



## KAMEHAMEHA SCHOOLS BERNICE PAUAAHI BISHOP ESTATE

### MEMORANDUM

BOARD OF TRUSTEES

TO: Gary Obrecht, Charlene Hoe, Kawika Eyre, and Kehau Abad

RICHARD S.H. WONG  
CHAIRMAN

FROM: Michael J. Chun, President *mj*  
Rockne Freitas, Vice President *RF*  
Anthony Ramos, Principal, KSS *AR*  
Kahele Kukea, Principal, KES *KK*

Y. K. STENDER  
1ST VICE CHAIR

DATE: October 17, 1997

**CONFIDENTIAL**

MEKELANI LINDSEY  
2ND VICE CHAIR

RE: Response to September 18, 1997 Memo

ERARD A. JERVIS  
SECRETARY

HENRY H. PETERS  
TREASURER

Thank you for your memorandum dated September 18, 1997 to Anthony Ramos and Kahele Kukea. We apologize for the delay in responding to you as President Chun was recently out of town. We appreciate your sharing your concerns, however, we need to clarify certain points in your memorandum.

First, at our meeting on September 2, though we acknowledged the sensitive nature of the current situation and the importance of healing, we did not mean to imply that you are immune from KSBE's Rules of Conduct, which do and must apply to all employees. Secondly, as stated in your individual meetings with the KSS and KES Principals, you are free to engage in protected activities, however, not all activities are protected. As such, we do not believe that the meetings with the principals violated your rights in any way under the National Labor Relations Act. Rather, the purpose of the meetings was to remind you of your obligations under KSBE's Rules of Conduct, and hopefully, to prevent similar actions in the future. Lastly, these meetings were carried out at *our* decision, as a part of our administrative duties to communicate and clarify policy. The purpose was not to threaten.

We welcome and encourage open and direct communication between our staff and the administration. However, your memo raises concerns about future meetings with you in your capacity as "interim representatives" of Na Kumu o Kamehameha. These concerns relate to our uncertainty with Na Kumu o Kamehameha's status as a labor organization.

Na Kumu o Kamehameha has been allowed to use the Schools' facilities for meetings and communicating with the faculty under the assumption that it is not a labor organization. However, your memorandum and actions raise questions about the correctness of that assumption. Specifically, as "interim representatives" speaking on behalf of the faculty on issues both operational and otherwise, your communications