

Peter T
Young/DLNR/StateHIUS
03/13/2007 04:23 PM

To Kaiulani J Lambert/DLNR/StateHIUS@StateHIUS
cc Bob Awana/Gov/StateHIUS@StateHIUS, Cindy S
Inouye/DHRD/StateHIUS@StateHIUS, Dennis T
Ihara/DLNR/StateHIUS@StateHIUS, Jean M
bcc
Subject Re: Morning Meetings

History: This message has been replied to.

Thanks.

I will ask Bob Masuda to respond to you directly. As you will note, he attends all of the meetings and, working with me, he is overseeing the activities in the Bureau.

The types of decisions made each day are typically focussed on activities for that day, based on the staffing in each section fo the Bureau. Leadership fo the Bureau participate in the meetings.

Peter.

(As clarification, the notes of the meeting are not verbatim, so I know they only reflect a sense of the discussion, not the detail.)

Kaiulani J Lambert/DLNR/StateHIUS

Kaiulani J
Lambert/DLNR/StateHIUS
03/13/2007 03:51 PM

To Peter T Young/DLNR/StateHIUS@StateHIUS
cc Bob Awana/Gov/StateHIUS@StateHIUS, Cindy S
Inouye/DHRD/StateHIUS@StateHIUS, Dennis T
Ihara/DLNR/StateHIUS@StateHIUS, Jean M
Kashiwaeda/DHRD/StateHIUS@StateHIUS, Linda
Lingle/Gov/StateHIUS@StateHIUS, Marie C
Laderta/DHRD/StateHIUS@StateHIUS, Robert K
Masuda/DLNR/StateHIUS@StateHIUS
Subject Re: Morning Meetings

Thank you Peter for your prompt response.

I am fully aware of why the leadership meetings were established. Unfortunately, I didn't get the answers to my questions. Again, I have more open ended questions to your response.

What investigating alternatives are being suggested? Who's suggesting these alternatives? What is the motivation behind these alternatives? What is the impact on daily operations? What can be accomplished in these trial projects? How can we motivate our employees to work efficiently together? Do we need to get input from the rank and file who know the details of their job? These are the critical questions that should be considered as productive criteria rather than counter productive ideas disguised to create hostility. Ultimately, feedback to these discussions are not relayed to the employees until all discussions are opened to the employees.

Here is a perfect example. The employees were briefed in their staff meeting about this idea of getting rid of a DOT SYSTEM. Upon further discussion, the Review section discovers that Carl suggested the idea in the leadership group meeting on February 26, 2007. Why is Carl making these suggestions which adversely affects this section? He was sent to the Special Projects section to clear the backlog created under his tenure in the Bureau. He has no substance or justification to this idea. What purpose

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EXHIBIT 14

does it serve? If you read the minutes its just a blurb in the following minutes there after. I know that Zelei spent a lot of time to actively weigh the PROS and CONS of keeping this system. Discussions should have been open to the employees, but the minutes are vague. The final outcome of the discussions were posted in the minutes of February 28, as a NO GO! That's it!

If you read the minutes you would understand that the dialog is vague and without substance. What examples can be shown in these meetings that are actually getting people to work together? In fact, the office seems more divided than ever because of your intervention or lack thereof on ideas initiated by certain management members. These are the same individuals who created the upheaval in this office. They know you are not familiar with the daily operations of this office and are NOT giving you critical information to address these concerns. Please look at the minutes of these Leadership meetings. There was nothing that supported your idea of "working as a team."

I also noticed that you are not present in many of these meetings and are relying on these minutes to make critical decisions that affect us. Please make a diligent effort to attend these meetings so that you can make rational decisions pertaining to our office.

Ka'iulani J. Lambert
HGEA- Unit 3 Steward

200081

Robert K
Masuda/DLNR/StateHiUS
03/07/2007 03:28 PM

To Peter T Young/DLNR/StateHiUS@StateHiUS, Scot K
Chang/DLNR/StateHiUS@StateHiUS, J Holly
Leong/DLNR/StateHiUS@StateHiUS, jmorgan@hgea.org
cc Dennis T Ihara/DLNR/StateHiUS@StateHiUS

bcc

Subject Re: Fw: Please Address 

Peter:

I have been in phone discussion on the subject with Scot and have requested that he, in his capacity as Union Steward, contact me first as to any issues that require the response of management. After hearing the complaint/issue, we will jointly determine whether the item can be expeditiously handled or will require the involvement of either the HGEA Agent and/or our Personnel Office - which we will move to involve should the item so require.

I'm also making contact with HGEA Agent Jeff Morgan to request a mtg. for he and I to discuss the above process/protocol so as to put things in perspective. Small items handled expeditiously and items that truly require labor/mgt. professional level discussion receive such appropriate attention. After consultation with Jeff on these issues, I will request that he inform all Stewards to please follow the protocols that we agree on. For really critical matters we should of course refer to and follow our Collective Bargaining Agreement in force between the State of Hawaii and the HGEA.

Like yourself and Jeff, I believe that many issues should be resolved at ground level or should never become "issues" if folks will work together with civility and professionalism. Can you imagine how awesome the Bureau could be if it added even a little "Aloha" in our daily work and relationships.

Bob

Robert K. Masuda, Deputy Director
Dept. of Land & Natural Resources
Kalanimoku Bldg., 1151 Punchbowl St.
Honolulu, Hawai'i 96813
ph: (808) 587-0400
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email: R.K.Masuda@hawaii.gov

Peter T Young/DLNR/StateHiUS

Peter T
Young/DLNR/StateHiUS
03/07/2007 02:57 PM

To Robert K Masuda/DLNR/StateHiUS@StateHiUS
cc J Holly Leong/DLNR/StateHiUS@StateHiUS
Subject Fw: Please Address

Bob:

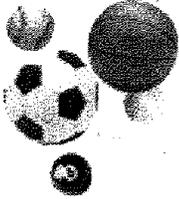
Please look into this.

Let's not let this get out of hand.

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Peter.

----- Forwarded by Peter T Young/DLNR/StateHIUS on 03/07/2007 02:57 PM -----



Scot K
Chang/DLNR/StateHIUS
03/07/2007 02:45 PM

To J Holly Leong/DLNR/StateHIUS@StateHIUS, Jean M
Kashiwaeda/DHRD/StateHIUS@StateHIUS, Marie C
Laderta/DHRD/StateHIUS@StateHIUS
cc Dennis T Ihara/DLNR/StateHIUS@StateHIUS, Kaiulani J
Lambert/DLNR/StateHIUS@StateHIUS, Linda G
Gomes/DLNR/StateHIUS@StateHIUS, Michelle I
Pang/DLNR/StateHIUS@StateHIUS, Peter T
Young/DLNR/StateHIUS@StateHIUS, Robert K
Masuda/DLNR/StateHIUS@StateHIUS, Shauna M
Tsuha/DLNR/StateHIUS@StateHIUS, Zelei M
Abordo/DLNR/StateHIUS@StateHIUS
Subject Re: Please Address

Holly,

We **ARE** consulting with you. We are trying to prevent this from becoming larger than it is so therefore, it is your responsibility to investigate and remedy this problem as the facts are given to you. What else do you need? Perhaps we should take this matter to Mr. Bob Awana's office because from past experiences with our own Personnel Office, we are not receiving the correct attention that we need.

J Holly Leong/DLNR/StateHIUS



J Holly
Leong/DLNR/StateHIUS
03/07/2007 08:58 AM

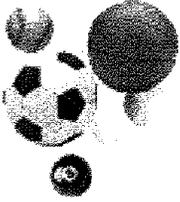
To Scot K Chang/DLNR/StateHIUS@StateHIUS
cc Dennis T Ihara/DLNR/StateHIUS@StateHIUS, Kaiulani J
Lambert/DLNR/StateHIUS@StateHIUS, Linda G
Gomes/DLNR/StateHIUS@StateHIUS, Michelle I
Pang/DLNR/StateHIUS@StateHIUS, Peter T
Young/DLNR/StateHIUS@StateHIUS, Robert K
Masuda/DLNR/StateHIUS@StateHIUS, Shauna M
Tsuha/DLNR/StateHIUS@StateHIUS, Zelei M
Abordo/DLNR/StateHIUS@StateHIUS
Subject Re: Please Address

This is an internal matter that needs to be addressed by your supervisors. They may consult with our office if they wish to pursue disciplinary action. Thank you.

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all electronic and paper copies. Thank you.
Scot K Chang/DLNR/StateHiUS



Scot K
Chang/DLNR/StateHiUS
03/07/2007 08:32 AM

To Shauna M Tsuha/DLNR/StateHiUS@StateHiUS, J Holly
Leong/DLNR/StateHiUS@StateHiUS, Peter T
Young/DLNR/StateHiUS@StateHiUS, Robert K
Masuda/DLNR/StateHiUS@StateHiUS, Dennis T
Ihara/DLNR/StateHiUS@StateHiUS
cc Kajulani J Lambert/DLNR/StateHiUS@StateHiUS, Michelle I
Pang/DLNR/StateHiUS@StateHiUS, Linda G
Gomes/DLNR/StateHiUS@StateHiUS, Zelei M
Abordo/DLNR/StateHiUS@StateHiUS
Subject Please Address

Good Morning Shauna/Holly,

Yesterday at 4:10pm, Shirlene requested the presents of a Steward to come with her so that she could ask Nicol various questions she had regarding her work that was compiled throughout the day. However at 4:10pm when Shirlene and I walked over to Nicol's desk, and we both observed that she was on the phone. Shirlene had documented that she attempted a total of 4 times to ask her questions, (9:20am, 1:35pm, 2:55pm, 4:10pm) but each time failed, because her ears was glued to the phone. Nicol could see that Shirlene needed to talk to her because she always positioned herself facing outward to see the entire office as she talks, but instead of acknowledging Shirlene, Nicol simply went on talking. Because Shirlene is a very thorough person and simply cannot just leave her work for the day, she wanted to try one more time to ask her questions before the day was done. At 4:15pm I walked to Nicol's desk myself to observe. Nicol had finally put down the phone, It was then that I asked Shirlene to approach Nicol with her questions. While Shirlene asked her questions regarding her AR work, I stood outside and observed while out of view. My observation was very disturbing. I noticed that Nicol had a very rigid and harassing tone when speaking to Shirlene. Nicol said, "why you want to do that for?", "we don't do that anymore", "we don't memo anymore", "the AR's don't do that anymore". She spoke to Shirlene as if Shirlene was a child. When the conversation was almost becoming unbearable, I made my presence known and moved closer to Nicol's desk so that Nicol could see me. Instantly, her demeanor changed. At 4:30pm Shirlene left and went back to her desk. It took Shirlene a total of 5 attempts throughout the entire day to ask Nicol a bunch a questions that only last 15mins. Please address this issue to Nicol. This type of behavior by a Land Court Branch Chief is not acceptable and needs to stop immediately. I will check back with you in a week after you address this to Nicol.

THANK YOU!

Scot Chang
Steward, Bargaining Unit 3

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