

Newtown Reporter

Vol. 003 No. 6

November/December 2008



The photo on the cover of this issue of Newtown Reporter is an aerial view of the Newton Estates community.

NECA
98-456 Kaahele Street
Aiea, Hawaii 96701

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Newtown Estates Community Association

Board of Directors

President:	Donald E. Devaney
Vice-President:	Amy Dela Cruz
Secretary:	Diane Kazama
Treasurer:	Shizuko Hanaumi
Directors:	Dennis Hiu
	Chris McDonald
	Dennis Yuen

Association Staff

General Manager:	Richard Yamasaki
Program Director:	Jenna Wong
Athletic Coordinator:	Wendell Oi

Recreation Center Hours of Operation

Administration

& Bookkeeping Hours

Monday – Friday 8:00 a.m. to 4:45 p.m.

Information & Payment Hours

Monday – Friday 8:00 a.m. to 9:30 p.m.

Saturday & Sunday 8:00 a.m. to 5:45 p.m.

Membership Application & ID Picture Taking

Monday – Friday 8:00 a.m. to 9:00 p.m.

Saturday & Sunday 8:00 a.m. to 5:00 p.m.

Health Club & Athletic Court Hours

Monday – Sunday 8:00 a.m. to 9:45 p.m.

Swimming Pool Hours

Monday – Sunday 8:00 a.m. to 9:30 p.m.

Lap swim hours:

Monday – Friday 8:00 a.m. to 10:00 a.m.

6:00 p.m. to 9:30 p.m.

Saturday & Sunday 8:00 a.m. to 10:00 a.m.

Newtown Recreation Center will be closed:

Thanksgiving Day November 27

Christmas Day December 25

New Year's Day January 1

The office will close at 4:45 p.m. on Christmas Eve and New Year's Eve.

Contact Information

NECA
98-456 Kaahale Street
Aiea, Hawaii 96701
Phone: 487-3806
Fax: 487-3000
Email: newtownestates@hawaii.rr.com
Website: newtownestates.org

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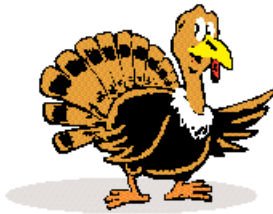
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Newtown Annual Turkey Shoot



Thanksgiving is just around the corner and Newtown is preparing for its annual Turkey Shoot. This archery contest, open to all Newton Estates Community Association members, is an opportunity for contestants of all ages to win gift certificates and delicious pumpkin pies.

This year's Turkey Shoot will take place Friday, November 21 at 7:00 p.m. in the Newtown Recreation Center. Participation fee is \$1.00 and residents must register no later than Friday, November 14, at the Newtown Front Office. Late registration will not be accepted. On the day of the event, participants must sign in by 7:00 p.m. Please plan on coming early to get premium parking and a timely sign in.

Event categories are:

FAMILY – one parent and his/her child aged 6-17 years

INDIVIDUAL

Age Groups:

6-8 years

9-10 years

11-13 years

14-17 years

Ladies ages 18 and over

Men ages 18 and over

The top three finishers in each category and/or age group will receive gift certificates.

Turkey Shoot Rules:

- Residents must register AND pay by Friday, November 14, to be eligible.
- Cost for the event is \$1.00 per person.
- Participants must sign in by 7:00 p.m. on the day of the event to remain eligible. No refunds will be given for cancellations made on or after November 3.
- The age of the participant on the date of the event will determine the age category in

which he or she will participate.

- No substitutions are permitted after the registration deadline.
- Participants may register in one or both the Individual and Family categories.
- Participants must shoot unassisted and must use the archery equipment provided by the sponsors of the contest. Personal equipment is not allowed. No practice sessions are permitted.
- Each age category will shoot at the target from different distances.
- Scores will be determined from the total points attained with five (5) arrows; one of the arrows will be specially marked and the score attained by this arrow will be used to break any ties with other competitors.
- One (1) prize is awarded per participant. Winners in the Family Category are final and not eligible for prizes in the Individual Category. Individuals will not be given the opportunity to select in which category they would like to be recognized.
- Winners must be present to receive a prize. Substitute recipients will not be permitted to accept prizes on behalf of winners. In cases where the winner is not present, the next highest score in the same category will determine the new winner.
- Additional prizes of gift certificates worth up to \$5.00 will be awarded in random drawings for non-winners. Individuals must be present to win.
- Misrepresentation of age, family relationship, etc. will automatically disqualify the individual or team. If the misrepresentation is discovered after the prizes have been awarded, the recipient will be assessed the full cost of the prize won and barred from any future contest of similar nature sponsored by NECA.

Honolulu City Lights

Brighten your holidays with a tour of Honolulu City Lights! NECA has reserved two City Lights trolleys for Sunday evening, December 14. Each trolley will run tours at 6:30, 7:30, and 8:30 p.m. Seating is limited, so reservations will be first-come, first-served, and the event is open to association members only. There will be time to view the Christmas trees and other exhibits at Honolulu Hale. NECA will provide bus transportation from the Recreation Center for the 6:30 and 7:30 tours. Members who take the 8:30 tour must drive on their own. Buses will depart from the Rec Center parking lot at 5:30 p.m. sharp and return around 9:00 p.m. Members who prefer to drive themselves downtown may meet the group at Honolulu Hale.

Deadline for registration and payment at the Front Desk is Friday, November 21. The cost is \$3.00 per person. Children aged 3 and under are



free. Children aged 17 and younger must be accompanied by a supervising adult. The registration fee is non-refundable unless your place(s) can be filled with names from the waiting list.



PRESIDENT'S MESSAGE

The 2008-2009 NECA Board of Directors held its first regular meeting on Tuesday, September 2, 2008 at the Recreation Center. In

the past, the board met on the first Tuesday of each month at 7:00 PM. This year, the board decided to change their meetings to the first Wednesday of the month, and we held our second meeting on Wednesday October 1, 2008.

Both meetings featured an "Open Forum" which Newtown homeowners are invited to attend. We had about 40 at the first meeting and around 32 at the second. A resident donated money for a banner to publicize the monthly meetings so that more residents can participate.

The new board got off to a rocky start with the mass resignation of 10 NECA employees compounded by the illness and absence of the former Executive Director. Still, the board was able to keep the Recreation Center open full time. The Board hired an experienced property management professional and Newtown resident, Mr. Richard Yamasaki, as the new General Manager. He immediately started working 12-14 hour days, seven days a week to keep the ship afloat. We have hired a new bookkeeper and new help at the front desk. Richard presented a PowerPoint slide show at the October board meeting that depicted the condition of our Recreation Center. In spite of the bleakness of the report, Richard presented an excellent, sensible plan to tackle the maintenance and prioritize work to restore the facility to the excellent condition our members deserve.

We have had overwhelming positive support from NECA residents to serve on various committees as we reorganize and establish plans for this calendar year. The board consists of 7 community members; four recently elected and three holdovers from the previous board. There are two board vacancies as a result of the resignation on 2 September of two former board members, Manny Neves and Kevin Chong. Any NECA resident who wishes to serve on the board is encouraged to submit his or her resume to General Manager Richard Yamasaki. Appointed board members serve until the next regular election which will be held in August 2009, at which time we will have 3 seats up for regular three year terms. Members thinking of committing 3 years are encouraged to join one of the committees as a volunteer and then submit a candidacy application for the regular election in August 2009.

Your current board members are:

Donald E. Devaney,	Director and President (term expires in Aug 2009)
Amy Delacruz,	Director and Vice President (2011)
Diane Kazama,	Director and Secretary (2011)
Shizuko Hanaumi,	Director and Treasurer (2011)
Dennis Hiu,	Director (2010)
Dennis Yuen,	Director (2010)
Chris McDonald,	Director (2010)

Mahalo and Aloha,
Don Devaney

QA Questions & Answers

Member Concerns • Board of Directors Meeting • October 1, 2008

Q. What are the Ad Hoc Committee membership terms?

A. Three Ad Hoc Committees were created at the September 2 BOD meeting to address the Board's immediate areas of concern:

- Building and Grounds Improvement
- Operations Review
- Communications

The Ad Hoc Committees are chaired by volunteers from the community who expressed interest in helping the new Board with these priority issues. The chairpersons were selected because of their professional experience, and they have selected a few members to assist them.

These additional temporary committees will be dissolved when a final report is made to the Board.

Q. When will the actual (standing) committees be re-instated?

A. The standing committees remain active but have not all met because the Board members had not agreed to committee assignments on the first meeting on September 2. Committees

will be meeting this month as chairpersons have since been assigned.

Q. What was/is the procedure being used to fill vacancies left by recent resignations of two directors?

A. The By-laws of the Newtown Estates Community Association, Article III, Section (3)c regarding vacancies on the Board states "the Board shall have the power to elect his successor to take office at such time as the resignation becomes effective." The same Article III, Section (1)a states there "shall be a Board of Directors of the Corporation of not less than three nor more than nine members."

Q. Tell us about the independent study regarding why so many employees quit and report to the membership the results.

A. The General Manager has conducted his review of the resignations of the full-time bookkeeper and ten part-time employees. The full-time bookkeeper left because she sought a bet-

Continues on page 7.



KEIKI CLUB

Winter All-Day Program

Winter is just around the corner. Keiki Club 2008 Winter Intersession Applications will be out the first week in November. Deadline for Winter Intersession Registration is Sunday, December 7, 2008. Registration is first-come-first-served, and the maximum enrollment is 40 children.

You can drop by the Newtown Recreation Center to pick up an application or call 487-3806 for more information about the program.

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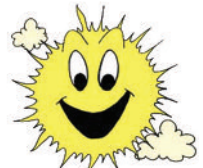
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Message from Representative Takai



Dear Newtown Neighbors:

Can it be true? Are we nearing the end of 2008? Where did it all go?

Sami and I are constantly reminded of the reason why we all work so hard . . . to ensure a better future for our children. Matthew and Kaila are both wonderful kids. Now that Kaila's in kindergarten, Matthew enjoys his new role as a second grader at Waimalu Elementary School, as Kaila's "big brother."

This year started off with a bang with an appearance of the UH Warriors at the Sugar Bowl on New Year's Day. It has been a huge struggle immediately after the game, but I believe that UH athletics is now heading in the right direction. There will be tough times ahead, that's for sure, but the long-term prognosis is great.

I believe that the experiences faced by our UH Warriors mirrors the challenges we now face as a nation and state for the economy. In my 14 years as your state representative, I recall the very difficult times in the late 1990s. The months following 9-11 were most challenging for our state. But, we rose up to those challenges and we survived. Times are tough, very tough. But working together, we will weather this economic storm. You have my personal commitment that I will work even harder to address this most-pressing challenge.

On the home front, I recently met again with the City's transportation planners to discuss the repaving plans for streets in Newtown. Repaving projects for streets in Newtown are planned for early 2009. After receiving many comments and suggestions from readers of this newsletter, the City will be making some modifications to the striping on Kaahele Street. As promised, they will be briefing the community at a couple community meetings.

There are also changes being planned at the Kaahumanu Street and Kamehameha Highway intersection. When these changes are completed in early 2009, traffic through this intersection, especially vehicles traveling down Kaahumanu Street will find less congestion getting through the intersection.

As we look forward to 2009, please take a moment to pray for those families who are less fortunate than us. Please continue to pray for our family and friends in the military (especially those in the Hawaii Army National Guard) who are in harm's way.

I thank you for the opportunity to be your state representative. As always, I am available to address any concern or issues that you may have. Feel free to contact me at 586-8455 or at reptakai@capitol.hawaii.gov.

Mahalo and God Bless,
K. Mark Takai

Got Time?

If you have some time to work with your neighbors on various projects to keep our Recreation Center clean and operating smoothly, please consider joining our Volunteer Program. Contact the Recreation Center at 487-3806 and leave your name, contact information, and suggestions for what you can do for the community. We'll have a meeting with all volunteers to share ideas. Mahalo.

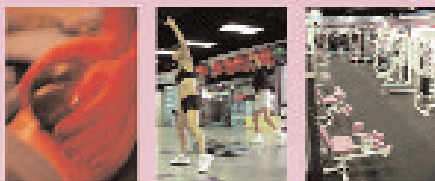
Legal Help Wanted

The Board of Directors invites attorneys who reside in Newtown to provide us with information about your firm if you can be of service to the Community Association. NECA would like to use different law firms depending on the needs of specific situations. Please contact Richard Yamasaki at the Recreation Center for more information.



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BOARD & COMMITTEE REPORTS

October Board Business

Two motions passed in the October 1 Board of Directors meeting.

- The Board voted to rescind the policy requiring that volunteers must be appointed to any standing committee other than the Architectural Committee (per Bylaws, Article III, Section 3). A volunteer will be asked to submit in writing his/her desire to serve on a committee.
- The Board voted to allow for a grace period through October 15 (instead of September 30) for this quarter's late payment of the \$75 assessment charges since billing was sent to homeowners two weeks late. The normal late payment fee of \$10 is waived through October 15 only.

Personnel Action

Ms Shamayn Bolosan-Ogawa has been discharged effective October 13. The Executive Director position has been abolished as of Saturday, October 11. Our General Manager Richard Yamasaki will continue to be in charge of daily operations of the Recreation Center.

Membership Policy Committee Meeting

The first Membership Policy Committee Meeting was held on Thursday, Oct. 9, 2009. Chairperson Shizuko Hanaumi conducted the meeting. Topics on the agenda were as follows: The annual \$5.00 user facility fee required for NECA members to enter the Rec Center facility; a copy of the deed, title, a copy of the title insurance or a transfer of insurance title be on file in order to use the NECA Rec Center; the \$5.00 fee to be assessed to homeowners to repay NECA's costs to obtain same through by using a commercial Title Insurance Company; and issues associated with residents volunteering in NECA activities. Some of these issues emerged in the comments received from the September 2008 Recreation Center use survey.

NECA Special Budget and Finance Committee Meeting

Due to the current instability of the Stock Market, the Budget and Finance Committee had a special Committee meeting on Tuesday, 7 October 2008. Chairperson Shizuko Hanaumi conducted this meeting.

Special guest Mr. Graham Pearce of Smith Barney attended the meeting, on very short notice, to speak to the Committee and community attendees about the performance of our reserve/investment funds held by Smith Barney.

NECA has three investment funds: 80% of the investment is distributed in the Money Market and fixed CDs. 20% is in mutual funds (stocks). Mr. Pierce's recommendation was "to take stocks out when they're doing well and add to stocks when the market is depressed." He believes that a well-managed stock portfolio will

lose less than the overall market in a decline, but will match the market when it rebounds.

The balance of NECA's Smith Barney's account on 29 September 2008 was \$1,175,000. NECA has \$495,000 in Money Market funds, \$535,000 in CDs, and \$140,000 in Mutual Funds. The annual average rate of return for three years, as of 6 October 2008 has been 3.5%.

General Manager Richard Yamasaki reported that he is currently researching other ways to address a cost-saving, more efficient system of accounting. He reported that Mr. Greg Ushijima has submitted the audit for FY 2007. Next meeting: October 28, 2008.

Communications Committee News

The Board of Directors has authorized an Ad Hoc Communications Committee to improve all forms of communications between homeowners and the Board. There are three basic channels for information flow:

The NECA web site. This should be the most rapid and effective means for the Board to pass information to the community. The committee will work to get this site updated as soon as possible. Please be patient. We suggest you check the NECA homepage occasionally. You will know when it's on line.

Correspondence. This includes letters, faxes, emails and suggestions. Our goal is to ensure that all correspondence addressed to the Board of Directors is answered within five working days. Again, be patient. This will take time before it becomes standard procedure.

Newtown Reporter. We hope you like the new look of the *Newtown Reporter*. We want to make this magazine more useful, informative, entertaining, and less repetitive than it has been in the past. We intend to feature articles of interest to the Newtown Estates community and include pertinent information regarding upcoming events and ongoing programs. In this regard, we are soliciting articles and photos of anything you'd like to share with your neighbors. Do you have some program news? Have you taken an interesting trip lately? Is

there someone in our community you'd like to feature? Would you like to share your team's, scout troop's, etc. adventures? If you have a suggestion for an article, but don't wish to write it up, let us know and we may do it for you. All submissions will be edited for length, content, grammar and relevance to the community.

NOTE: WWe intend to feature a photo, having direct application to our community, on the cover of each issue of the Reporter, and will have a contest of sorts. Send us a picture of a community event, action photo or group photo of a team or scout troop, or just a pleasant shot taken in the community, etc. You can even send in up to 6 or 7 pictures to form a collage. We will select the winner, describe the shot and give credit to the photographer.

If you'd like to join our Communications Committee, please let us know. We need people with all sorts of talent, especially writing/editing skills, graphic art, and web site development and/or maintenance. We'd appreciate knowing what you'd like to see on the web page and/or in future issues of the Reporter. You may contact us by sending a letter or email to NECA, attention Communications Committee.

2008 Recreation Center Use Survey

In September 2008, the NECA Board of Directors conducted a survey to determine how many association members use the Recreation Center and what specific areas are being used. A total of 638 surveys were returned, of which 54% were from members who utilize the Recreation Center. Results showed that 34% respondents use the center 2-4 days per week; the Fitness Center/Gym and Swimming Pool are the areas most frequented; the treadmills and weights are the most frequently-used equipment. The complete list of responses and comments for each survey question are posted on the bulletin board in the Recreation Center. To obtain an electronic copy, please email newtownestates@hawaii.rr.com.



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NECA Programs & Activities

NECA Board, Committee & Sub-Association Meeting Schedule

Please note: Dates and times of meeting may change without notice. If NECA members wish to attend a meeting, it is recommended they call the NECA Front Office 487-3806 to verify the schedule.

Board of Directors Mtg: November 5 & December 3, 7:00 p.m.	Greenbelt Mtg November 2 & December 10, 7:00 p.m.	Chateau Newtown Information Not Available	Hillside Terrace IV November 20 & December 18, 7:00 p.m.
Architectural Mtg November 19 & December 17, 7:00 p.m.	Membership Mtg November 13 & December 11, 7:00 p.m.	Harbor Terrace Information Not Available	Ke Kumulani No meeting
Budget Mtg November 24 & December 30, 6:00 p.m.	NNSW Mtg No Meeting	Hillside Terrace I Information Not Available.	Newtown Meadows No meeting
Building & Grounds Mtg November 18 & December 16, 7:00 p.m.	Personnel Mtg: November 20 & December 18, 7:00 p.m.	Hillside Terrace II Information Not Available.	Newtown Villa I No meeting
Covenant Mtg November 19, 6:30 p.m.	Program Mtg November 6 & December 4, 7:00 p.m.	Hillside Terrace III November 13 & December 11, 6:00 p.m.	Newtown Villa II No meeting

Classes, Seminars & Workshops

Please drop by or call the Newtown Front Office at 487-3806 for more information regarding the activities listed below. Refunds will not be given for requests made within two weeks of the activity's start date.

Aerobics

Instructor: Cindy Okido
Tuesdays & Thursdays
6:45 p.m. to 7:45 p.m.
Saturdays 8:00 a.m. to 9:00 a.m.

Judo

Instructor: Max Otani
Mondays & Wednesdays
5:00 p.m. to 6:30 p.m.

Kempo-Karate

Instructor: Terri & Anthony Smith
Tuesdays & Thursdays
4:15 p.m. to 6:15 p.m.
Saturdays 9:00 a.m. to 12:30 p.m.

Yoga

Instructor: Keith Howe
Fridays, 5:30 p.m. to 6:30 p.m.

Power Yoga

Instructor: Kiyoko Sieradzki
Tuesdays and/or Fridays 9:30 – 10:30 a.m.
Please call the Front Office for dates.

Refund Policy: Refunds are not given within two weeks of the activity's start date. Exceptions may be made for medical situations in which a doctor's note is presented.

Newtown Estates Community Association Basketball Shootout 2008 Winners

Category	1st Place	2nd Place	3rd Place
Family – child	Jessie Torres, Jr.	Ramsey Kane	Kristen Ahn
Family – adult	Jessie Torres	Errol Kane	Lawrence Ahn
6-8 years old	Kaysen Takenaka	Tory Kato	Micah Ahn
9-10 years old	Kobe Kato	Corey Cabanban	Jerrie Torres
11-13 years old	Justin Gilbert	Cameron Muh	Devin Minami
14 – 17 years old	Jaryn Shinn	Brandon Chun	Jake Watase
Ladies (18 years & up)	Jan Lee	Lyann Chun	Kathy Young
Men (18 years & up)	Marcus Chun	Ernest Muh	Ryan Kato

I would like to thank Kevin Minami, Clayton and Kathy Young, Kristen Ahn, and Rachel Tamashiro for making the Shootout such a success! – Wendell Oi, Athletic Coordinator



Youth Basketball

The Youth Basketball League for boys and girls ages 6-17 began October 20. The objectives of this league are fun, fitness, fundamentals,

fair play, and positive self-image. Games will be held on Fridays, starting in November and ending December 12. Volunteer scorekeepers, time-keepers, referees, and team mother are needed to support the program.

League and Game Schedule:

Division	Ages	Practice	Games (Friday)
Mosquito	6-8	Tues/Thurs 3:30 – 5:00 p.m.	4:30 p.m.
Termite	9-10	Mon/Wed 3:30 – 5:00 p.m.	5:30 p.m.
Pee Wee	11-12	Tues/Thurs 5:00 – 6:30 p.m.	6:30 p.m.
Midget	13-14	Mon/Wed 5:00 – 6:30 p.m.	7:30 p.m.
Bantam	15-17	Mon/Wed 5:00 – 6:30 p.m.	8:30 p.m.

NECA Sponsored Programs Meeting Schedule

Boy Scout Troop #488
Fridays, 7:00 p.m. to 9:45 p.m.

Cub Scouts Pack #488
Fridays, 7:00 p.m. to 9:00 p.m.

NECA Senior Citizen Club
Tuesdays, 10:00 a.m. to 12:00 p.m.

Boy Scout Troop 488 News

by Cedric Kojima, Life Scout

Eagle Scout Project. During the weekend of August 2-3, Life Scout Cedric Kojima became one step closer to attaining the highest rank in Boy Scouts by doing his Eagle Scout project. His project was to make six new benches for the Newtown Recreation Center. Before doing the project he had to carefully plan and organize what he was going to do and how he was going to do it. There to help him were fellow troop members Ryan Ebisu, Jensen Lee, Jody Okamoto, Ethan Chow, Christian Tengan-Horcajo, and Shaun Sakai. Many parents and scout leaders helped as well. Cedric had to lead his project without doing most of the work, so he briefly demonstrated how he wanted the benches to be made then assigned the scouts various roles. Overall it was a very successful project. The new painted benches can be seen on the basketball or tennis courts.

Summer Campout. On August 15-17 several scouts from troop 488 went to camp Ehrhorn on top of Roundtop drive in Makiki. The scouts that attended were Jensen Lee, Ryan Ebisu, Jody Okamoto, Ethan Chow, and Christian Tengan-Horcajo. The scouts got to see beautiful scenery as well as learn different

scout skills. The scouts hiked on a trail to the top of Puu Ohia (Mt. Tantalus) and did some compass and map reading. Back at the campsite, the scouts learned first aid and lashing skills. They also practiced fire-making and outdoor cooking.

Court of Honor. On Friday September 5, Troop 488 had a Court of Honor ceremony. The Court of Honor is a special night where a scout's achievements, such as advancements in rank or earning scout merit badges, are recognized and congratulated by families. Jarrett Lau, Shaun Sakai, and Travis Joe all moved up to second class, and Christian Tengan-Horcajo became a tenderfoot.

New Troop Member. Troop 488 has just welcomed Matthew Howell who recently moved from the mainland. He is presently the Star scout rank.

Recruits Welcome. Being a scout is a lot of fun, for we do many outdoor activities. We are constantly recruiting new scouts to join our troop. If you are interested, contact Scoutmaster Alton Motobu at 486-0904 for more information. Troop 488 meets every Friday from 7:30 to about 9:00 pm.

Questions & Answers

Continued from page 3.

ter-paying opportunity after giving NECA her two-week notice. The other employees left with one day's notice citing differences with the values of the newly-elected Board members. All claimed having to work since last year in a hostile environment created by the Newtown Outreach Group although this group did not form until February 20, 2008. We believe that the new membership policies (proof of ownership, \$5 annual user fee, and the admittance security procedures) restricting the use of the Recreation Center implemented by the previous Board in 2007 caused many homeowners to be vocal in their opposition to the new rules.

Q. Please consider revisiting/re-evaluating the policy of assessing a \$5 facility usage fee. We are already paying \$75 per quarter to cover operating expenses for the recreation facility.

A. The Board will be reviewing the MDCCR and Bylaws to determine why the \$5 usage fee was imposed and reviewing the budget to see how the money collected has been spent

Q. Has the new Board been sworn in and have they signed the Code of Conduct?

A. There is no requirement in the MDCCR or Bylaws that the Board be sworn in. Board members and committee members are made aware of the NECA Code of Conduct Policy but are not required to sign it. Committee Members may be

removed by the majority of a quorum of the Board at any time. Board members may be removed by vote of the majority of the entire membership of the Board at any time with or without cause.

Q. Why did the change from Executive Director to General Manager and Manager occur?

A. The position of Executive Director was dissolved when the General Manager was hired on September 8. The GM will be in charge of operations and the Manager will be his/her assistant. New job descriptions are being created.

Q. According to Board policy, how much sick leave time can be taken by an employee?

A. NECA Personnel Policy states that "annual sick leave credits are accumulated by regular full time employees at the rate of ten days per calendar year...the maximum amount of sick leave credit reserves, which any one employee may accumulate, is sixty days.

Q. Why did some of the recently elected Board feel it necessary to view and recount all of the proxies from the recent election as the count was not close?

A. Hawaii Revised Statutes, Section 421-J-7, allows any member(s) of the organization to review election documents within thirty days following the election. The appointment to review the election documents was not to recount; rather, the purpose was to review the procedures used by NECA in this election.

CLASSIFIEDS

ALTERNATE ENERGY

materials to come



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