



KAMEHAMEHA SCHOOLS BERNICE PAUHI BISHOP ESTATE

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MEMORANDUM

DATE: August 7, 1998

TO: Michael Chun, Ph.D.

FROM: Richard S. H. Wong, Chairman 
Board of Trustees

RE: KES/KSS Faculty/Administration Planning Committee

This memorandum confirms the statement from Trustee Peters to you by telephone on August 6, 1998 regarding meetings with a joint faculty/administration committee. As Trustee Peters advised you, the full Board of Trustees unanimously determined during the executive session on August 6, 1998, that there should not be any further meetings of KES/KSS Faculty/Administration Planning Committee ("Planning Committee") until completion of the KSBE/KSFA collective bargaining negotiations.

Our unanimous decision reflects our desire to avoid the risk of (1) an unfair labor practice charge; and/or (2) undermining KSBE's negotiations. As you know, the election of a union representative obligates KSBE to conduct all negotiations regarding the hours, wages and working conditions of our bargaining unit faculty exclusively through the official KSBE and KSFA negotiators. The conduct of joint management/employee committee meetings, like the Planning Committee, now that collective bargaining negotiations with KSFA are about to begin, creates a risk that KSBE would be accused by the NLRB of negotiating through the Planning Committee instead of through the official KSFA negotiating committee. In addition, given the broad scope of collective bargaining mandated by the NLRB, administrative representatives at meetings of the Planning Committee may inadvertently contradict or otherwise undermine positions taken by KSBE's negotiators at the bargaining table.

Accordingly, we believe that the safest course is to defer any further Planning Committee meetings until the official KSBE/KSFA collective bargaining negotiations are completed and a determination can then be made as to what role, if any, the Planning Committee can perform.

cc: Trustee Oswald Stender
Trustee Lokelani Lindsey
Trustee Gerard Jervis
Trustee Henry Peters
Kamehameha Schools Management Staff