



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

LATE

RANDY PERREIRA
Executive Director
Tel: 808.543.0011
Fax: 808.528.0922

NORA A. NOMURA
Deputy Executive Director
Tel: 808.543.0003
Fax: 808.528.0922

DEREK M. MIZUNO
Deputy Executive Director
Tel: 808.543.0055
Fax: 808.523.6879

**The Twenty-Fifth Legislature, State of Hawaii
Hawaii State Senate
Committee on Judiciary and Government Operations**

**Testimony by
Hawaii Government Employees Association
February 26, 2009**

**S.B. 1621, S.D. 1 – RELATING TO
COLLECTIVE BARGAINING**

The Hawaii Government Employees Association strongly supports the purpose and intent of S.B. 1621, S.D. 1 which proposes amendments to Chapter 377, HRS (The Hawaii Employment Relations Act), and Chapter 380, HRS (Labor Disputes; Jurisdiction of Courts). The bill allows union certification by signed authorization from the employee; facilitating initial collective bargaining in the private sector; sets civil penalty for unfair labor practices; extends certain authorities to labor organizations representing employees for collective bargaining; and provides for defenses for protected activity in a labor dispute.

The proposed process permits the employees, with a majority of their signatures, to petition to be represented by a union. Currently, an employer does not have to recognize the majority's signatures and can insist on a secret ballot election. The measure will help level the playing field, giving the choice to employees.

The proposed mechanism to facilitate settlement of an initial collective bargaining agreement will prevent efforts by employers to stall negotiations indefinitely. It also provides for a request for conciliation and, ultimately, arbitration to resolve a dispute and for a collective bargaining agreement that will be binding for two years. Further, the measure proposes to codify certain authorities of labor organizations in their representational activities.

Labor unions have a significant role to play in helping our economy recover and restoring the middle class. We strongly support the purpose and intent of the proposed legislation to streamline union certification and give employees a voice at work.

Thank you for the opportunity to testify in support of S.B. 1621, S.D. 1.

Respectfully submitted,

Nora A. Nomura
Deputy Executive Director



LATE

BIA-HAWAII

BUILDING INDUSTRY ASSOCIATION

February 26, 2009

Senator Brian Taniguchi, Chair
Committee on Judiciary and Government Operations
State Capitol, Room 016
Honolulu, Hawaii 96813

RE: Comments on SB 1621 "Relating to Collective Bargaining"

Chair Taniguchi and Members of the Committee on Judiciary and Government Operations:

BIA-Hawaii strongly opposes SB 1621 "Relating to Collective Bargaining" because of the increased burden that it places upon businesses at a time when they can least afford it while giving unions unfair and extraordinary powers and rights.

SB 1621, in §380- Union representation, **allows for secrecy in the collective bargaining** process. Labor organizations can refuse to disclose and prevent any other person from disclosing confidential information and communications in the collective bargaining process, including but not limited to negotiations over labor agreements, investigation and processing over grievances or actions to enforce rights established by contract or statutes on behalf of employees. The section also provides union immunity from actions of the courts, administrative agencies, arbitrators, legislative bodies and other tribunals. This union secrecy provision will hinder a fair collective bargaining process.

Another section in §380- **provides protection against criminal trespass in a labor dispute**. This section provides unions with legal immunity and authorizes unions to engage in criminal conduct if engaging in a labor dispute. Persons who publicize the existence of a labor dispute on pathways, sidewalks and areas adjacent to the entry ways or exits used by customers or employees would not be violating the law if this bill were to pass.

The bill eliminates the employees' right to a secret ballot and is tilted in favor of union certification. The proposed addition of § 377- Facilitation of initial collective bargaining agreements allows and encourages organizers to pressure employees to sign up against their will. The right of freedom of choice would be denied to all workers. The likelihood of greater pressure on employees to vote for union representation is increased if this provision remains in the bill.

This bill includes a "binding arbitration" provision that mandates arbitrators to dictate wages and benefits under a union contract, then deprive workers the chance to vote on that contract.

BIA-Hawaii strongly opposes SB1621, "Relating to Collective Bargaining". We ask that the bill be held.

Thank you for the opportunity to share our comments.

A handwritten signature in cursive script that reads "Karen L. Nakamura".

Chief Executive Officer
BIA-Hawaii



American Income Life Insurance Company

LATE

Daryl Barnett
Director, Public Relations

Senate Bill 1621
Twenty-Fifth Legislatures, 2009
State of Hawaii

Mr. Chairman, Members of the committee, thank you for providing me and American Income Life Insurance Company with the opportunity to comment on State Bill No. 952, "Employee Free Choice Act. My name is Daryl Barnett; I am employed as a director of public relations for American Income life.

American Income life Insurance Company (AIL) and National Income Life Insurance Company (NILCO) is licensed in three countries, the United States of America, New Zealand and Canada. We currently have over 3000 unionized employees internationally, which includes our representatives. Our headquarters for the company is located in the United States of America.

In the State of Hawaii; American Income Life (AIL) has an office with approximately 50 representatives and employees of AIL all who are unionized employees, and work on all Islands. As a company, we are pleased to be able to provide jobs to local residents. As a company we contribute to the State of Hawaii and the community through the payment of taxes. We are a community minded organization, and contribute too many activities in the community. AIL supports the AFL-CIO and unions presentation regarding the proposed amendments to S377, as these amendments in our view would ensure reasonable and responsible laws that would assist in protecting workers interest.

American Income Life is a unionized company, and has been for decades. We thrive as a responsible employer. We continue to expand, and the growth of the organization continues, with continued growth we hire and create more employment opportunities throughout the United States. As an organization we have maximized productivity, negotiated increased wages for our staff and have expanded benefits, and we continue to remain profitable for our stakeholders as a result of our unionized staff. AIL and National Income Life Insurance Company (NILCO) has combined assets of more than \$1.8 billion with more than \$29.3 billion of life insurance in force for working families. This has been accomplished while working with the bargaining agents, (unions) who represent our employees and sales force.

The President and CEO of American Income Life Insurance Company and National Income Life Insurance Company, Mr. Roger Smith was recently quoted as saying. "We believe the Employee Free Choice Act is a smart, fair and good public policy because it protects workers' freedom to form unions. " He went on to Say "What is good for workers is good for business."

American Income Life Insurance Company recognized the importance of unions by holding a majority sign-up, and our results speak volumes about the positive relationship that we have with our employees and representatives.

It is our view; unions are an essential part of a strong democracy and play a crucial roll in America's public and community life. Not only do they give workers a voice on the job and help negotiate fair benefits and wages for their members, but they also use their resources to raise the floor for everyone who works for living. Unions by standing for higher standards for workers, businesses, families, the environment and public safety, have helped to build the middle class and make sure the economy works for everyone.

We believe the proposed amendments presented by the AFL-CIO and Hawaii unions to the legislative body will protect workers. In our view it is an injustice where workers do not have the right to free collective bargaining. It is unfair that 32% of workers lack a collective bargaining agreement one year after voting for union representation. This in our view is due to weak national labor laws.

At AIL we were surprised to learn through a recent Peter Hart post-election survey, that 60% of all voters support this type of legislation. It is our view and is supported historically, that fair collective bargaining agreements have resulted in building a dynamic productive workforce with shared prosperity. We believe in these tough economic times, employers and employees should be sitting at the table together, crafting solutions which support the long-term growth and sustainability for both business and workers.

Today more than ever we need to protect workers as well as the long-term economic interest of American business. It is only logical for businesses to support policies that create a robust middle class, spur economic growth, and create shared prosperity. This type of legislative amendment is good for workers, and ultimately, that is good for our economy.

Thank you

Daryl Barnett
Director Public Relations
American Income Life.
cep

LATE

February 26, 2009

HEARING BEFORE THE
SENATE COMMITTEE ON Judiciary and Government Operations

TESTIMONY ON
SENATE BILL 1621, SD1

Chair Taniguchi and committee members:

My name is Fred Perlak and I am the Vice-President of Research and Business Operations for Monsanto in Hawaii. I ask that you consider my testimony in strong opposition to SB 1621.

My company is part of the corn seed industry here in Hawaii. This industry has grown significantly in Hawaii in recent years, over 40% from 2007 to 2009. We are now the leading agricultural component in the state with over \$146 million in direct spending in Hawaii. It is the faint flicker of light in a darkening and increasingly difficult economy both here in Hawaii and on the mainland.

A big part of our success has been our highly motivated workforce. Everyday, I see how hard everyone works. All of us have demonstrated commitment to our company with dedication, efficiency and a willingness to consistently produce high quality seed. We are proud of our workforce and what we have accomplished. In return, our company provides us with an excellent wage and benefits package, a very safe workplace environment where safety is not compromised and our company's appreciation and respect for employees.

All of the legislation proposed this session to simplify the unionization process has one common theme, the elimination of the secret ballot during the consideration of unionization. I strongly believe our workers have the right to secret ballot, to choose in confidence whether to accept unionization or not. It is their right, a right they have had for decades, a right that has been and should be protected. In a state that prides itself on the protection of the rights of all, I find it wrong and inconsistent that legislation could be adopted that so casually removes the rights of these workers.

Many familiar with the unions do not understand our opposition. Everyone at Monsanto works hard for their pay and our workers should safely and privately, decide whether or not they want to give 2% of their salary for union representation.

When considering this legislation, please consider the rights of our co-workers to choose the issue of unionization safely, privately and secretly. Please do not take that right away. Thank you.

From: Dayna Torngren [dayna0726@yahoo.com]
Sent: Wednesday, February 25, 2009 10:10 PM
To: JGO Testimony
Subject: SB 1621,SD1

LATE

As an HGEA union member and an employee of the State of Hawaii Dept. of Transportation Airports Division Hawaii District, I support this bill.

I have been employed by the state of 17 years and have always supported my union. The union provides a safe haven, so to speak, to employees. The union is our best advocate to our employer.

I have also worked in the private sector for a few years, and although there are benefits to working for a private company, there are also drawbacks. I have worked in the medical field for a good number of years, and from experience I know that when your employer says there will be changes you can believe there will be changes, changes that may not benefit you as an entity to the corporation, an asset, it may only benefit management. I have also worked for a bigger corporation with hundreds of employees. Many times when you are 1 out of a number of hundred people your voice may never be heard.

Each of us working individuals deserve to be part of the company we work for, we all should be able to voice our opinions without fear of retaliation or any other form of harassment. We should feel safe and secure in each position that we hold, without fear of losing our jobs and not having anything to stand up for us.

I support this bill please don't shut it down.

Dayna Torngren

From: Susan Werner [werners002@hawaii.rr.com]
Sent: Wednesday, February 25, 2009 11:03 PM
To: JGO Testimony
Subject: In support of SB1621, SD1

LATE

TO: The Senate Judiciary Committee

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

Aloha. My name is Susan Werner, and I am a public librarian and an HGEA member. I am writing to testify in favor of SB1621 which promotes the right of workers in the private sector to organize for the purpose of collective bargaining.

With union representation, workers gain the right to bargain over wages, hours, and other terms and conditions of employment. They are assured fair treatment in hiring, promotion, and termination practices. Unions fight for better lives for working people. Through collective bargaining agreements, union members enjoy expanded family and medical leave, improved safety and health protections and fair-trade agreements that lift the standard of living for workers all over the world.

By improving working conditions for individual workers and families, unions help build strong communities, too. Studies show states in which many workers have unions also have lower poverty rates, better schools and less crime. Hawaii is one of the states that has benefited from a high ratio of union membership and this opportunity should be expanded and made available to more private sector workers.

Thank you for this opportunity to testify in favor of this measure.

Susan Werner
2923 Lelehuna Pl.
Haiku, HI 96708

From: markhubbard@hawaiiantel.net
Sent: Wednesday, February 25, 2009 5:48 PM
To: JGO Testimony
Subject: labor

LATE

Testimony to the Senate Judiciary Committee February 26, 2009 9:00 a.m.

Re: SB 1621, SD1 relating to Collective Bargaining

Chair Taniguchi, Vice Chair Takamine and members of the committee:

My name is Mark Hubbard and I am Human Resource Management consultant. I respectfully request that you hold SB 1621, SD1.

The entities that will be affected by this measure will increase the likelihood of them not surviving the additional costs, lost productivity, and bureaucratization of the workplace that come with procedures mandated by this measure.

Our state has been focused on sustainability. This measure will undermine our efforts. Simply, unionization will increase the cost of locally produced food and weaken Hawaii's valuable but shrinking agricultural industry.

Also, fundamentally, this measure removes every employee's right to a secret ballot in determining whether to have union representation.

We should be focusing on finding ways to revitalize Hawaii's economy, not hinder it.

For the above reasons, I strongly ask that you hold this bill. Thank you for the opportunity to submit written comments.

LATE

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is Richard Ball and I support SB 1621.

As a public sector employee with collective bargaining, I believe that all employees should have the opportunity to be represented by a union, if they so choose. I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining. Particularly in these difficult economic times, it's important for Hawaii's working people to have the choice to participate in collective bargaining.

Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for the opportunity to testify in support of this measure.

Richard Ball
754 Ekela Ave. #606
Honolulu, HI 96816

From: Terri.L.Yamada@hawaii.gov
Sent: Thursday, February 26, 2009 7:10 AM
To: JGO Testimony
Subject: In Support of : SB 1621, SD1

LATE

Dear Sir(s), Madam(s),

As a former IBM employee, I know first hand the shortfalls of not having a union to represent me. When I started employment with IBM, they promised longevity, meaning, the longer you work for IBM, the better your benefits became. After 30 years, you were promised full medical coverage and a handsome retirement fund.

Well, after 5 years of working there, they started to cut all of those benefits, but reward the upper echelon within IBM obscenely. You know, those multi-million dollar bonuses and stock options. It's the layman that works hard for a company to prosper. I gave 200% to a company I truly believed in.

After 14 years, I was laid-off, not because of performance, but because of the bottom line. Lou Gerstner was going to leave in the first quarter of 2002 and they needed to show higher profitability. And the only way that was possible was to lay off 20,000 employees regardless of performance. Just think, the hard work I did was for naught. It made me feel so used.

Now, working for the State of Hawaii, I truly enjoy my job. I chose to work for the State over three other private firms that my skills are in need of. Specializing in disaster recovery can mean a six-figure salary, but working for another private firm much like IBM no longer appealed to me. The main reason for choosing the State over the private firms was and is, the benefit package. The State may not pay at the scale the private firms can, but the benefit package beats any private firm. Choosing to work for the State was based solely on the benefits presented and having Union representation. **Union representation to help secure those benefits so hard fought for gives me peace of mind.** In turn, I look forward to coming to work, and work hard at my job. To have that kind of security in life, here in the place where they say we pay to live in paradise, is beyond any words I can express.

Here in the United States, without Union representation, we could end up like those workers in other countries, who do not have safe working conditions, equal pay, health benefits, or retirement.

From: Iwa Kaheiki [ikaheiki@yahoo.com]
Sent: Thursday, February 26, 2009 6:56 AM
To: JGO Testimony
Subject: SB 1621

LATE

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is Iwalani Kaheiki and I support SB 1621. I work at Hilo Medical Center and I believe that all employees should have the opportunity to be represented by a union, if they so choose. I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining. Particularly in these difficult economic times, it's important for Hawaii's working people to have the choice to participate in collective bargaining. Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for the opportunity to testify in support of this measure.

Mahalo,
Iwalani Kaheiki

From: Pat Grossman [pgrossma@hawaii.edu]
Sent: Thursday, February 26, 2009 7:50 AM
To: JGO Testimony
Subject: Senate Bill 1621, SD1 (Relating to Collective Bargaining)

LATE

Good morning,

Private sector employees deserve, and should expect, that there will be a secret ballot in determining whether or not they want a union at their work places.

This legislation should not have been submitted and should not be supported.

Pat Grossman
PO Box 704
Hilo, HI

Public employee: University of Hawaii at Hilo

From: Lynell Yuu [lynell_yuu@yahoo.com]
Sent: Thursday, February 26, 2009 7:47 AM
To: Sen. Brian Taniguchi; Sen. Dwight Takamine; Sen. Robert Bunda; Sen. Mike Gabbard; Sen. Clarence Nishihara; Sen. Sam Slom
Cc: JGO Testimony; jfukumoto@hgea.org
Subject: SB 1621; SUPPORT

LATE

I SUPPORT this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining.

My earlier work history was in the private sector and whenever I tried to give my subordinates better pay, working conditions and benefits - I hit many roadblocks. When I tried to get everyone to meet with the owner/boss to discuss a better way - they were afraid that they would be fired or end up with a bad working schedule.

Please do not forsake workers by denying them the ability to make a fair choice on union representation.

I RESPECTFULLY ASK THAT YOU **VOTE IN FAVOR** OF SB 1621.

Thank you.

Lynell Yuu
60 No. Kuakini Street
Honolulu, Hawaii 96817

Lynell Yuu
60 No. Kuakini Street
Honolulu, Hawaii 96817
Lynell_yuu@yahoo.com

LATE

SB1621, SD1: Collective Bargaining - SUPPORT

I SUPPORT this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining.

My earlier work history was in the private sector and whenever I tried to give my subordinates better pay, working conditions and/or benefits - I hit many roadblocks. When I tried to get everyone to meet with the owner/boss to discuss a better way - they were afraid that they would be fired or end up with a bad working schedule.

Please do not forsake workers by denying them the ability to make a fair choice on union representation.

I RESPECTFULLY ASK THAT YOU **VOTE IN FAVOR** OF SB 1621.

Thank you.

From: Leslie_Spencer/KEKAULIKE/HIDOE@notes.k12.hi.us
Sent: Thursday, February 26, 2009 8:07 AM
To: JGO Testimony
Subject: SB 1621 SD1

LATE

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is _Leslie Spencer, Healthaide at King kekaulike Highschool, and I support SB 1621.SD1

As a public sector employee with collective bargaining, I believe that all employees should have the opportunity to be represented by a union, if they so choose. I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining. Particularly in these difficult economic times, it's important for Hawaii's working people to have the choice to participate in collective bargaining.

Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.SD1

Thank you for the opportunity to testify in support of this measure.

Aloha,
Leslie Spencer

From: Madeline Neely [madeline_neely@yahoo.com]
Sent: Thursday, February 26, 2009 8:03 AM
To: JGO Testimony
Subject: re: Support of SB1621

LATE

Chair Taniguchi; Vice-Chair Takamine and members of the committee:

My name is Madeline Neely and I support SB1621.

As a former public sector employee, I believe that all employees should have the opportunity to be represented by a union, if they so choose.

The right to belong to a union gave me the opportunity to have a voice in matters which affected me directly. I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining.

Particularly in these difficult times, it is important for Hawaii's working people to have the choice to participate in collective bargaining.

Please do not forsake workers by denying them the ability to make a fair choice on union representation.

I respectfully request that you vote in favor of SB1621.

Thank you for the opportunity to testify in support of this measure.

Respectfully submitted,

Madeline Neely

From: jan.tokiwa@syngenta.com
Sent: Thursday, February 26, 2009 8:21 AM
To: JGO Testimony
Subject: Opposition to SB 1621 SD1

LATE

Committee Chair,
Senate Committee on Judiciary and Government Operations
Hawaii State Capitol
Brian Tanaguchi, Chair
Dwight Takamine, Vice Chair

Dear Committee Chair,

My family and I lived through the unionization efforts of United Farm Workers - UFW during the 1960-1970's in California. I know first hand how unions intimidate workers. This intimidation includes phone calls at home, threats and confrontations before and after work. Damage to private property and fear for the safety of their families.

I cannot imagine the fear and pain these people will experience if unions are allowed to take a vote by a public show of hands. I shutter to think of what happens to those poor souls who are not sure of the union or are against it. The ability to vote in confidence assures that your decision is **private** to avoid being targeted by any party, union or non-union.

Please protect Hawaii's people from undue harassment and fear. Please help guarantee their privacy, security and safety.

Sincerely,

Jan Oshita-Tokiwa
95-652 Wikao St. F106
Mililani, HI 96789

This message may contain confidential information. If you are not the designated recipient, please notify the sender immediately, and delete the original and any copies. Any use of the message by you is prohibited.

From: Trevina Wiest [wiesttrevina@hotmail.com]
Sent: Thursday, February 26, 2009 8:26 AM
To: JGO Testimony
Subject: Senate Bill 1621, SD1

LATE

I think all people should have the right to join a union without worrying about losing your job and hassessment.
Union protect the rights of the worker.
I worked in private industry and for government with union.
I worked for private company where favoritism was hurting morale and caused much tenision.
Without union protection,I and co worker went to management and suffered retaliation .
When I reported it, management said we knew that was going to happen,did nothing.
Union would have intervned and helped me.
i would still be at that company.
All workers desire to have protection.
Sincerly,
Trevina Wiest

Windows Live™ Hotmail@:...more than just e-mail. [Check it out.](#)

From: Venus_Abihai/CAMPBELL/HIDOE@notes.k12.hi.us
Sent: Thursday, February 26, 2009 8:42 AM
To: JGO Testimony
Subject: SB 1621

LATE

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is Venus M. Abihai and I support SB 1621.

As a public sector employee with a collective bargaining unit. I strongly believe that all employees should have the opportunity to be represented by a union, if they choose to do so. I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining. Particularly in these difficult times, it's important for Hawaii's working people to have the choice to participate in collective bargaining.

Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for the opportunity to testify in support of this measure.

From: t. [ttntl@yahoo.com]
Sent: Thursday, February 26, 2009 8:46 AM
To: JGO Testimony
Subject: support SB 1621

LATE

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is Tina Lee and I support SB 1621.

As a public sector employee with collective bargaining, I believe that all employees should have the opportunity to be represented by a union, if they so choose. I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining. Particularly in these difficult economic times, it's important for Hawaii's working people to have the choice to participate in collective bargaining.

Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for the opportunity to testify in support of this measure.

From: mailinglist@capitol.hawaii.gov
Sent: Thursday, February 26, 2009 8:54 AM
To: JGO Testimony
Cc: aebesuno@hgea.org
Subject: Testimony for SB1621 on 2/26/2009 9:00:00 AM

LATE

Testimony for JGO 2/26/2009 9:00:00 AM SB1621

Conference room: 016
Testifier position: support
Testifier will be present: No
Submitted by: Ann N. Ebesuno
Organization: Individual
Address: 285 Kuhilani Street Hilo, Hawai'i
Phone: (808) 987-3389
E-mail: aebesuno@hgea.org
Submitted on: 2/26/2009

Comments:

From: Carol Llega [carol_llega@yahoo.com]
Sent: Thursday, February 26, 2009 8:31 AM
To: JGO Testimony
Subject: Vote in Favor of Senate Bill 1621

LATE

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is Carol Desamito Llega and I support SB 1621.

As a public sector employee with collective bargaining, I believe that all employees should have the opportunity to be represented by a union, if they so choose. I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in Hawai'i can be traced back to labor unions and collective bargaining. Particularly in these difficult economic times, it's important for Hawai'i's working people to have the choice to participate in collective bargaining.

Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for the opportunity to testify in support of this measure.

Aloha,
Carol D. Llega

-- Many Ways to Say I Love You --

From the very beginning of our lives, we've had a natural need to receive. Without it, we couldn't have grown. We wouldn't have wanted nourishment; we wouldn't have wanted care. And what we must realize is that we do not outgrow this need to receive. Receiving times are for everybody, and so are giving times.

-- Fred Rogers --

From: Dlnaba@dhs.hawaii.gov
Sent: Thursday, February 26, 2009 9:00 AM
To: JGO Testimony
Subject: SB 1621

LATE

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is Derek Inaba and I support SB 1621.

As a public sector employee with collective bargaining, I believe that all employees should have the opportunity to be represented by a union, if they so choose. I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining. Particularly in these difficult economic times, it's important for Hawaii's working people to have the choice to participate in collective bargaining.

Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for the opportunity to testify in support of this measure.

Derek Inaba, M.Ed., C.R.C.
Vocational Rehabilitation & Services for the Blind
PO Box 459
Captain Cook, HI 96704

Ph: (808) 323-0025
Fax: (808) 323-0028
Email: dlnaba@dhs.hawaii.gov

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From: Ramon Mitra [mitrasonmaui@hotmail.com]
Sent: Thursday, February 26, 2009 8:59 AM
To: JGO Testimony
Subject: Testimony for SB 1621

LATE

TESTIMONY for SB 1621

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is Michele Mitra and I support SB 1621.

I believe that all employees should have the opportunity to be represented by a union, if they so choose.

I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining. Particularly in these difficult economic times, it's important for Hawaii's working people to have the choice to participate in collective bargaining.

Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for the opportunity to testify in support of this measure.

Windows Live™ Hotmail@:...more than just e-mail. [Check it out.](#)

From: Card, Patricia [patricia.card@doh.hawaii.gov]
Sent: Thursday, February 26, 2009 9:21 AM
To: JGO Testimony
Subject: SB1621

LATE

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is Patricia Card and I support SB 1621.

As a public sector employee with collective bargaining, I believe that all employees should have the opportunity to be represented by a union, if they so choose. I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining. Particularly in these difficult economic times, it's important for Hawaii's working people to have the choice to participate in collective bargaining.

Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for the opportunity to testify in support of this measure

Patricia Card, H-KISS Supervisor
1350 South King Street, Suite 200
Honolulu, Hawaii 96814
Phone: (808) 594-0066
FAX: (808) 594-0073

From: Kevin Cochran [kcochran2u@gmail.com]
Sent: Thursday, February 26, 2009 10:01 AM
To: JGO Testimony
Subject: SB 1621 Testimony

LATE

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is Kevin Cochran and I support SB 1621.

As a public sector employee with collective bargaining, I believe that all employees should have the opportunity to be represented by a union, if they so choose. I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining. Particularly in these difficult economic times, it's important for Hawaii's working people to have the choice to participate in collective bargaining.

Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for the opportunity to testify in support of this measure.

From: Shorty Cord [litto_tink@hotmail.com]
Sent: Thursday, February 26, 2009 12:08 PM
To: JGO Testimony
Subject: re: Senate Bill 1621

LATE

Chair Taniguchi, Vice Chair Takmine, and members of the Committee:

My name is Tasia-Lyn Cordeiro and I support SB 1621.

As a public sector employee with collective bargaining, I believe that all employees should have the opportunity to be represented by a union, if they so choose. I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining. Particularly in these difficult economic times, it's important for Hawaii's working people to have the choice to participate in collective bargaining.

Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for the opportunity to testify in support of this measure.

Sincerely,
Tasia-Lyn Cordeiro

Windows Live™ Hotmail@...more than just e-mail. [See how it works.](#)

From: Travis Santos [travis.santos@gmail.com]
Sent: Thursday, February 26, 2009 2:15 PM
To: JGO Testimony
Subject: Please vote in favor of SB 1621

LATE

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is Travis Santos and I support SB 1621.

As a public sector employee with collective bargaining, I believe that all employees should have the opportunity to be represented by a union, if they so choose. I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining.

Particularly in these difficult economic times, it's important for Hawaii's working people to have the choice to participate in collective bargaining.

Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for the opportunity to testify in support of this measure.

From: Carrie Luna [sea-luna@hotmail.com]
Sent: Thursday, February 26, 2009 4:03 PM
To: JGO Testimony
Subject: *****SPAM***** RE: Senate Bill 1621

LATE

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is Carrie Luna and I support SB 1621.

As a public sector employee with collective bargaining, I believe that all employees should have the opportunity to be represented by a union, if they so choose.

Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for the opportunity to testify in support of this measure.

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LATE

DATE: February 26, 2009
TO: Senate Committee on Judiciary and Government Operations
FROM: Valerie B. Dionne, Big Island Resident

RE: Testimony for SB 1621, Relating to Collective Bargaining

Dear Chair Taniguchi, Vice Chair Takamine and honorable members the committee:

My name is Valerie B. Dionne and I am writing to you to express my support for SB 1621.

Many of my family members are public employees with collective bargaining rights. I know that the workers' unions fought hard to establish these rights and benefits and even harder to preserve and protect them for the workers. As such, I wholeheartedly agree that all employees should be given the opportunity to "choose" to be represented by a union. I am aware of the coercion, harassment, and even intimidation tactics used by management to deter the employees from forming unions in their company. These tactics can be stressful and cause anxiety for the individual workers making it difficult for them to vote for union membership.

My support for this bill is a support for worker rights. The history of the labor movement has been a vital in shaping the Hawai'i we know and enjoy today. As our nations economic woes grow, we would be wise to remember that strengthening our country begins at here home; in Hawai'i. We must bring back jobs, sent overseas, to America. We must support our American workers. We must support our Hawai'i workers and, passage of this bill would be a significant accomplishment.

In closing, I urge you to please NOT jeopardize workers rights by denying them the opportunity to fairly and freely choose to be represented by a union.

Mahalo for your time and opportunity to testify in support of this measure.

LATE

February 25, 2009

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is LEILANI ROE and I support SB 1621, SD1.

As a public sector employee with collective bargaining, I believe that all employees should have the opportunity to be represented by a union, if they so choose. I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in

Hawaii can be traced back to labor unions and collective bargaining. Particularly in these difficult economic times, it's important for Hawaii's working people to have the choice to participate in collective bargaining.

Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for the opportunity to testify in support of this measure.

From: sharon char [kalohe3@yahoo.com]
Sent: Thursday, February 26, 2009 1:21 PM
To: JGO Testimony
Attachments: stat2920.jpg

LATE

Hello - may be a day late but wanted to send my support for SB1621 for collective Bargaining to be allowed for private sector and reasons are:

- keeps workers here in america rather than overseas
- makes america stronger economically
- protects the workers rights and ambitions
- overall keeps america - america

thank you for your time and efforts in allowing me to submit this testimony.

Respectfully submitted,

Sharon Char

LATE

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is a Debbie Ogata and I support SB 1621.

As a public sector employee with collective bargaining, I believe that all employees should have the opportunity to be represented by a union, if they so choose. I understand there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership. I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining. Particularly in these difficult economic times, it's important for Hawaii's working people to have the choice to participate in collective bargaining. Please do not forsake workers by denying them the ability to make a fair choice on union representation. I respectfully ask that you vote in favor of SB 1621. Thank you for the opportunity to testify in support of this measure.

LATE

Chair Taniguchi, Vice Chair Takamine, and members of the committee:

My name is Doris M. Wada and I support SB 1621.

As a public sector employee with collective bargaining, I believe that all employees should have the opportunity to be represented by a union, if they so choose. I understand that there has been a pattern of coercion and harassment by management, which has made it difficult for workers to vote for union membership.

I support this bill as a means of improving worker rights. Much of what is good in Hawaii can be traced back to labor unions and collective bargaining. Particularly in these difficult times, it is important for Hawaii's working people to have the choice to participate in collective bargaining.

Please do not renounce workers by denying them the ability to make fair choice on union representation. I respectfully ask that you vote in favor of SB 1621.

Thank you for given the opportunity to testify in support of this measure.

From: Miss Shy [mshy69@yahoo.com]
Sent: Thursday, February 26, 2009 9:36 PM
To: JGO Testimony
Subject: Support Bill SB 1621

LATE

I support SB1621, I think it is important to have representation from the union and to be treated fairly without being harrassed by employers

From: Karen Nakamura [khnakamura@msn.com]
Sent: Thursday, February 26, 2009 8:06 PM
To: JGO Testimony
Subject: Testimony for SD 1621, SD1

LATE

I am strongly in favor of Senate Bill 1621, SD1 (Relating to Collective Bargaining), which would give Hawaii's private-sector workers the freedom to join a union without being coerced or harassed by employers.