7, 2006 BoD's meeting.

cc: UHPA Board of Directors
J. N. Musto
UHPA Staff