

Updates

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Honolulu Mandate Official 8/9/2021

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RICK BLANGIARDI
MAYOR



MICHAEL D. FORMBY
MANAGING DIRECTOR
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DEPUTY MANAGING DIRECTOR

August 5, 2021

MEMORANDUM

TO: All Department and Agency Heads
FROM: Rick Blangiardi, Mayor 
SUBJECT: COVID-19 Vaccination for City and County of Honolulu (City) Employees

I am joining the Governor and the Mayors of all the counties in taking aggressive and proactive preventative measures to protect public workers, those who rely upon the City for core public services, and our collective families and communities by issuing this COVID-19 vaccination mandate. All City employees will be required to provide proof that they completed a single-dose vaccine or initiated the first dose of a two-dose series by **August 16, 2021**. Employees opting for the two-dose series must complete the second dose no later than September 16, 2021. City employees with medical or religious reasons for not taking the vaccine will be subject to mandatory testing once a week.

Employees who do not comply with the COVID-19 vaccination requirements will be subject to disciplinary action, up to and including termination.

Further details of the program will be released shortly. I am grateful to the majority of fully vaccinated City employees who have done their part to keep everyone safe. Thank you all for your work to support our communities during this pandemic.

Good Afternoon. We wanted to make this brief but important update - for the situation we are facing, we intend to pursue legal remedy with attorney Shawn Luiz. After talking to him, we feel that Mr. Luiz is passionately committed to our cause. Mr. Luiz and his team have been working tirelessly ever since the first call came in, which was just an inquiry.

We cannot do this alone - we need all the support we can get, we need you. Yes this cause will require financial support, freedom is not free and we have to sacrifice...but all that we ask is that you do what you can. But it is evident that the perils of the situation we are facing are what is driving Mr. Luiz to our cause, or as was stated in an earlier update: "he is pursuing his suit on our behalf because 'it's the right thing to do, God will figure out the money.'"

And the greatest support you can give us is that you continue to stand with us, vaccinated and unvaccinated - to have First Responders and others unified and united for freedom of choice.

We respect every individual's path to rectifying the situation - but for us, the choice is clear, Shawn Luiz is the one.

www.shawnluizattorney.com

Public Unions Joint Statement On Governor's Vaccine Policy



**FOR IMMEDIATE RELEASE
AUGUST 5, 2021**

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PUBLIC UNIONS ISSUE JOINT STATEMENT ON GOVERNOR'S VACCINE POLICY

The Hawaii Fire Fighters Association (HFFA), Hawaii Government Employees Association (HGEA), the Hawaii State Teachers Association (HSTA), the State of Hawaii Organization of Police Officers (SHOPO), the University of Hawaii Professional Assembly (UHPA), and the United Public Workers (UPW) released the following joint statement in reaction to Gov. David Ige's plan to impose a vaccination mandate for state and county employees:

We strongly encourage COVID-19 vaccinations as part of our united effort to beat the pandemic and protect our community's health. The health and well-being of our public employees, who have been essential during this pandemic, remain our top priority while we continue to keep vital government operations running every day.

The public-sector unions reached out to the governor's office earlier this week to initiate discussions about the vaccine mandate, but our request was denied. We will continue to fight for open discussions about these important decisions that affect public employees, our government operations, and our community.

The emergency proclamation will impact our members' working conditions and the employer must bargain those impacts with the appropriate collective bargaining units. Details on how tests will be administered, how results will be kept confidential, and how the state will fund this mandate will need to be negotiated with the state and we look forward to having those discussions right away.

The collective bargaining process is premised on the foundation that a harmonious and cooperative relationship between government and its employees will better protect and serve the public by assuring the effective and orderly operations of government. There is no greater time in our history and existence that this process be recognized and honored.

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Governor Ige's Emergency Proclamation - Suspension of HRS 89 (9, 10[d], 13)

[\(click here for full text\)](#)

V. **Suspension of Laws**

The following provisions of law are suspended, but only as explicitly set forth below and as allowed by federal law, pursuant to section 127A-13(a)(3), HRS:

Section 76-16(a), HRS, **civil service and exemptions**, and section 383-91(b), HRS, **duties and powers of department, director**, only to the extent necessary and as allowed by federal law, to enable the Director of the Department of Labor and Industrial Relations (DLIR) to waive the requirement to appoint all persons employed in the administration of chapter 383, HRS, on a merit basis in accordance with civil service recruitment procedures. These suspensions align with federal law and ensure DLIR has adequate personnel resources to respond to the unemployment crisis caused by COVID-19.

Section 89-9, HRS, **scope of negotiations; consultation**, section 89-10(d), HRS, **written agreements; enforceability; cost items**, and section 89-13, HRS, **prohibited practices**, to the extent necessary to allow State and county departments, agencies, and other public entities to implement policies, practices, procedures, and to take other actions necessary to mitigate risks posed by COVID-19 and its variants, including but not limited to imposition of requirements pertaining to or requiring employee testing and/or vaccination. This

11 of 20

suspension ensures government can provide essential services safely and is necessary for the execution of emergency functions, including the efficient execution of Section III.

We welcome everyone who wants to stand up for the right to choose what they put in their bodies. Please be kind to one another and respect everyone's point of view. Mahalo!