




Ten Campuses United with One Voice

Proudly representing UH faculty since 1974



UNIVERSITY OF HAWAII
PROFESSIONAL ASSEMBLY

*Making UH a better place to teach, research,
and serve the community*



About UHPA

- University of Hawaii Professional Assembly (UHPA) has been the exclusive bargaining agent for all faculty members of the University of Hawaii system since November 1, 1974. The union's primary duties and responsibilities include collective bargaining, maintenance of rights, and legislative and government relations.

Our Mission

Preamble to UHPA Constitution and By-Laws

- The University of Hawaii Professional Assembly (UHPA) is dedicated to maintaining the highest standards and desirable practices recognized throughout the American higher education community.
- The Assembly is also dedicated to the achievement of excellence in the academic enterprise and recognizes its responsibility to support high standards in all aspects of the University of Hawaii's performance.

Our Vision for the UH System

- **A World-Class Institution**

Faculty are at the core of the University of Hawaii's reputation as a world-class teaching and research institution. UHPA believes quality teaching, research, and service to the community starts by making sure faculty are treated fairly and by creating a respectful environment conducive to the work of the faculty.

- **Faculty Open the Door to New Fields of Study**

UH faculty are able to leverage their intellectual property to open the door to new fields of study for UH students. New discoveries lead to a broader range of course offerings and research opportunities in Hawaii.

- **Faculty Imparts New Skills for Workforce Development**

UH faculty, particularly those in the community colleges, play a critical role in workforce development. This is especially evident during recessionary periods when Hawaii residents seek new skills and knowledge to reinvent themselves to find alternative jobs and career paths.

- **Faculty Support Local Families**

Faculty are the heart and soul of any institution of higher learning. As tuition rises, mainland colleges and universities are less accessible for many families in Hawaii. UH is becoming the preferred choice for many local students and families.

- **Ready for the Challenges Ahead**

UHPA is a strong, respected advocate in making the UH a better place for faculty, students, and other stakeholders. To promote ongoing improvements, we need the support of all faculty to shape decisions relating to salaries, working conditions, and other issues that impact the quality of life for faculty.

Services at a Glance

- **Collective Bargaining**

UHPA represents the interests of UHPA Members and Agency Fee Payers in contract negotiations. The collective bargaining agreement is signed by three parties: UHPA, which represents the interests of UH faculty; the UH Board of Regents; and the Governor of the State of Hawaii. All three must agree to the terms and conditions of the contract.

- **Contract Maintenance**

After all parties successfully reach an agreement, UHPA enforces the terms and conditions of the contract to protect the rights of UHPA Members and Agency Fee Payers. There are procedures to protect these rights when contract terms are violated. These procedures include filing a grievance, arbitration and, if necessary, legal action. Non-paying, non-members are not entitled to these important services and must bear the costs of these activities on their own.

- **Grievances**

UHPA assists Members and Agency Fee Payers with resolving issues as quickly as possible. After attempts to resolve an issue on an informal basis have been exhausted, UHPA assists with the process of filing a grievance.

Services at a Glance

- **Advocacy**

UHPA advances the interests of its Members to attract and retain faculty for the University of Hawaii and to advocate for a good quality of life that is affordable and sustainable in Hawaii. This also ensures the UH can remain an institution committed to teaching, research and community service.

- **Legislative Policy**

Funding for the University of Hawaii system is approved by the legislative and executive branches of state government. Significant faculty benefits are established and controlled by administrative agencies such as the Employer-Union Health Benefits Trust Fund (EUTF) and the Employees' Retirement System (ERS). UHPA engages in lobbying and other efforts to advance faculty interests.

- **Political Endorsement Committee**

UHPA's Political Endorsement Committee screens and recommends candidates for both state and federal elections. The UHPA Board of Directors is responsible for the approval of candidate endorsements, contributions, and other related expenditures.

Member Benefits

- UHPA's Board of Directors established a Member Benefits Committee to review and update benefits to enhance the quality of life for Members. These benefits supplement those that are provided to all faculty as State of Hawaii employees.
- UHPA provides all Members in good standing a \$20,000 term life insurance policy at no cost. Supplemental term life insurance is also available for purchase.
- Members also receive discounts or special offers for home mortgages, car insurance, airfare, travel insurance, movie tickets, and more. For updates on member benefits, visit UHPA's website at www.uhpa.org/member-benefits/.

UHPA Membership

- **10 Campuses Statewide**

Membership in UHPA is open to all faculty (teaching half-time or more) of the University of Hawaii system. This includes all 10 campuses statewide:

- University of Hawaii-Manoa
- University of Hawaii-Hilo
- University of Hawaii-Maui College
- University of Hawaii-West Oahu
- Hawaii Community College
- Honolulu Community College
- Kapiolani Community College
- Kauai Community College
- Leeward Community College
- Windward Community College

- **Bargaining Unit 07**

Faculty members, teaching half-time or more belong to Bargaining Unit 07 as defined by the Hawaii Revised Statutes, Chapter 89. This bargaining unit includes professors, researchers, librarians, specialists, extension agents, instructors and lecturers.

How to Join UHPA

- Membership in UHPA is by choice. All BU07 members are eligible to become either a Member or an Agency Fee Payer. An application form must be completed and signed.
- Dues of 1% of your base salary are made through payroll deductions.
- Membership in UHPA includes union representation, the right to vote, hold office, serve on committees, a no-cost \$20,000 life insurance policy and participation in other member-only benefit programs & discounts.
- An Agency Fee Payer is considered a nonmember, but voluntarily agrees to pay an agency fee to be eligible for union representation on grievances. Agency Fee Payers may request an annual rebate for a portion of their dues spent on ideological or political activities that are not related to collective bargaining.

UHPA Leadership and Governance

- **Board of Directors**

UHPA's Board of Directors, which is composed of up to 26 faculty, are elected by UHPA Members from each of the campuses of the UH system, as set forth in the bylaws. They serve a three-year term and may be elected to an additional term. The Board is responsible for all of UHPA's decisions and actions, and has fiscal authority for UHPA expenditures.

- **Executive Committee**

There are five officers elected by the Board of Directors: the President, Vice President, Secretary, Treasurer, and the Executive Director, who is an ex officio member without voting rights. Three other Board members elected at large serve as part of the Executive Committee.

- **Standing Committees**

UHPA has three standing committees of the Board: Executive Committee, Personnel Committee, and Nominations and Elections Committee. Only Directors of the Board may serve on these committees.

All other committees established by the Board are advisory with both current and retired UHPA Members qualifying to serve. Advisory committees may make recommendations to the Board of Directors or assist the work of the standing committees.

- **Executive Director**

The Board of Directors selects the Executive Director who oversees the staff and programs of UHPA and serves as an ex officio member of the Executive Committee.

- **Faculty Representatives**

Workplace issues affect every faculty member. UHPA Members have an avenue to address their concerns. UHPA Members elect Faculty Representatives, who represent 123 Primary Academic Units. They serve as a link for communication and feedback between UHPA Members and UHPA leaders and staff.

Member Communications

Maintaining ongoing, two-way communication between UHPA and its Members and Agency Fee Payers is critical. It is equally as important for UHPA members to be able to communicate with each other quickly and efficiently. UHPA has established a number of avenues for you to share your thoughts and concerns and for UHPA to provide you with updates.

- **Website (www.uhpa.org)**
UHPA maintains a comprehensive website with a wealth of information, including a salary database, contract information, updates on negotiations, legislative concerns, issues impacting the University of Hawaii, news releases and more.

- **Social Media**
Social media is one of the ways UHPA keeps Members updated. Get connected and help us make UH a better place to teach, research and serve our community!
 - **Youtube**.com/user/uhpahawaii
 - **Facebook**.com/UHProfessionalAssembly
 - **Twitter**: @UHPAfaculty

- **UHPA Newsletter**
Stay up-to-date on the latest developments with our easy-to-read newsletter. The newsletter is distributed on the last day of the month and the latest news is posted on the UHPA website to provide easy access for Members.

Member Communications

- **Special Messages via Private Email**

UHPA sends urgent messages via email directly to Members. UHPA prefers to use a private email address (i.e., non-UH) to disseminate these messages. Be sure to provide UHPA with a private, non-Hawaii.edu email address. UHPA Members can access Member-only content via Google Docs using only a private email address registered with Google.

- **Regular Surveys - Your Opinions Matter**

UHPA conducts regular Member surveys that provide opportunities for you to share your opinion on different issues. For example, faculty can share their candid opinions about their campus through the popular “Rate Your Administrator” online survey. The information is aggregated and shared with UH leaders for constructive feedback. Surveys give Members an opportunity to provide their thoughts on reorganizations within the UH system or on specific campuses.

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