

# SUNSHINE LAW MEETING



## HAWAI'I STATE ETHICS COMMISSION

State of Hawai'i · Bishop Square, 1001 Bishop Street, ASB Tower 970 · Honolulu, Hawai'i 96813

### NOTICE OF MEETING OF THE HAWAI'I STATE ETHICS COMMISSION

Date: November 19, 2020

Time: 9:00 a.m.

Location: Via Videoconference or Phone:

Videoconference: [Join Zoom Meeting](#)

Phone: +1 (408) 638-0968 or +1 (669) 900-6833

Meeting ID: 982 2016 7822

Password: 003151

*Due to COVID-19, this meeting will be held via videoconference and phone conference. All members of the public are invited to join this meeting using the above information; anyone wishing to testify may do so during the conference call, or may submit written testimony in advance of the meeting via e-mail, fax, or mail. To avoid excessive noise/feedback, please mute your telephone except to testify.*

In person:

Hawai'i State Ethics Commission Conference Room  
American Savings Bank Tower  
1001 Bishop Street, Suite 960  
Honolulu, Hawai'i 96813

*\*\*Note: Commission Chair Tschumy intends to be present in the Commission conference room; other Commissioners and staff will appear remotely, via videoconference, and members of the public are encouraged to attend via videoconference or telephone. Staff will make every effort to accommodate members of the public who wish to testify in person at the Commission's Conference Room, but staff will limit the number of people allowed in the Conference Room at any given time. If you wish to attend in person, you must wear a mask and must remain more than six feet away from every other person in attendance.*

## A G E N D A

### CALL TO ORDER

- I. Consideration and Approval of the Minutes of the October 15, 2020 Meeting
- II. Consideration and Approval of the Minutes of the October 15, 2020 Executive Session Meeting (Evaluation of Executive Director)

The Hawai'i State Ethics Commission may convene an executive session pursuant to Hawai'i Revised Statutes section 92-5(a)(2) to discuss matters relating to the evaluation of an employee, and/or pursuant to section 92-5(a)(4), to consult with the Commission's attorneys on questions and issues pertaining to the Commission's powers, duties, privileges, immunities, and liabilities.

- III. Consideration and Approval of the Minutes of the October 15, 2020 Executive Session Meeting (Rowena Akana matters)

The Hawai'i State Ethics Commission may convene an executive session pursuant to Hawai'i Revised Statutes section 92-5(a)(4), to consult with the Commission's attorneys on questions and issues pertaining to the Commission's powers, duties, privileges, immunities, and liabilities.

- IV. Executive Director's Report

1. Education / Training Report

*Attachment 2: 2020 Training Attendance / Schedule*

*Attachment 3: Online Training Completions by Department*

2. Guidance and Assignment Statistics – October 2020

*Attachment 4: 2020 Guidance and Assignment Statistics / Website Traffic*

3. Ethics Survey of State Employees

4. Anti-Fraud Hotline

5. Miscellaneous Office Projects / Updates

V. Proposed Budget: 2021-2022

*Attachment 1: Proposed Budget FY2021-2022*

VI. Update: Proposed Administrative Rules

VII. Evaluation of Executive Director Daniel Gluck

The Hawai'i State Ethics Commission may convene an executive session pursuant to Hawai'i Revised Statutes section 92-5(a)(2) to discuss matters relating to the evaluation of an employee, and/or pursuant to section 92-5(a)(4), to consult with the Commission's attorneys on questions and issues pertaining to the Commission's powers, duties, privileges, immunities, and liabilities.

VIII. Akana v. Hawaii State Ethics Commission and Daniel Gluck, Civil No. 18-1-1019-06 (JHA); Akana v. Hawaii State Ethics Commission, Civil No. 19-1-0379-03 (JHA); State of Hawaii, Ethics Commission v. Rowena Akana, Civil No. 20-1-0453 (BIA)

Discussion of case status.

The Hawai'i State Ethics Commission may convene an executive session pursuant to Hawai'i Revised Statutes section 92-5(a)(4) to consult with the Commission's attorneys on questions and issues pertaining to the Commission's powers, duties, privileges, immunities, and liabilities.

IX. Extension of Financial Disclosure Deadline for Newly Elected Legislators

The Commission will consider extending the filing deadline for newly elected legislators to file their initial financial disclosure statements from December 3, 2020 to February 1, 2021.

*Attachment 1: Staff Overview*

*Attachment 2: Draft Order Regarding Extension of Financial Disclosure  
Deadline for Newly Elected Legislators*

X. COGEL 2020 Virtual Conference Schedule

*Attachment 1: COGEL 2020 Virtual Conference Schedule*

XI. Meeting Calendar

Discussion of proposed meeting schedule for the remainder of 2020 and 2021.

*Attachment 1: Proposed Meeting Calendar, 2021*

XII. Adjournment

If you need an auxiliary aid/service or other accommodation due to a disability, please contact the Hawai'i State Ethics Commission by telephone at (808) 587-0460, by facsimile at (808) 587-0470 (fax), or via email at [ethics@hawaiiethics.org](mailto:ethics@hawaiiethics.org). Requests made as early as possible will allow adequate time to fulfill your request.

Upon request, this notice is available in alternate formats such as large print, Braille, or electronic copy.

Any interested person may submit data, views, or arguments in writing to the Commission on any agenda item. An individual or representative wishing to testify may notify any staff member of the Commission prior to the meeting or, during the meeting itself, may inform a Commissioner or Commission staff of a desire to testify. Testimony must be related to an item that is on the agenda, and the testifier shall identify the agenda item to be addressed by the testimony.

SUNSHINE LAW MEETING  
AGENDA ITEM I

CONSIDERATION AND APPROVAL OF THE MINUTES OF THE  
OCTOBER 15, 2020 MEETING

Attachment 1:       Sunshine Law Meeting Minutes of the October 15, 2020  
                              Hawaii State Ethics Commission Meeting

SUNSHINE LAW MEETING  
MINUTES OF THE HAWAII STATE ETHICS COMMISSION

STATE OF HAWAII

Date: October 15, 2020

Time: 9:00 a.m.

Location: Held via Zoom video and audio conference, with the Commission's Chair present in the Hawaii State Ethics Commission's conference room, American Savings Bank Tower, 1001 Bishop Street, Suite 960, Honolulu, Hawaii 96813

Present: State Ethics Commission Members

Ruth D. Tschumy, Chair (present in conference room)  
Melinda S. Wood, Vice Chair (via video conference)  
Reynard D. Grauly, Commissioner (via video conference)  
Wesley F. Fong, Commissioner (via video conference)

State Ethics Commission Staff

Daniel M. Gluck, Executive Director (via video conference)  
Susan D. Yoza, Associate Director (via video conference)  
Nancy C. Neuffer, Staff Attorney (via video conference)  
Virginia M. Chock, Staff Attorney (via video conference)  
Bonita Y.M. Chang, Staff Attorney (via video conference)  
Kee M. Campbell, Staff Attorney (via video conference)  
Patrick Lui, Computer Specialist (via audio conference)

Deputy Attorney General

Steve Bumanglag (via video conference)

Guests<sup>1</sup>

Natalie Iwasa (via audio conference)  
Sandy Ma, Executive Director, Common Cause (via video conference)  
Lori Wong-Nowinski, Associate Legal Counsel, Honolulu Ethics  
Commission (via audio conference)

Note: There was a vacancy on the Commission at the time of this meeting.

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<sup>1</sup> Members of the public who testified, or otherwise voluntarily identified themselves, at the meeting are listed.

1 **CALL TO ORDER**

2  
3 Chair Tschumy called the meeting to order at 9:05 a.m. and confirmed that all  
4 Commissioners and staff were present.  
5

6  
7 **Agenda Item No. I: Consideration and Approval of the Minutes of the**  
8 **September 17, 2020 Meeting**  
9

10 Commissioner Gaulty made and Commissioner Fong seconded a motion to  
11 approve the minutes of the September 17, 2020 Sunshine Meeting. The motion carried  
12 unanimously (Tschumy, Wood, Gaulty, and Fong voting).  
13

14  
15 **Agenda Item No. II: Consideration and Approval of the Minutes of the**  
16 **September 17, 2020 Executive Session Meeting**  
17

18 Commissioner Fong made and Commissioner Gaulty seconded a motion to  
19 approve the minutes of the September 17, 2020 Executive Session Meeting. The  
20 motion carried unanimously (Tschumy, Wood, Gaulty, and Fong voting).  
21

22  
23 **Agenda Item No. III: Executive Director's Report**  
24

25 *Education / Training Report*  
26

27 Executive Director Gluck said that in-person trainings remain on hold due to  
28 COVID-19 precautions. Staff are conducting increased virtual trainings and continue to  
29 encourage interested individuals to complete the online ethics training program as well.  
30

31 *Guidance and Assignment Statistics – September 2020*  
32

33 Executive Director Gluck said that the office has experienced an increase in  
34 complaints and "Attorney of the Day" inquiries. Executive Director Gluck noted that the  
35 number of complaints is much higher than last year, and that the increase is likely due  
36 in part to the recent launch of the anti-fraud hotline, anti-fraud complaint form, and  
37 general complaint submission form on the Commission's website.  
38

39 *Financial Report for FY 2020-2021 (July 1-Sept. 30, 2020)*  
40

41 Executive Director Gluck said that he is awaiting confirmation from the  
42 Legislature regarding any potential budget cuts. There was a rumor that legislative  
43 agencies will need to sustain a 10% reduction, however, this has not been confirmed.  
44 Executive Director Gluck said that if a 10% reduction is imposed, it appears the office  
45 may be able to sustain the reduction without cutting staff's salaries or imposing  
46 furloughs by reducing spending on items such as travel, consulting services, and



1 upgrades to the e-filing system. In the meantime, the office continues to remain very  
2 prudent in its spending and is holding off on any staff raises.

#### 3 4 *Ethics Survey of State Employees*

5  
6 Executive Director Gluck said that the ethics survey created in partnership with  
7 the University of Hawaii has been distributed to a number of state departments and that  
8 results are now being received. Executive Director Gluck said that the survey was not  
9 yet distributed to the University of Hawai'i or the Department of Education and that there  
10 are a few instances in which internal clearances, such as union authorization, must be  
11 approved by a department prior to the survey being distributed to certain employees.

12  
13 In order to provide assurance of anonymity to the survey respondents, the  
14 settings for all identifying information associated with a survey response have been  
15 removed; all results are therefore completely anonymous and cannot be traced. In  
16 addition, all survey response data will be held at the University of Hawai'i, and not with  
17 the Commission.

18  
19 Executive Director Gluck said that staff are also developing a way to distribute  
20 the survey via a method other than email in order to reach the approximately 3,000  
21 state employees who are not assigned an email address.

22  
23 Executive Director Gluck said that all of the departments that have been  
24 contacted thus far have expressed their support of the survey and have allowed their  
25 employees to complete the survey on state time.

#### 26 27 *Anti-Fraud Hotline*

28  
29 Executive Director Gluck said that the dedicated anti-fraud phone number, email  
30 address, and online complaint form are now available for members of the public to  
31 lodge confidential complaints. Executive Director Gluck continues to work in  
32 partnership with Hui Chen, Chief Integrity Adviser of the Department of the Attorney  
33 General, in order to field, respond to, or route the incoming complaints accordingly. For  
34 example, complaints that do not fall under the jurisdiction of the Commission or the  
35 Department of the Attorney General may be referred to the respective state agency or  
36 county department for appropriate action. Executive Director Gluck estimated that  
37 twelve anti-fraud complaints were received in the past few weeks.

38  
39 Natalie Iwasa said that she supports this anti-fraud initiative and was pleased to  
40 hear that this project is being implemented jointly with the Department of the Attorney  
41 General. Ms. Iwasa said there is a great need for anti-fraud accountability at the state  
42 level and that in the past, she was only able to find a single state department with a  
43 hotline available to the public. Ms. Iwasa also encouraged the Commission to publicize  
44 the anti-fraud resources more widely as the anti-fraud website did not appear  
45 immediately when she recently searched for it on Google. Ms. Iwasa welcomed the  
46 Commission to contact her with any questions or assistance given her background as a  
47 Certified Public Accountant and a Certified Fraud Examiner.

1 Executive Director Gluck thanked Ms. Iwasa and welcomed any assistance  
2 others could provide to distribute the anti-fraud resources via social media. Executive  
3 Director Gluck also said that he, Attorney General Clare Connors, and Ms. Chen  
4 participated in a Hawaii Public Radio talk show to raise awareness of these resources.  
5

#### 6 *Miscellaneous Office Projects / Updates* 7

8 Executive Director Gluck recognized and commended Staff Attorney Virginia  
9 Chock and Staff Attorney Nancy Neuffer for their employment anniversaries with the  
10 Commission, celebrating 25 years and 30 years respectively.  
11

12 Executive Director Gluck said that the number of staff returning from working  
13 remotely to working in the office will increase from 1-2 per day to 3-4 per day, and that  
14 the office will be open to the public as of Monday, October 19, 2020.  
15

16 Sandy Ma asked if staff planned to hold an ethics training for lobbyists.  
17 Executive Director Gluck said that lobbyist trainings are generally held in December or  
18 January prior to the legislative session, and that additional sessions may be scheduled  
19 this year given the anticipated changes to the administrative rules.  
20

21 Ms. Ma suggested that the Commission consider distributing the survey to  
22 members of the public. Executive Director Gluck agreed that while the survey is  
23 focused on state employees at present, it would be a worthwhile endeavor to survey  
24 members of the public in the future.  
25

#### 26 27 **Agenda Item No. IV: Proposals for 2021 Legislative Session** 28

##### 29 *Proposal to strengthen post-employment law* 30

31 Executive Director Gluck said that staff has prepared a post-employment bill  
32 based on the bill from last session vetoed by the Governor (HB2124). Executive  
33 Director Gluck said that the Governor's main objection to HB2124 was the application of  
34 the bill to several volunteer boards and commissions; staff has therefore excluded these  
35 volunteer board and commission members from the proposed language for next  
36 session.  
37

38 Executive Director Gluck said that regardless of this new proposed bill, board  
39 and commission members will still be subject to regular post-employment restrictions,  
40 such as the inability to represent anyone before their respective board for up to twelve  
41 months after leaving the board. Restrictions set forth in the new bill would apply to  
42 cabinet members, executive directors, legislators and legislative staff.  
43

44 Commissioner Fong asked if staff plans to contact the Office of the Governor to  
45 discuss this proposal given the veto of HB2124. Executive Director Gluck said that if  
46 the Commission is inclined to move forward with this bill, he will contact the Office of the

1 Governor prior to the start of the legislative session to ensure the current language  
2 satisfies the concerns previously raised.

3  
4 *Proposal to require ethics training for additional employees*

5  
6 Executive Director Gluck said that this bill proposes to (1) require additional high-  
7 level state officials to take mandatory in-person training within 90 days of assuming  
8 office, and require all mandatory trainees to repeat ethics training once every four years  
9 thereafter, and (2) mandate online ethics training for all state employees within 90 days  
10 of assuming office, and require that all state employees repeat ethics training once  
11 every four years thereafter. Executive Director Gluck said that state officials who are  
12 currently mandated to take training by statute are only required to take ethics training  
13 once. In addition, Executive Director Gluck said that he is working with the Legislative  
14 Reference Bureau on how to best apply these provisions to different employee  
15 classifications and to both new and existing employees.

16  
17 Commissioner Fong asked for clarification regarding who is required to take  
18 mandatory ethics training. Executive Director Gluck said that a “state employee” is  
19 defined as basically anyone with a state title, including board and commission  
20 members, with the exception of judges and justices. Currently, only certain high-level  
21 state employees are mandated to complete a “live” ethics training.

22  
23 If this bill were to pass, the list of state officials who are mandated to take in-  
24 person training would expand to include any state employee who files a public financial  
25 disclosure. All other state employees would also be required to take training, but would  
26 have the option to fulfill this requirement via a “live” training class or the online ethics  
27 training program. In contrast, the high-level state employees who are mandated to take  
28 in-person training will not be able to fulfill their training requirement by completing the  
29 online training program.

30  
31 Ms. Ma inquired if there was a particular reason why the time period of four years  
32 was selected. Executive Director Gluck said that staff believed four years was frequent  
33 enough to be useful but not overly burdensome, and that the timeframe is completely  
34 open to further discussion.

35  
36 *Proposal to prohibit official action on contracts to companies owned by certain family*  
37 *members*

38  
39 Executive Director Gluck said that this bill proposes to prohibit individuals from  
40 awarding contracts to relatives within three degrees of consanguinity. The conflicts of  
41 interests law currently restricts an individual from taking action on their own financial  
42 interests, which includes one’s personal interests and that of a spouse or dependent  
43 child. This bill would therefore expand the conflicts of interests law so that an individual  
44 could not award a contract to a parent, sibling, adult child, grandparent, grandchild,  
45 aunt, uncle, niece, nephew, or in-law.

1 Vice Chair Wood made and Commissioner Fong seconded a motion to approve  
2 the proposed bills, subject to additional edits by staff for style and clarity, for introduction  
3 to the Legislature. The motion carried unanimously (Tschumy, Wood, Gaulty, and  
4 Fong voting).

5  
6  
7 **Agenda Item No. V: Update: Proposed Administrative Rules**  
8

9 Executive Director Gluck said that staff completed a few additional steps  
10 requested by the Office of the Governor in order to finalize the rules. The Office of the  
11 Governor anticipates that the rules will be approved and filed within the next two weeks.  
12 The rules will go into effect ten days after being filed with the Office of the Lieutenant  
13 Governor. Staff plans to begin publicizing and educating relevant parties of the updated  
14 rules shortly after the changes go into effect.

15  
16  
17 **Agenda Item No. VI: Evaluation of Executive Director Daniel Gluck**  
18

19  
20 **RECESS OF SUNSHINE LAW MEETING AND CONVENING OF EXECUTIVE**  
21 **SESSION**  
22

23 At 9:35 a.m., Commissioner Gaulty made and Commissioner Fong seconded a  
24 motion to recess the public Sunshine Law meeting and convene an Executive Session  
25 pursuant to Hawai'i Revised Statutes section 92-5(a)(2) to discuss matters relating to  
26 the evaluation of an employee. The motion carried unanimously (Tschumy, Wood,  
27 Gaulty, and Fong voting).

28  
29 The Commissioners met in Executive Session. All staff and members of the  
30 public were excused.

31  
32  
33 **ADJOURNMENT OF EXECUTIVE SESSION AND RETURN TO SUNSHINE LAW**  
34 **MEETING**  
35

36 At 9:42 a.m., Commissioner Gaulty made and Commissioner Fong seconded a  
37 motion to adjourn the Executive Session and return to the Sunshine Law meeting. The  
38 motion carried unanimously (Tschumy, Wood, Gaulty, and Fong voting).

39  
40 The Commission adjourned the Executive Session at 9:42 a.m. and returned to  
41 the Sunshine Law meeting. All staff and members of the public also returned to the  
42 Sunshine Law meeting.

43  
44 Chair Tschumy asked whether there were any members of the public who  
45 wished to testify on this agenda item. There were none.

1 Vice Chair Wood said that there was nothing to report at this time, and that a  
2 complete report would be provided at the November 19, 2020 meeting.  
3  
4

5 **Agenda Item No. VII: Akana v. Hawaii State Ethics Commission and Daniel Gluck,**  
6 **Civil No. 18-1-1019-06 (JHA); Akana v. Hawaii State Ethics Commission, Civil No.**  
7 **19-1-0379-03 (JHA); State of Hawaii, Ethics Commission v. Rowena Akana, Civil**  
8 **No. 20-1-0453 (BIA)**  
9

10 Executive Director Gluck said that the appeal by Rowena Akana of the  
11 Commission's ruling remains pending with the Intermediate Court of Appeals ("ICA").  
12 Executive Director Gluck said that the Commission's 2019 ruling was appealed to the  
13 Circuit Court and that the Circuit Court affirmed the Commission's ruling in full. Ms.  
14 Akana subsequently filed a notice of appeal with the ICA, and after briefs were filed,  
15 requested that the case be transferred to the Supreme Court. The Supreme Court  
16 denied the transfer. The case therefore remains with the ICA, and it is anticipated that  
17 the ICA will rule on the briefs in approximately one year. If the ICA upholds the Circuit  
18 Court's appeal, Ms. Akana will have the option to file a petition for writ of certiorari with  
19 the Supreme Court, and the Supreme Court would have 30 days to rule on that petition.  
20

21 Executive Director Gluck said that Deputy Attorney General Steve Bumanglag  
22 ("Deputy AG Bumanglag") was available to provide the Commission with information on  
23 the collections proceedings.  
24

25 Deputy AG Bumanglag joined the meeting.  
26  
27

28 **RECESS OF SUNSHINE LAW MEETING AND CONVENING OF EXECUTIVE**  
29 **SESSION**  
30

31 At 9:49 a.m., Vice Chair Wood made and Commissioner Gaulty seconded a  
32 motion to recess the public Sunshine Law meeting and convene an Executive Session  
33 pursuant to Hawai'i Revised Statutes section 92-5(a)(4) to consult with the  
34 Commission's attorney on questions and issues pertaining to the Commission's powers,  
35 duties, privileges, immunities and liabilities. The motion carried unanimously (Tschumy,  
36 Wood, Gaulty, and Fong voting).  
37

38 The Commissioners, staff and Deputy AG Bumanglag met in Executive Session.  
39 All members of the public were excused.  
40  
41

42 **ADJOURNMENT OF EXECUTIVE SESSION AND RETURN TO SUNSHINE LAW**  
43 **MEETING**  
44

45 At 10:08 a.m., Commissioner Gaulty made and Vice Chair Wood seconded a  
46 motion to adjourn the Executive Session and return to the Sunshine Law meeting. The  
47 motion carried unanimously (Tschumy, Wood, Gaulty, and Fong voting).

1 Deputy AG Bumanglag left the meeting.  
2  
3

4 **ADJOURNMENT OF SUNSHINE LAW MEETING**  
5

6 At approximately 10:09 a.m., Commissioner Gaulty made and Vice Chair Wood  
7 seconded a motion to adjourn the Sunshine Law Meeting. The motion carried  
8 unanimously (Tschumy, Wood, Gaulty, and Fong voting).  
9

10 The meeting was adjourned at 10:09 a.m.  
11

12  
13 Minutes approved on: \_\_\_\_\_

SUNSHINE LAW MEETING  
AGENDA ITEM II

CONSIDERATION AND APPROVAL OF THE MINUTES OF THE  
OCTOBER 15, 2020 EXECUTIVE SESSION MEETING  
(EVALUATION OF EXECUTIVE DIRECTOR)

The Hawai'i State Ethics Commission may convene an executive session pursuant to Hawai'i Revised Statutes section 92-5(a)(2) to discuss matters relating to the evaluation of an employee, and/or pursuant to section 92-5(a)(4), to consult with the Commission's attorneys on questions and issues pertaining to the Commission's powers, duties, privileges, immunities, and liabilities.

Attachment 1:           Executive Session Minutes of the October 15, 2020  
                                  Hawai'i State Ethics Commission Meeting (for Commissioners only)



SUNSHINE LAW MEETING  
AGENDA ITEM III

CONSIDERATION AND APPROVAL OF THE MINUTES OF THE  
OCTOBER 15, 2020 EXECUTIVE SESSION MEETING  
(ROWENA AKANA MATTERS)

The Hawai'i State Ethics Commission may convene an executive session pursuant to Hawai'i Revised Statutes section 92-5(a)(4), to consult with the Commission's attorneys on questions and issues pertaining to the Commission's powers, duties, privileges, immunities, and liabilities.

Attachment 1:       Executive Session Minutes of the October 15, 2020  
                              Hawai'i State Ethics Commission Meeting (for Commissioners and  
                              Commission staff only)



SUNSHINE LAW MEETING  
AGENDA ITEM IV

EXECUTIVE DIRECTOR'S REPORT

- Attachment 1: Executive Director's Report
- Attachment 2: 2020 Training Attendance / Schedule
- Attachment 3: Online Training Completions by Department
- Attachment 4: 2020 Guidance and Assignment Statistics / Website Traffic

SUNSHINE MEETING  
AGENDA ITEM IV

EXECUTIVE DIRECTOR'S REPORT  
November 19, 2020

**1. Education / Training Report**

All in-person trainings have been postponed indefinitely due to COVID-19.

*Attachment 2: 2020 Training Attendance / Schedule*

*Attachment 3: Online Training Completions by Department*

**2. Guidance and Assignment Statistics – October 2020**

*Attachment 4: 2020 Guidance and Assignment Statistics / Website Traffic*

**3. Ethics Survey of State Employees**

**4. Anti-Fraud Hotline**

**5. Miscellaneous Office Projects / Updates**

<b>HAWAII STATE ETHICS COMMISSION</b> <b>2020 EDUCATION PROGRAM</b> <b>(Ethics Workshops and Presentations)</b>		
<b>DATE</b>	<b>PRESENTATIONS</b>	<b>NUMBER OF PARTICIPANTS</b>
1/2/2020	General Ethics Training, House of Representatives Staff Training	99
1/7/2020	General Ethics Training, Windward Community College	122
1/13/2020	General Ethics Training, State Capitol, Honolulu	30
1/14/2020	Lobbyists Law Training, State Capitol, Honolulu	30
2/24/2020	General Ethics Training, DCCA, Supervisors	32
2/24/2020	General Ethics Training, DCCA, Non-Supervisors	58
2/25/2020	General Ethics Training, DCCA, Supervisors	24
2/25/2020	General Ethics Training, DCCA, Non-Supervisors	61
2/27/2020	General Ethics Training, DCCA, Supervisors	24
2/27/2020	General Ethics Training, DCCA, Non-Supervisors	69
3/17/2020	<del>General Ethics Training, Hilo (CANCELLED)</del>	0
3/20/2020	<del>General Ethics Training, DOT, Harbors (2 sessions) (CANCELLED)</del>	0
3/24/2020	<del>General Ethics Training, Honolulu (CANCELLED)</del>	0
3/25/2020	<del>General Ethics Training, Lihue (CANCELLED)</del>	0
4/6/2020	<del>General Ethics Training, Kona (CANCELLED)</del>	0
4/21/2020	<del>General Ethics Training, DLNR, DOFAW (CANCELLED)</del>	0
4/28/2020	<del>General Ethics Training, DOH Executive Committee, Honolulu (CANCELLED)</del>	0
5/8/2020	<del>General Ethics Training, Kahului (CANCELLED)</del>	0
5/12/2020	<del>General Ethics Training, Pearl City (CANCELLED)</del>	0

9/15/2020	General Ethics Training, Youth Commission, Microsoft Teams	16
<del>10/20/2020</del>	<del>General Ethics Training, Honolulu (CANCELLED)</del>	0
10/13/2020	General Ethics Training, Commission on the Status of Women, Zoom	7
10/20/2020	General Ethics Training, Zoom	6
11/5/2020	General Ethics Training, HHSC - Maluhia & Leahi Hospitals, Zoom	48
11/6/2020	General Ethics Training, Zoom	64
11/23/2020	General Ethics Training, Zoom	
12/14/2020	Ethics for State Government Attorneys, Zoom	
<b>TOTAL</b>	<b>28 Presentations</b>	<b>690 participants</b>

## Online Training Completions by Department

Department/Agency	# of Completions
Department of Human Services (DHS)	190
Department of Health (DOH)	185
Department of Education (DOE)	159
Department of Transportation (DOT)	154
Department of Defense (DOD)	70
University of Hawaii-Manoa (UOHM)	65
Department of Land and Natural Resources (DLNR)	64
Department of Accounting and General Services (DAGS)	61
Department of Business, Economic Development and Tourism (DBEDT)	51
Department of the Attorney General (ATG)	50
University of Hawaii-West Oahu (UOHW)	46
Department of Labor and Industrial Relations (DLIR)	41
Department of Public Safety (DPS)	39
Hawaii Health Systems Corporation (HHSC)	39
Judiciary (JUD)	36
Department of Agriculture (DOA)	36
Other (Please fill-in "Other Department/Agency")	33
Department of Commerce and Consumer Affairs (DCCA)	33
University of Hawaii-System (UOH)	21
University of Hawaii-Community Colleges (UOHC)	13
Office of the Governor (GOV)	7
Research Corporation of the University of Hawaii (RCUH)	6
Public Charter School (SPCSC)	5
Office of the Lieutenant Governor (LTG)	4
Department of Human Resources Development (DHRD)	4
Office of the Auditor (AUD)	3
Office of Hawaiian Affairs (OHA)	3
Office of the Ombudsman (OMB)	2
Senate (SEN)	2
Hawaii State Public Library System (HSPLS)	1
Hawaii State Ethics Commission (HSEC)	1
Department of Taxation (TAX)	1
Department of Budget and Finance (B&F)	1

**Total Certificate of Completions Issued****1,426**

As of November 5, 2020

## 2020 Guidance and Assignment Statistics / Website Traffic

2020	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Year to date
<b>Training statistics</b>													
# of In-Person Trainings	4	6	0	0	0	0	0	0	0	0	0		10
# of People Trained In Person	281	268	0	0	0	0	0	0	0	0	0		549
# of On-Line Training	403	182	190	76	49	33	153	208	108	18	6		1426
# of eTrainings	0	0	0	0	0	0	0	0	1	2	2		5
# of People Trained in eTraining	0	0	0	0	0	0	0	0	16	13	112		141
<b>Attorney of the Day</b>	148	96	79	61	72	51	86	57	68	74			792
<b>New assignments</b>													
Advisory Opinion	0	0	0	0	0	0	0	0	0	0			0
Complaint	7	7	8	8	8	5	17	12	19	19			110
Gifts/Invitations/Travel	16	12	3	1	0	0	0	0	1	1			34
Guidance	2	2	0	2	0	1	3	3	1	1			15
Judicial Selection Comm'n	1	5	3	2	2	1	2	3	5	3			27
Training Request	0	0	0	0	0	0	0	0	0	0			0
Record Request	1	1	2	0	0	3	0	0	1	1			9
Project/Other	3	3	3	1	1	1	2	3	3	2			22
Total	30	30	19	14	11	11	24	21	30	27	0	0	217
<b>Closed Assignments</b>													
Advisory Opinion	0	1	1	0	0	0	0	0	0	0			2
Complaint	8	3	9	11	10	8	10	19	11	7			96
Gifts/Invitations/Travel	22	5	11	5	1	1	3	0	0	2			50
Guidance	4	1	5	2	1	3	21	2	2	1			42
Judicial Selection Comm'n	1	4	2	0	6	1	2	2	6	2			26
Training Request	1	0	0	0	0	0	0	0	0	0			1
Record Request	3	2	1	0	0	1	0	1	1	0			9
Project/Other	3	1	2	5	1	1	1	4	1	2			21
Total	42	17	31	23	19	15	37	28	21	14	0	0	247

2020

Jan Feb Mar Apr May June July Aug Sept Oct Nov Dec Year to date

Anti-Fraud

6	19	25
*1 Anti-Fraud complaint also counted as Ethics complaint		

Dataset Views

Disclosures	97	91	64	58	84	76	76	23	X	X	X	X	569
Lobbyist Registrations	364	276	221	113	127	119	131	166	X	X	X	X	1,517
Organization Expenditures	67	51	27	11	12	21	39	8	X	X	X	X	236
Lobbyist Expenditures	53	44	25	17	24	15	26	12	X	X	X	X	216
Ethics Advice	108	112	66	39	59	54	56	28	X	X	X	X	522
Total	689	574	403	238	306	285	328	237	0	0	0	0	3,060

\*State terminated Socrata contract;  
stats no longer accessible

SUNSHINE LAW MEETING  
AGENDA ITEM V

PROPOSED BUDGET: 2021-2022

Attachment 1: Proposed Budget FY2021-2022



## Hawaii State Ethics Commission - Budget Projections for FY 2021-2022

	2020-2021 Approved Budget	2021-2022 Estimated Budget	Increases/ Decreases	% Increase/ Decrease
<b>TOTAL BUDGET</b> (excluding vacation payouts/transfers)	<b>\$ 1,252,667</b>	<b>\$ 1,315,438</b>	<b>\$ 62,770.58</b>	<b>5.0%</b>
<b>A. PERSONNEL</b>				
1. Staff Salaries <sup>1</sup>	1,012,719	1,072,582	59,863	5.9%
2. Cost Adjustments for staff salaries	-	TBD		
3. Vacation Payouts/Transfer	16,553	16,553		
<b>TOTAL PERSONNEL</b> (excluding vacation payouts)	<b>1,012,719</b>	<b>1,072,582</b>	<b>59,863</b>	<b>5.9%</b>
<b>B. MATERIALS AND SUPPLIES</b>				
<b>Office Expenses:</b>				
1. Office Supplies	3,500	3,500	-	0.0%
2. Postage	1,500	1,500	-	0.0%
3. Telephone	7,500	7,500	-	0.0%
Subtotal:	12,500	12,500	-	0.0%
<b>Intrastate Transportation and Travel</b>				
1. Commissioners / Staff	8,500	8,500	-	0.0%
2. Car Mileage and Parking	750	750	-	0.0%
Subtotal:	9,250	9,250	-	0.0%
<b>Out-of-State Travel</b>				
1. Airfare (6 @ \$1,000 ea.)	6,000	6,000	-	0.0%
2. Lodging and per diem for 5.5 days (6 @ \$145/day x 5.5 days)	4,800	4,800	-	0.0%
3. Excess Hotel and Increases in per diem/airfare	1,700	1,700	-	0.0%
4. Taxi/bus fare	160	160	-	0.0%
Subtotal:	12,660	12,660	-	0.0%
<b>Equipment Rental and Maintenance</b>				
1. Copier	3,600	3,600	-	0.0%
2. ReporterDeck Recorder	200	200	-	0.0%
3. Computer Equipment Maintenance	3,500	3,500	-	0.0%
4. Misc. (time clock, projector, etc.)	700	700	-	0.0%
5. Casemap and TLO Software	3,100	3,100	-	0.0%
6. Software License Renewals	20,500	21,500	1,000	4.9%
Subtotal:	31,600	32,600	1,000	3.2%

	2020-2021 Approved Budget	2021-2022 Estimated Budget	Increases/ Decreases	% Increase/ Decrease
<b>Dues, Subscriptions, Training</b>				
1. COGEL Membership	470	470	-	0.0%
2. COGEL Registration (6 x \$600)	3,600	3,600	-	0.0%
3. Attorney Registration Fees	3,400	3,400	-	0.0%
4. Training	3,000	3,000	-	0.0%
5. Legal Reference Publications	4,900	4,900	-	0.0%
6. Newspapers Subscriptions, etc.	240	240	-	0.0%
7. Disruptive Behavior Training	800	800	-	0.0%
Subtotal:	16,410	16,410	-	0.0%
<b>Newspaper Advertisements</b>	1,100	1,100	-	0.0%
	1,100	1,100	-	0.0%
<b>Commission Meetings, Investigations and Hearings</b>				
1. Subpoena Fees	900	900	-	0.0%
2. Court Reporter	7,500	7,500	-	0.0%
3. Witness Fees, Travel, Mileage	600	600	-	0.0%
4. Hearings Officer	1,500	1,500	-	--
5. Lunches for Commission Mtgs.	1,100	-	(1,100)	-100.0%
Subtotal:	11,600	10,500	(1,100)	-9.5%
<b>Consulting Services</b>				
1. Computer Consulting	26,500	26,500	-	0.0%
2. Other Services (Interpreting, shredding)	400	400	-	0.0%
Subtotal:	26,900	26,900	-	0.0%
<b>Office Rent<sup>2</sup></b>	113,928	116,936	3,008	2.6%
<b>TOTAL MATERIALS AND SUPPLIES:</b>	235,948	238,856	2,908	1.2%
<b>C. CAPITAL OUTLAY</b>				
<b>Office Furniture &amp; Equipment</b>	4,000	4,000	-	0.0%
<b>TOTAL CAPITAL OUTLAY:</b>	4,000	4,000	-	0.0%
<b>GRAND TOTAL:</b>	<b>\$ 1,252,667</b>	<b>\$ 1,315,438</b>	<b>\$ 62,771</b>	<b>5.0%</b>

<sup>1</sup> Staff Salaries for 2021-22 projected from approved 2020-2021 salary line (1,012,719), plus additional appropriation requested for 2020-2021 (S.B. 3079), w/ 3.5% increase for 2021-2022. (Placeholder pending add'l guidance from Legislature.)

<sup>2</sup> Lease rent increases 2.5% each fiscal year, CAM increases 2.68% each calendar year and fluctuates. Building management performs reconciliations and issues credits or charges accordingly.

SUNSHINE LAW MEETING  
AGENDA ITEM VI

UPDATE: PROPOSED ADMINISTRATIVE RULES

No attachments.

SUNSHINE LAW MEETING  
AGENDA ITEM VII

EVALUATION OF EXECUTIVE DIRECTOR DANIEL GLUCK

The Hawai'i State Ethics Commission may convene an executive session pursuant to Hawai'i Revised Statutes section 92-5(a)(2) to discuss matters relating to the evaluation of an employee, and/or pursuant to section 92-5(a)(4), to consult with the Commission's attorneys on questions and issues pertaining to the Commission's powers, duties, privileges, immunities, and liabilities.

Attachment 1: 2020 Executive Director Evaluation Form

Hawaii State Ethics Commission  
Executive Director's Evaluation  
August 20, 2020

Please mark the number that best describes your response to the items below.

**5=Excellent 4=Good 3=Adequate 2=Less than adequate 1=Poor 0=No opinion**

**A. Legal Counsel to Commission**

1. Advises Commissioners on the legal issues and precedents to facilitate informed decision-making.  
Circle one: 5 4 3 2 1 0
2. Ensures Commissioners are aware of both sides of the issue being decided (the pros and cons), including the ramifications/unintended consequences of Commission action.  
Circle one: 5 4 3 2 1 0
3. Informs Commission members regarding any feedback related to the Commission's actions and/or decisions.  
Circle one: 5 4 3 2 1 0
4. Applies ethics and lobbying laws to factual situations in a fair and consistent manner.  
Circle one: 5 4 3 2 1 0

**B. Commission meetings and training**

5. Develops positive, cooperative, and collaborative relationships with Commission members.  
Circle one: 5 4 3 2 1 0
6. Responds to Commission members' inquiries in a timely manner.  
Circle one: 5 4 3 2 1 0
7. Assists Chairperson in conducting meetings effectively.  
Circle one: 5 4 3 2 1 0
8. Responds appropriately to input from Commission members.  
Circle one: 5 4 3 2 1 0

**C. Administration and Enforcement of Chapters 84 and 97, HRS**

9. Oversees, plans, and implements effective complaint investigations regarding possible violations of Chapters 84 and 97, HRS.  
Circle one: 5 4 3 2 1 0
10. Oversees the timely administration and compliance with disclosure requirements under Chapter 84, HRS (financial & gift disclosures, as well as contract notices).  
Circle one: 5 4 3 2 1 0
11. Oversees the timely administration of registration and compliance with filing requirements under Chapter 97, HRS (lobbyists' registration and expenditure & contribution reports).  
Circle one: 5 4 3 2 1 0
12. Oversees enforcement proceedings against individuals who do not comply with the filing requirements of Chapter 84 and 97, HRS including prosecuting or serving as legal counsel to the Commission in contested case hearings.  
Circle one: 5 4 3 2 1 0

Hawaii State Ethics Commission  
Executive Director's Evaluation  
August 20, 2020

**5=Excellent   4=Good   3=Adequate   2=Less than adequate   1=Poor   0=No opinion**

13. Manages resolution of cases in a timely manner, including negotiations based on the facts, the law, and the Commission's guidance & objectives.

Circle one:      5      4      3      2      1      0

14. Drafts and/or reviews staff opinion letters, advisory opinions, legal memoranda and other documents related to complaints, investigations, enforcement proceedings, etc.

Circle one:      5      4      3      2      1      0

**D. Education Program**

15. Develops, conducts, and manages education workshops, including mandatory ethics training for state government officials as required by law.

Circle one:      5      4      3      2      1      0

16. Oversees the development, design, and maintenance of the Commission's website.

Circle one:      5      4      3      2      1      0

17. Develops educational materials, including the Commission's newsletter and other publications.

Circle one:      5      4      3      2      1      0

**E. Media**

18. Responds to inquiries from the media in a clear, concise and professional manner, including correcting misstatements about Commission business without violating confidentiality.

Circle one:      5      4      3      2      1      0

19. Monitors the media for commentary related to the work of the Commission and keeps Commission members informed regarding any response/correction/clarification provided to the media.

Circle one:      5      4      3      2      1      0

20. Ensures that any comments to the media are confined to factual and legal matters (as opposed to the Commission's deliberation process).

Circle one:      5      4      3      2      1      0

21. Issues appropriate news releases, commentaries, and letters to the editor as necessary.

Circle one:      5      4      3      2      1      0

**F. Relations with other state and federal agencies and organizations**

22. Maintains professional relations with other state, local, and federal agencies.

Circle one:      5      4      3      2      1      0

23. Maintains professional relations with local and national organizations, such as Common Cause Hawaii, the League of Women Voters, and the Council on Governmental Ethics Laws, to promote ethics and "good government" initiatives.

Circle one:      5      4      3      2      1      0

**G. Legislation**

24. Drafts, edits, and/or reviews legislative testimony; ensures testimony is clear, concise, and professional; also ensures content reflects appropriate depth of discussion.

Circle one:      5      4      3      2      1      0

Hawaii State Ethics Commission  
Executive Director's Evaluation  
August 20, 2020

**5=Excellent 4=Good 3=Adequate 2=Less than adequate 1=Poor 0=No opinion**

25. Understands and actively engages in the legislative process, including initiating and/or supporting desirable changes in the ethics and/or lobbying laws.  
Circle one:      5      4      3      2      1      0
26. Attends legislative hearings, presents testimony, and fields questions from legislators in a clear, concise and professional manner.  
Circle one:      5      4      3      2      1      0
27. Engages with key government decision-makers to support or oppose legislation, as appropriate.  
Circle one:      5      4      3      2      1      0
28. Works collaboratively with community groups and members of the public on legislative matters of common interest.  
Circle one:      5      4      3      2      1      0

**H. Budget and Fiscal Operations**

29. Plans, prepares, and manages Commission's budget, including making appropriate adjustments when needed.  
Circle one:      5      4      3      2      1      0
30. Ensures all fiscal operations of the office, including payroll and procurement of all goods and services, are in accordance with applicable laws.  
Circle one:      5      4      3      2      1      0
31. Negotiates and executes office lease agreements and other agreements and contracts on behalf of the Commission.  
Circle one:      5      4      3      2      1      0

**I. Administration and Management**

33. Written communications are concise, well-organized, and well-reasoned.  
Circle one:      5      4      3      2      1      0
34. Oral communication is clear, effective, and respectful.  
Circle one:      5      4      3      2      1      0
35. Handles conflicts and disagreements with sensitivity and tact.  
Circle one:      5      4      3      2      1      0
36. Demonstrates high standards of integrity and fairness.  
Circle one:      5      4      3      2      1      0
37. Treats everyone with dignity and respect.  
Circle one:      5      4      3      2      1      0
38. Works to develop and foster high morale and positive relationships with staff.  
Circle one:      5      4      3      2      1      0

Hawaii State Ethics Commission  
Executive Director's Evaluation  
August 20, 2020

	5=Excellent	4=Good	3=Adequate	2=Less than adequate	1=Poor	0=No opinion
39. Willing to compromise or change course of action where appropriate.						
Circle one:	5	4	3	2	1	0
40. Possesses team building skills and fosters effective teamwork.						
Circle one:	5	4	3	2	1	0

(form revised August 2020)



SUNSHINE LAW MEETING  
AGENDA ITEM VIII

AKANA v. HAWAII STATE ETHICS COMMISSION AND DANIEL GLUCK,  
CIVIL NO. 18-1-1019-06 (JHA); AKANA v. HAWAII STATE ETHICS COMMISSION,  
CIVIL NO. 19-1-0379-03 (JHA); STATE OF HAWAII, ETHICS COMMISSION v.  
ROWENA AKANA, CIVIL NO. 20-1-0453 (BIA)

Discussion of case status.

The Hawai'i State Ethics Commission may convene an executive session pursuant to Hawai'i Revised Statutes section 92-5(a)(4) to consult with the Commission's attorneys on questions and issues pertaining to the Commission's powers, duties, privileges, immunities, and liabilities.

No attachments.

SUNSHINE LAW MEETING  
AGENDA ITEM IX

EXTENSION OF FINANCIAL DISCLOSURE DEADLINE  
FOR NEWLY ELECTED LEGISLATORS

The Commission will consider extending the filing deadline for newly elected legislators to file their initial financial disclosure statements from December 3, 2020 to February 1, 2021.

Attachment 1: Staff Overview

Attachment 2: Draft Order Regarding Extension of Financial Disclosure Deadline for Newly Elected Legislators

SUNSHINE MEETING  
AGENDA ITEM IX

EXTENSION OF FINANCIAL DISCLOSURE DEADLINE  
FOR NEWLY ELECTED LEGISLATORS

The Commission will consider extending the filing deadline for newly elected legislators to file their initial financial disclosure statements from December 3, 2020 to February 1, 2021.

**STAFF OVERVIEW**

I. Summary

Pursuant to Hawai'i Revised Statutes ("HRS") § 84-17(b)(2), state legislators are required to file an annual financial disclosure between January 1 and January 31 of each year.

In an election year, however, newly elected legislators are required to file their initial financial disclosures within thirty days of being elected to office. HRS § 84-17(b)(3). Thus, for new legislators who are first-time filers, the statute requires them to file their initial disclosures by December 3, 2020, and then file an "annual" financial disclosure one month later, by February 1, 2021.<sup>1</sup>

To minimize the need for consecutive filings and avoid potential confusion, staff recommends that the Commission extend the filing deadline for newly elected legislators to file their initial financial disclosure statements, from December 3, 2020 to February 1, 2021. Extending the deadline would also accommodate the new e-filing system enhancements which are scheduled to launch in early December.

II. Recommendation

Staff recommends that the Commission approve the proposed order and extend the deadline for newly elected legislators to file their initial financial disclosures, from December 3, 2020 to February 1, 2021. The proposed order is attached for the Commission's review and approval.

Recommended Motion: Motion to approve the draft Order Regarding Extension of Financial Disclosure Deadline for Newly Elected Legislators. (Attachment 2).

BYC/ny

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<sup>1</sup> Because January 31, 2021 lands on a Sunday, the filing deadline is extended to the following business day, February 1, 2021.

BEFORE THE HAWAII STATE ETHICS COMMISSION  
STATE OF HAWAII

ORDER REGARDING EXTENSION OF FINANCIAL DISCLOSURE  
DEADLINE FOR NEWLY ELECTED LEGISLATORS

Legislators who were newly elected to office on November 3, 2020 are required to file their initial financial disclosures by December 3, 2020. All legislators are thereafter required to file an annual financial disclosure between January 1 and January 31 of each year.

To minimize the need for consecutive filings following an election year, and in light of new e-filing system enhancements that will be launched in December, the Commission finds good cause to extend the deadline for newly elected legislators to their file initial financial disclosure statements.

Therefore, it is hereby ORDERED as follows:

The deadline for newly elected legislators to file their initial financial disclosures shall be extended from December 3, 2020 to February 1, 2021.

Dated: Honolulu, Hawaii, \_\_\_\_\_, 2020.

HAWAII STATE ETHICS COMMISSION

\_\_\_\_\_  
Ruth D. Tschumy, Chair

\_\_\_\_\_  
Melinda Wood, Vice Chair

\_\_\_\_\_  
Reynard D. Gaulty, Commissioner

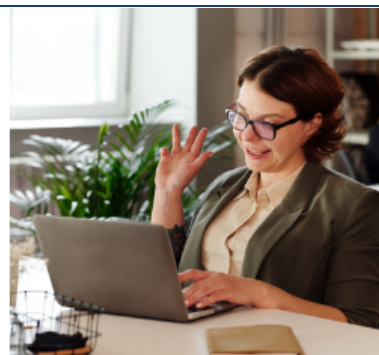
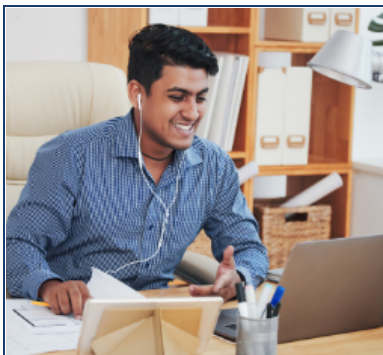
\_\_\_\_\_  
Wesley Fong, Commissioner

Note: There was a vacancy on the Commission when this Resolution was considered.

SUNSHINE LAW MEETING  
AGENDA ITEM X

COGEL 2020 VIRTUAL CONFERENCE SCHEDULE

Attachment 1: COGEL 2020 Virtual Conference Schedule


[COGEL Home](#)
[Conference Home](#)
[Testimonials](#)
[2020 Schedule](#)
[Program Guide](#)
[Register Now](#)

## 2020 Conference Schedule

The sessions are subject to change before the time of conference. Feel free to check this page for the most updated information about the conference schedule.

### LIVE SESSIONS

**December 1, 2020 3:00 PM ET**

*President Welcome  
Plenary Session*

**December 8, 2020 3:00 PM ET**

*Annual Business Meeting*

**December 15, 2020 3:00 PM ET**

*Awards Presentation  
2021 Conference Announcement  
Networking Event*

**Plenary Session - December 1st**

### Voting in Times of Crisis

.....

*The vote is the most powerful instrument ever devised by man for breaking down injustice and destroying the terrible walls which imprison men because they are different from other men. – Lyndon B. Johnson*

When the coronavirus arrived in America and Canada, almost every aspect of life changed: many people continue to work from home, students are engaged in online learning, and (surprise!) most professional conferences were converted into online experiences. As the virus continues to derail normal plans and routines, public health experts predict that a second wave of COVID-19 cases could arrive just in time for the November election.

The pandemic poses significant challenges to those who administer elections: safety at polling locations; mail-in voting coordination and reliability; reduction of polling locations; shortage of poll workers; and an unusually high level of voter participation expected. With a national election quickly approaching, how can voters' confidence in the electoral process be ensured?

The COGEL 2020 live plenary session will analyze these and other issues that impacted the presidential election process this year. Our august panel of elections experts will examine how challenges were addressed, share stories of voting process successes and disappointments, and most importantly, reflect on lessons learned from 2020 regarding voting during crisis times. To ensure a democracy where all voices are heard, how can we apply those lessons to future elections and move forward knowing that, as the late United States Representative John Lewis once said, "The vote is the most powerful nonviolent tool we have."

Virtually join your COGEL colleagues and friends for this riveting and incredibly relevant conversation.

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As Director of Voting and Elections, **Sylvia Albert** works with national staff and Common Cause state offices to press for reforms that expand access to the ballot for eligible voters and promote fair representation in our democracy.



Sylvia brings more than a decade of professional experience in public interest law and public policy campaigns expanding ballot access, reducing barriers to participation, and combating voter intimidation among historically disenfranchised communities. She has also done extensive work on fair housing issues serving as a program analyst and an advisor to the Assistant Secretary for Fair Housing and Equal Opportunity in the Obama Administration.

Sylvia holds a Bachelor of Arts in Political Science from University of California, Berkeley and a Juris Doctor from Georgetown University Law Center.



**Jocelyn Benson** is Michigan's 43rd Secretary of State. In this role she is focused on ensuring elections are secure and accessible, and dramatically improving customer experiences for all who interact with our offices.

Benson is the author of *State Secretaries of State: Guardians of the Democratic Process*, the first major book on the role of the secretary of state in enforcing election and campaign finance laws. She is also the Chair of Michigan's Task Force on Women in Sports, created by Governor Whitmer in 2019 to advance opportunities for women in Michigan as athletes and sports leaders.

A graduate of Harvard Law School and expert on civil rights law, education law and election law, Benson served as dean of Wayne State University Law School in Detroit. When she was appointed dean at age 36, she became the youngest woman in U.S. history to lead a top-100, accredited law school. She continues to serve as vice chair of the advisory board for the Levin Center at Wayne Law, which she founded with former U.S. Sen. Carl Levin. Previously, Benson was an associate professor and associate director of Wayne Law's Damon J. Keith Center for Civil Rights.



**Vanita Gupta** is the President and CEO of The Leadership Conference on Human & Civil Rights. She is an experienced leader and litigator who has devoted her entire career to civil rights work. Most recently, from October 15, 2014, to January 20, 2017, she served as Acting Assistant Attorney General and Head of the U.S. Department of Justice's Civil Rights Division. Appointed by President Barack Obama as the chief civil rights prosecutor for the United States, Gupta oversaw a wide range of criminal and civil enforcement efforts to ensure equal justice and protect equal opportunity for all during one of the most consequential periods for the division.

Under Gupta's leadership, the division did critical work in a number of areas, including advancing constitutional policing and criminal justice reform; prosecuting hate crimes and human trafficking; promoting disability rights; protecting the rights of LGBTQ individuals; ensuring voting rights for all; and combating discrimination in education, housing, employment, lending, and religious exercise. She regularly engaged with a broad range of stakeholders in the course of this work.

Selected high profile matters during her tenure included the investigations of the Ferguson, Baltimore, and Chicago police departments; the appeals of the Texas and North Carolina voter ID cases; the challenge to North Carolina's HB2 law and other transgender rights litigation; enforcement of education, land use, hate crimes, and other statutes to combat Islamophobia and other forms of religious discrimination; the issuance of statements of interest on bail and indigent defense reform, and letters to state and local court judges and administrators on the unlawful imposition of fines and fees in criminal justice system; and the Administration's report on solitary confinement.



**Professor Richard L. Hasen** is Chancellor's Professor of Law and Political Science at the University of California, Irvine. Hasen is a nationally recognized expert in election law and campaign finance regulation, writing as well in the areas of legislation and statutory interpretation, remedies, and torts. He is co-author of leading casebooks in election law and remedies. He is also a CNN Election Law Analyst.

From 2001-2010, he served (with Dan Lowenstein) as founding co-editor of the quarterly peer-reviewed publication, *Election Law Journal*. He is the author of over 100 articles on election law issues, published in numerous journals including the *Harvard Law Review*, *Stanford Law Review* and *Supreme Court Review*. He was elected to The American Law Institute in 2009 and serves as Reporter (with Professor Douglas Laycock) on the ALI's law reform project: *Restatement (Third) of Torts: Remedies*. He also is an adviser on the *Restatement (Third) of Torts: Concluding Provisions*.

## ON DEMAND EVENTS

**December 1, 2020 – December 31, 2020**

*On Demand Sessions*

*Networking Lounge*

*Access to Blue Books, Conference Program Guide, Attendee Lists, and more!*

## Campaign Finance Update - On Demand

The Campaign Finance Update is back and better than ever, just a bit shorter! The first half of this virtual session will focus on major court developments in campaign finance in the U.S. and Canada since the last COGEL conference. This panel will delve into high-profile enforcement actions, cutting edge challenges to campaign finance laws and emerging trends at the local, state, provincial and federal levels. The second half of this always-popular session analyzes the current issues, trends, and innovations in campaign finance legislation and regulation. The panel will weigh in on issues such as foreign money, money laundering, disclosure, and third-party spending. And don't worry, we haven't forgotten the popular COGEL Campaign Finance Blue Books! These comprehensive documents, which compile information provided by COGEL members, will be available on the COGEL website for your reading pleasure!

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**Jason Kaune** is a partner at Nielsen Merksamer Parrinello Gross & Leoni LLP where he leads the firm's political law section. His practice focuses on government ethics, including the election, lobbying disclosure, conflict of interest, gift and gratuity, and campaign finance laws of federal, state and local governments. He is currently the program chair of the American Bar Association's Standing Committee on Election Law and co-chair of the Practising Law Institute's annual conference on Corporate Political Activities. He received his degrees from Yale University, Harvard University's Kennedy School of Government and the University of California Hastings College of the Law. @NMGVLAW



**Megan McAllen** is Senior Legal Counsel, Appellate Litigation at the Campaign Legal Center where she has served since 2011. Megan focuses on campaign finance law and policy and litigates a wide range of cases before state and federal courts across the country. She also has expertise on topics related to government ethics, lobbying and political transparency, and has spoken at conferences and events nationwide on money-in-politics issues. Megan is a graduate of the University of Virginia School of Law (J.D., 2011) and Princeton University (A.B., 2007). She is admitted to practice law in the District of Columbia, the State of California, the Supreme Court of the United States and the U.S. District Court for the District of Columbia. @meganmcallen



**Jacob S. Siler** is Acting Assistant General Counsel for Litigation at the Federal Election Commission. He is a graduate of the Georgetown University Law Center and Clark University.

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**Austin Graham** joined the Campaign Legal Center in August 2016 where he serves as Legal Counsel in the State and Local Reform Program. He concentrates on policy efforts to improve campaign finance regulation and electoral integrity around the country. He also works closely with state and local stakeholders to formulate legislation advancing money-in-politics reform objectives.

Before joining CLC, Austin worked for the Election Law Program at William & Mary Law School, where he oversaw development of an online database of state election codes. During law school, he worked as an extern for the Virginia Department of Elections and Caplin & Drysdale's political law practice group. He also interned for the National Conference of State Legislatures, where his

research focused on state election law.

Austin received his J.D. from William & Mary Law School in 2015, and a B.A. in Political Science from the University of South Carolina in 2012. He is admitted to practice in the District of Columbia and the State of Maryland.



**Darrin Lim** is a partner and co-founder of Politicom Law LLP. His corporate practice exclusively focuses on political law, a niche area dedicated to complying with the patchwork of ethics, campaign finance and lobbying laws that exist throughout the United States. He began his career in politics as the Communications Director for a California state legislator. Before that, he was a television news anchor and reporter. Mr. Lim graduated from the University of Southern California with a B.A. in Broadcast Journalism and Political Science. He graduated with distinction from the University of the Pacific, McGeorge School of Law. @darrinesq



**Neven F. Stipanovic** is the Associate General Counsel at the Federal Election Commission. Mr. Stipanovic oversees the FEC's Policy Division, which counsels the Commission regarding advisory opinions, rulemakings, audits, and other matters requiring interpretation of federal campaign finance law.

Mr. Stipanovic joined the Commission in 2008 as a staff attorney in the Policy Division. In 2016, he was promoted to Acting Assistant General Counsel for Policy, and he became Acting Associate General Counsel for Policy in 2018. He has previously served at the law firms Baker & Hostetler LLP and Barnes, Richardson & Colburn.

Mr. Stipanovic received his B.S., cum laude, in Business Administration at the University of Colorado at Boulder and his J.D. from The George Washington University School of Law. Mr. Stipanovic also studied international economics at the Graduate Institute of International Studies in Geneva, Switzerland.



**Josée Villeneuve** is a contributor to the COGEL Blue Book: 2019 Legislative and Regulatory Campaign Finance Updates and leads our annual discussion of Canadian campaign finance developments.

She is the Senior Director, Political Financing, at Elections Canada, responsible for the administration of the political financing program and the registration of political entities. Ms. Villeneuve holds a law degree from the University of Montréal and a post-graduate degree in management from l'École des Hautes Études Commerciales in Montréal. She is also a Certified Internal Auditor.



An indispensable virtual update for anyone involved with or interested in elections in North America. This panel will explore recent developments in election laws, court challenges, charges laid and judicial decisions in the U.S. and Canada in the past year. Ongoing developments related to modernization, innovation, digital warfare and information integrity will also be summarized and analyzed. Be sure to tune in to this fascinating and utterly timely discussion.

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**Greg Essensa** was appointed Ontario's Chief Electoral Officer (CEO) with the unanimous consent of the Legislature in June 2008. Mr. Essensa has over 30 years of municipal, provincial and international election experience. He began his electoral career as a student, working in the City of Toronto's former election warehouse. Over the years, he took on positions of increasing scope and responsibility, and prior to his appointment as CEO he served as the Director of Elections and Registry Services for the City of Toronto.

Mr. Essensa has advised on municipal elections in British Columbia, Alberta, Quebec and New Brunswick and primary elections in Illinois, North Carolina, Ohio and Texas.

Born and raised in Toronto, Mr. Essensa studied economics at McGill University. @ElectionsON

## Enforcement Update - On Demand

Even in turbulent 2020, investigations and enforcement actions across the country carried on! Hear about this year's most interesting enforcements, leading trends, emerging developments, as well as highlights from the COGEL Enforcement Blue Book. Panelist will also discuss what to expect in the enforcement space in 2021. This panel is invaluable for anyone involved in government investigation and enforcement and available, this year, from the convenience of your own office!

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**Peter Blumberg** is the Deputy Associate General Counsel (Acting) in the FEC's Enforcement Division. He has worked at the FEC for over 20 years in a variety of roles, handling complex investigations and negotiating major settlements. Blumberg has a degree in Economics from the University of Illinois in Champaign-Urbana and is a cum laude graduate of DePaul Law School where he was also an editor of the DePaul Law Review. He has previous work experience at the Commodity Futures Trading Commission and the U.S. Attorney's Office for the Northern District of Illinois.



**Sarah Hartry** is a graduate of the University of Rochester and Boston University Law School. Ms. Hartry worked first as an Assistant District Attorney in Norfolk County, Massachusetts and subsequently with the Massachusetts Attorney General's Office in the Economic Crimes Division. She has been with the Massachusetts Office of Campaign and Political Finance for 15 years and presently serves as the agency's Deputy General Counsel.



**Erin Lama** is a partner with Politicom Law LLP where she guides clients through federal, state and local lobby reporting, campaign finance, "pay-to-play," governmental ethics and conflict of interest matters. Ms. Lama graduated from the University of San Francisco with a B.A. in Pre-Law and Political Science and graduated with distinction from the University of California, Hastings College of the Law.

**Jeffrey Pierce** is the Director of Enforcement & Legal Affairs at the San Francisco Ethics Commission. He previously served the Commission as the Acting Director of Enforcement and Senior Investigator and Legal Analyst.



Mr. Pierce previously served at the Animal Legal Defense Fund as Legislative Counsel and as the Editor-in-Chief & Submissions Editor at the Stanford Journal of Animal Law & Policy. He received his juris doctor from Stanford University Law School and also holds a Master of Divinity in Theology from Yale University as well as bachelor's degrees in biology and Religious Studies from Duke University.

**Galena West** has served as Chief of Enforcement for the Fair Political Practices Commission since June 2015. Prior to her appointment, West spent ten years as Senior Commission counsel in the Enforcement Division, serving as second in command of the division. She has prosecuted some of the most serious violations of the Political Reform Act, ranging from campaign money laundering to conflicts of interest to shadow lobbying. Previous to her extensive work in the Enforcement Division, West served three years in the FPPC's Legal Division. Prior to the FPPC, West worked as a law clerk for the Legal Division of the California Franchise Tax Board, the California Attorney General's Office, Appeals, Writs & Trials Division, and the U.S. Attorney's Office, Civil Division. West received her law degree from the University of California, Davis, King Hall School of Law, and her undergraduate



degree in International Business from California State University, Sacramento. As part of her undergraduate studies, she spent a year studying International Business/European Community Law at Middlesex University in London, England.

## Ethics Update - On Demand

Even if it can't happen in person, the perennially popular Ethics Update will continue to inspire and edify you as we explore ethics happenings and updates. Our two august co-panelists will provide a condensed but thorough review of survey results based on the annual COGEL Bluebook Update. Topics addressed will include new developments in educational initiatives, enforcement actions, recent legislation, litigation and advisory opinions, information technology and financial disclosure. Organizational and "political" challenges, such as budget and staffing issues, will also be analyzed. Tune in for a fascinating review of the past year in the field of ethics and conflicts of interest!

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**Steve Berlin** has served the Chicago Board of Ethics since 1993, first as the Board's Deputy Director and as the Executive Director since 2006, where he has implemented several changes to the City's ethics and campaign financing laws and has advised city employees, officials, lobbyists and contractors on complying with city ethics laws. He previously worked for two law firms, served as Research Attorney for the American Judicature Society, was a Fellow with the Park Ridge Center for Health, Faith and Ethics, and taught Business Ethics and the Arts as an Adjunct Professor at Columbia College Chicago. Mr. Berlin received his J.D. in 1984 from Northwestern University's Pritzker School of Law, and received his B.A. in history, cum laude, from Amherst College in 1980. In 1991, he earned an M.A. in Ethics from the University of Chicago's Divinity School. @ChicagoEthicsBd



**Paul M. Nick** serves as the Executive Director of the Ohio Ethics Commission where he oversees the state-wide responsibilities of the Commission. Mr. Nick joined the Ohio Ethics Commission in 1995 and previously served as the Commission's Chief Investigative Attorney where he supervised the Commission's investigations and as Investigative Counsel. Mr. Nick also served with the Columbus City Attorney's Office as an assistant city prosecutor and assistant city attorney in the civil division. Mr. Nick received his Bachelor of Arts degree in Economics from the University of Illinois and his Juris Doctor from the Ohio State University. @paulincolumbus

## Freedom of Information Update - On Demand

You don't have to be in the FOI field to appreciate this scintillating discussion! COGEL's eminent FOI experts dive deep into a public records dilemma right on time for 2020. How to balance existing laws pertaining to law enforcement agency records and the growing demand for more access to those very records? What to do when statutes, policies, or rules require specific time responses to public records requests in the middle of a pandemic? How to respond to records requests when so many public employees have been working from home? Hear about the challenges, emerging issues, and best practices of freedom of information in an ever-changing environment.

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**Stacie Christensen, J.D.** is a Minnesota licensed attorney, receiving her JD from Hamline School of Law. She has been employed at the Minnesota Department of Administration since 2006. She currently serves on the department's senior leadership team as the agency's Acting General Counsel and Acting Director of Administration's Community Services Division, which includes the Data Practices Office, the Office of Grants Management, the State Demography Center, the Office of the State Archeologist, the Governor's Council on Developmental Disabilities, and Minnesota's STAR program. During Minnesota's response to the Covid-19 pandemic, she is also assisting to oversee the department's Office of State Procurement and Fleet and Surplus Services, while members of the department's senior leadership team are redeployed. She previously served as the Director of the Data Practices Office, where she managed operations and provided technical assistance on data practices, information policy, public records, and open meetings to the public, government, media, and the Legislature. @ADMN\_Minnesota



**Sherry Liang** is Assistant Commissioner, Tribunal Services with the Information and Privacy Commissioner of Ontario. In that capacity she is responsible for the Tribunal Services Department which investigates and resolves access to information appeals and privacy complaints. Before her appointment to this position, Ms. Liang served in various capacities at the IPC and held appointments as a Vice-Chair with the Human Rights Tribunal of Ontario and the Ontario Labour Relations Board. Ms. Liang began her legal career practising labour, administrative law and civil litigation at a Toronto law firm. She received a B.A. (Arts) from Queen's University, and her LL.B. and LL.M. (Administrative Law) from the Faculty of Law, University of Toronto. @sherryliang

**Colleen M. Murphy** is the Connecticut Freedom of Information (FOI) Commission's Executive Director and General Counsel. She has served as Executive Director since December of 2005 when she became the second executive director in the commission's 34 years of existence. She has worked at the FOIC, which is charged with guaranteeing citizens access to public meetings and public records, since 1990 when she began as staff



attorney. Murphy is a graduate of Providence College and Boston College Law School and serves on a number of state, national and international professional and civic organizations.



**Matthew Reed** is a staff attorney for the Connecticut Freedom of Information Commission. The Commission is an adjudicatory body charged with administering and enforcing Connecticut's FOI Act. Attorney Reed serves as hearing officer and drafts recommended decisions for the FOI Commission. Additionally, he represents the Commission before Connecticut's courts.

Prior to his position with the FOI Commission, Matthew served as Chief of Police of the South Windsor, CT police department retiring in 2015 after 28 years of service. He served as the Assistant Director of Public Safety for the University of Connecticut and practiced privately as a labor and employment attorney.

Matt was born and raised in Springfield, Massachusetts and is a veteran of the United States Army. He lives in South Windsor, CT with his wife and five children.

## Lobbying Update - On Demand

This year, COGEL brings you a virtually engaging discussion of key developments affecting lobbying disclosure requirements at the federal, state, provincial, and local levels in Canada and the United States. The traditional two-session Lobbying Update has been compressed into one invaluable review of significant trends in lobbying registration and reporting, a stimulating and timely discussion of federal lobbying circles as well as updates in investigations, increasing compliance reviews, and the growth in lobbyist registries. And don't forget to check out the indispensable COGEL 2020 Lobbying Blue Book on COGEL's website!

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**Nancy Bélanger** was appointed by both houses of Parliament under the Lobbying Act as Commissioner of Lobbying of Canada in 2017. As an independent Agent of Parliament, Commissioner Bélanger is responsible for administering and enforcing the Lobbying Act and maintains a registry of lobbyists to increase the transparency of lobbying activities, foster greater awareness of the Lobbying Act through education and outreach, and enforce compliance with the Lobbying Act and the Lobbyists' Code of Conduct.

She holds a Bachelor of Laws and a Master of Laws from the University of Ottawa. She joined the federal Public Service in 1993 as a Law Clerk with the Federal Court of Canada and previously held positions with the Department of Justice and was Executive Officer to the Chief Justice of the Federal Court. She was also a Senior Legal Advisor with the Immigration and Refugee Board.

In the past decade, she has served in the offices of two Agents of Parliament. In 2007, she joined the senior management team as General Counsel at the Office of the Conflict of Interest and Ethics Commissioner. In July 2013, she became General Counsel and Director of Legal Services for the Office of the Information Commissioner, a position she held until August 2017 when she became Deputy Commissioner, Legal Services and Public Affairs.



**Ken Gross** is a partner at Skadden, Arps, Slate, Meagher & Flom and is known as a nationally renowned authority on campaign law compliance, gift and gratuity rules, lobby registration provisions, and securities laws regulating political activity and municipal securities transactions. As former associate general counsel of the Federal Election Commission (FEC), Mr. Gross headed the general counsel's Enforcement Division and supervised the legal staff charged with the review of the FEC's Audit Division. Mr. Gross has served on the faculty of George Washington University and also at New York University. He often lectures at Georgetown University Law Center, Fordham University School of Law and American University. He received a Bachelor of Arts Degree from the University of Bridgeport and a Juris Doctor from the Emory University School of Law. @SkaddenArps



**Daniel Schwager** is General Counsel to the U.S. Secretary of the Senate. Prior to this position, he was Counsel for Miles & Stockbridge PC in the White Collar and Government Investigations practice. From 2011-2013 Professor Schwager was Chief Counsel and Staff Director of the Committee on Ethics for the US House of Representatives. He also served as Counsel for the Select Committee on Ethics for the US Senate. Previously, Mr. Schwager served in the US Department of Justice in the Criminal Division and the New York County District Attorney's office, where he participated in the public-integrity and public corruption units. He received his BA in Ethical Theory from Bates College and his JD from the New York University School of Law.

## Professional Development - On Demand

### Communication & Diversity: When One Size Does Not Fit All

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*"The problem with communication is the illusion that it has taken place"*  
George Bernard Shaw

Regardless of our respective disciplines, COGEL members seem to have countless stakeholders, both internal and external. Regulators and the regulated community regularly communicate with one another, with lawyers and clients, the legislature and media, and the general public. Some interactions must even include difficult unwelcome or difficult news or advice (picture an executive director discussing a challenging scenario with an elected official).

Understanding how to communicate effectively with diverse groups of people has become priority for the public and the private sectors...but how? Diversity informs not only how we humans perceive ourselves, but also how we perceive others, which impacts how we approach communication.

Join our esteemed guest speaker to explore the complex relationship between communication and diversity from an intergroup communication perspective. Learn how to avoid "speaking for the other" or "fetishizing the other" and develop an increased awareness of how diversity affects communication. If you want new tools to better interact communally in a respectful and effective way, you won't want to miss this outstanding conversation that will both equip and inspire you!

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**Dr. Rasha Ramzy** is a Senior Lecturer in Communication, with teaching emphasis in speech communication and Communication Pedagogy at Georgia State University. Her research uses a critical approach to rhetoric to establish how communication is used to create an 'other', articulate difference, and manifest power. Her dissertation explored the writings of cosmopolitan figures and how those identities negotiate the space between the local and the global. Dr. Ramzy coordinates the department's involvement in the University Honors College and is chair of her department's Cultural Diversity committee and serves as a University Senator.

SUNSHINE LAW MEETING  
AGENDA ITEM XI

MEETING CALENDAR

Discussion of proposed meeting schedule for the remainder of 2020 and 2021.

Attachment 1: Proposed Meeting Calendar, 2021

# 2021 Proposed Meeting Calendar

January						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	MTG FLDR	16
17	18	19	20	MTG	22	23
24	25	26	27	28	29	30
31						

February						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	MTG FLDR	13
14	15	16	17	MTG	19	20
21	22	23	24	25	26	27
28						

March						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	MTG FLDR	13
14	15	16	17	MTG	19	20
21	22	23	24	25	26	27
28	29	30	31			

April						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	MTG FLDR	10
11	12	13	14	MTG	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	MTG FLDR	15
16	17	18	19	MTG	21	22
23	24	25	26	27	28	29
30	31					

June						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	MTG FLDR	11	12
13	14	15	16	MTG	18	19
20	21	22	23	24	25	26
27	28	29	30			

July						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	MTG FLDR	10
11	12	13	14	MTG	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	MTG FLDR	14
15	16	17	18	MTG	20	21
22	23	24	25	26	27	28
29	30	31				

September						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	MTG FLDR	11
12	13	14	15	MTG	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	MTG FLDR	16
17	18	19	20	MTG	22	23
24	25	26	27	28	29	30
31						

November						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	MTG FLDR	13
14	15	16	17	MTG	19	20
21	22	23	24	25	26	27
28	29	30				

December						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	MTG FLDR	11
12	13	14	15	MTG	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## State of Hawaii Holidays

Jan 1	New Year's Day	May 31	Memorial Day	Sep 6	Labor Day
Jan 18	Martin Luther King Day	Jun 11	King Kamehameha Day	Nov 11	Veterans Day
Feb 15	Presidents' Day	Jul 4	Independence Day	Nov 25	Thanksgiving Day
Mar 26	Prince Kuhio Day	Jul 5	Independence Day (obs.)	Dec 24	Christmas Day (obs.)
Apr 2	Good Friday	Aug 20	Statehood Day	Dec 25	Christmas Day
				Dec 31	New Year's Day (obs.)