

Honolulu, Hawaii

March 24, 2006

RE: S.B. No. 87  
S.D. 2

Honorable Calvin K.Y. Say  
Speaker, House of Representatives  
Twenty-Third State Legislature  
Regular Session of 2006  
State of Hawaii

Sir:

Your Committee on Labor & Public Employment, to which was referred S.B. No. 87, S.D. 2, entitled:

"A BILL FOR AN ACT RELATING TO COLLECTIVE BARGAINING IN PUBLIC EMPLOYMENT,"

begs leave to report as follows:

The purpose of this bill is to assist substitute teachers of the Department of Education (DOE) by:

- (1) Establishing a separate collective bargaining unit for substitute teachers, including part-time substitute teachers working less than one-half of a full-time equivalent position; and
- (2) Providing an option for substitute teachers to join an appropriate and existing bargaining unit.

The Hawaii Government Employees Association, Substitute Teachers Professional Alliance, Inc., and a concerned individual testified in support of this measure. The Department of Human Resources Development offered comments.

Substitute teachers provide a valuable service to the State's educational system. However, these individuals are currently without any form of representation within the public school system. It has been brought to the attention of your Committee that substitute teachers are at times treated differently by



school administrators and their peers depending upon the situation at the public school to which the substitute is assigned. Substitute teachers were also recently forced to file a class action lawsuit to recover back pay from DOE.

Your Committee finds that these problems may have been avoided if substitute teachers had proper representation through a collective bargaining unit. The creation of such a unit for substitute teachers would allow for fair and equal representation and give them the ability to collectively bargain for better working conditions.

As affirmed by the record of votes of the members of your Committee on Labor & Public Employment that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 87, S.D. 2, and recommends that it pass Second Reading and be referred to the Committee on Finance.

Respectfully submitted on  
behalf of the members of the  
Committee on Labor & Public  
Employment,

  
KIRK CALDWELL, Chair



