

## Geraldine Guerrero

---

**From:** GG Campaign Events [info@gutierrezgumataotao.com]  
**Sent:** Friday, October 17, 2014 12:37 PM  
**To:** irish@gftunion.com; joleen@gftunion.com; [REDACTED]  
webmaster@gftunion.com; tfedenko@gftunion.com; gerri@gftunion.com  
**Cc:** Jeffrey [REDACTED]; Gary Gumataotao  
**Subject:** GFT Response  
**Attachments:** GG GFT Response.pdf

Hafa Adai! Please see attached the official Gutierrez Gumataotao Response to the GFT.  
Thank you.

1.



## Gutierrez Gumataotao GFT Response

1. We will order that all agency directors and designees immediately sign all CBAs that have been negotiated and we will immediately execute them as well. Attorney Gumataotao has a proven record for ensuring that the Government of Guam execute and honor all CBAs. We are going to bring back good faith and fair dealing by GovGuam.
2. A Gutierrez Gumataotao Administration will bring the matter of fairness and timelines to the highest levels of government. As such, we will require that monthly status reports from all agencies be submitted to Lt. Governor Gumataotao on every formal grievance and adverse action pending with the agency to ensure that these matters are being handled fairly and in an expeditious manner. Our review of each case will ensure that there is fairness and consistency government-wide in all matters involving grievances and adverse actions. Government employees deserve prompt and fair treatment at all levels.
3. We will work with the Union to develop additional regulations that are consistent with the Public Employee-Management Relations Act so as to set forth timelines and procedures to ensure that an investigation and outcome will be effected in a timely manner.
4. This is a two-part issue. First, the government needs to find creative solutions to the problem of funding compensation for all government employees. Second, we need to take steps to ensure that professional and technical employees such as teachers, librarians and nurses receive compensation that is fair and equitable as well as appropriate to the standard of education and certification. For example, in 2009 the Port Authority of Guam undertook an independent analysis of pay schedules for the certified technical employees there to serve as a basis for fair and equitable compensation. So long as we develop appropriate criteria and can properly fund it, a Gutierrez Gumataotao Administration will work to increase the compensation of all professional and technical government workers. GDOE in particular can and should have a dedicated revenue stream that is independent of government operations so as to ensure that the compensation schedules are paid in full. The Hay Study was inadequate and clearly Eddie Calvo is not interested in taking care of employees and teachers as they are refusing to sign the CBAs. We will bring back good faith and fair dealing in government.
5. The Office of the Lt Governor will require regular reports from the Department of Labor regarding workers compensation claims that are in dispute so as to ensure proper address and payment.

### **Gutierrez Gumataotao 2014**

238 Archbishop Felixberto C. Flores Street, Suite 501 ~ Hagatna, Guam 96910 ~ Phone: 969-7762/63/66/71  
Email: [info@gutierrezgumataotao.com](mailto:info@gutierrezgumataotao.com) ~ [www.gutierrezgumataotao.com](http://www.gutierrezgumataotao.com) ~ [www.facebook.com/GutierrezGumataotao](http://www.facebook.com/GutierrezGumataotao)  
Twitter: @GG4Guam ~ Instagram: gg4guam