

TESTIMONY

SCR201



**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

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April 7, 2010

To: The Honorable Dwight Y. Takamine, Chair
and Members of the Senate Committee on Labor

Date: April 8, 2010
Time: 2:45 p.m.
Place: Conference Room 224, State Capitol

From: Darwin L.D. Ching, Director
Department of Labor and Industrial Relations

Comments on S.R. 100 and S.C.R. 201:
Urging the Department of Labor and Industrial Relations to Adopt Rules to
Prohibit Abusive Work Environments.

The Department offers the following comments on S.R. 100 and S.C.R. 201 because it believes, under current law, sufficient protection already exists against workplace violence.

The law already contains numerous prohibitions and protections against harassment. Not only is harassment punishable as an offense under the penal code, Section 711-1106, HRS, but harassment based on being part of a protected class (race, color, sex, sexual orientation, marital status, national origin, ancestry, or disability) may be characterized as unlawful discrimination and is prohibited.

Additionally, the Department's Occupational Safety and Health Division (HIOSH) has section 60-2(a)(3), Hawaii Administrative Rules (HAR), which requires employers to "provide safe work places and practices by elimination or reduction of existing or potential hazards." This rule is the general duty clause that HIOSH has used to cite employers for exposing employees to workplace violence and abusive behavior.

Moreover, the HIOSH has a pamphlet entitled "Preventing Workplace Violence—What you can Do" available in its library and free of charge to all employers and employees.



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The Twenty-Fifth Legislature, State of Hawaii
Hawaii State Senate
Committee on Labor

Testimony by
Hawaii Government Employees Association
April 8, 2010

**S.C.R. 201 – URGING THE DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS TO
ADOPT RULES TO PROHIBIT ABUSIVE
ENVIRONMENTS.**

The Hawaii Government Employees' Association, AFSCME Local 152, AFL-CIO supports the purpose and intent of S.C.R. 201, which calls upon the Department of Labor and Industrial Relations (DLIR) to adopt rules to prohibit abusive work environments. This concurrent resolution also urges DLIR to develop and disseminate information to employers on such environments and the legal consequences of abusive work environments.

Abusive work environments can have serious health effects on targeted employees, including stress, loss of sleep, anxiety, depression, hypertension, and stress-related gastrointestinal disorders. Such environments can also have adverse consequences for employers, in the form of reduced employee productivity, low morale, increases in medical and worker's compensation costs, higher turnover and absentee rates. Eliminating abusive conduct in the workplace is in the best interest of both employers and employees.

Unless targeted employees are subjected to abusive treatment on the basis of a protected class status (race, sex, national origin or age), they are unlikely to have any recourse or redress for such treatment. The proposed rules would help to address that discrepancy and may offer employees an avenue to address and pursue a remedy to workplace abuse.

It has always been our position that employees be afforded a safe and healthy work environment. We appreciate the opportunity to testify in support of S.C.R. 201.

Respectfully submitted,

Nora A. Nomura
Deputy Executive Director

The Twenty-Fifth Legislature
Regular Session of 2010

THE SENATE
Committee on Labor
Senator Dwight Y. Takamine, Chair
Senator Brian T. Taniguchi, Vice Chair

State Capitol, Conference Room 224
Thursday, April 8, 2010; 2:45 p.m.

STATEMENT OF THE ILWU LOCAL 142 ON S.C.R. 201 AND S.R. 100
Urging the Department of Labor and Industrial Relations
to Adopt Rules to Prohibit Abusive Work Environments

The ILWU Local 142 supports adoption of S.C.R. 201 and S.R. 100, which urges the Department of Labor and Industrial Relations to adopt rules to prohibit abusive work environments.

The Department of Labor and Industrial Relations is charged with promoting safe and healthful working environments. One element of such a work environment is a workplace free of harassment and abuse. While we fully understand that defining these terms may present problems and differences of opinion, we believe that the Department should acknowledge that harassment and abuse do exist in the workplace and help to define ways that employers can prevent such negative behavior.

Most, if not all, employers want to ensure a safe and healthful work environment for their employees. They want employees to feel secure at the workplace in order to maximize productivity. The Department would be providing a service to employers by developing rules and guidelines that define abuse and harassment and assist employers with resources for education and counseling.

The ILWU urges adoption of S.C.R. 201 and S.R. 100. Thank you for considering our testimony.

Clayton Yamashiro
POB 2781
Ewa Beach, HI 96706
April 7, 2010

Senate Labor Committee

Senator Dwight Y. Takamine, Chairman
Senator Brian T. Taniguchi, Vice-Chairman
Senator Robert Bunda, Senator Clayton Hee and Senator Sam Slom, Committee
Members

Dear Sirs:

Re: Senate Resolution 100

My name is Clayton Yamashiro and I am here to support this Resolution.

I am Kathleen Yamashiro's husband. These past few years have been filled with anger, frustration and helplessness as I have had to stand by and watch my wife and her health suffer because of her work situation. There has been many days and nights when my wife experiences emotional and physical episodes.

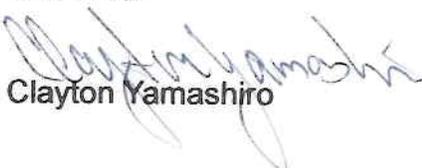
From April 2008 thru December 2008, I took my wife to work, picked her up for lunch and picked her up after work. I also called her at mid-morning always assuring her that she would be okay.

A week after my son, Anthony's passing, my wife called the supervisor to request an extended vacation leave. The supervisor yelled so loud that I heard her through the cell phone five feet away. My wife and I were shocked at this behavior and outburst. How could a person be so insensitive?

I believe that passing this Senate Resolution will help many people who are experiencing Psychological Violence in the Workplace. It would keep management and employees in check.

Thank you for the opportunity to express my concerns and to testify on behalf of this Senate Resolution 100.

Sincerely,


Clayton Yamashiro

Maija L Kemper
5136 Iroquois Ave
Ewa Beach, HI 96706

LABOR COMMITTEE

Senator Dwight Y. Takamine, Chairman

Senator Brian T. Taniguchi, Vice-Chairman

Senator Robert Bunda, Senator Clayton Hee and Senator Sam Slom, Committee Members

Ref: Senate Resolution 100

Relating To Workplace Practices

My name is Maija L Kemper and I have been employed by an Agency since October 2003. In October 2007, I transferred to a place of work closer to my home. My new supervisor gave me work but refused to provide training in a Program that I had not done for several years. I performed the work the best that I could. The Supervisor monitored and checked my work for three months with no complaints. I thought that I was progressing very well.

In the fourth month, the Supervisor called me into her office and accused me of not knowing what I was doing, that I was doing my work wrong, and she was going to transfer me back to my previous place of work. I was shocked; there was no warning. I did not know that she was not happy with my work. This has never happened to me before. Also the supervisor wrote me up for the errors of previous workers. After that incident, I was not able to do my work in a timely manner.

A month after this incident, the Supervisor again called me into her office, closed the door, and started screaming to me again, "You don't know what you are doing, all your work is wrong and I want to get rid of you." After about ten minutes of her screaming, I left her office and told the secretary I was going home sick. I was shaking, crying and not able to do my work that day. I did not return to that workplace, and was transferred back to my previous workplace.

I needed therapy to address my psychological distress. To date, I have not recovered from that incident. Therefore, I am in favor of Senate Resolution 100. I thank you for taking the time to hear my story.

Sincerely,

Maija L Kemper

THE SENATE
THE TWENTY-FIFTH LEGISLATURE
REGULAR SESSION OF 2010

<u>COMMITTEE ON LABOR</u>
Senator Dwight Y. Takamine, Chair
Senator Brian T. Taniguchi, Vice Chair

TESTIMONY OF SUSAN BREININGER

RE: SR100

RELATING TO WORKPLACE PRACTICES

Aloha gentlemen. My name is Susan Breininger and I am testifying in favor of Senate Resolution 100 relating to workplace practices.

I am a retiree from Hawaii State DHS employment after 21 years of service. During that time I witnessed many instances of abusive, bullying, behavior. This took place from supervisors to employees, employees to employees and employees to supervisors. The form it took was anywhere from just yelling to insulting to blatant threatening of employment status. In every instance the workplace environment was severely impacted in a negative manner and productivity of the individual targeted and others affected by it declined markedly. The most egregious aspect of this was that only the most vulnerable individuals were targeted for this abusive treatment. There seemed to be no proscription in the State employment psyche against such behavior.

It is well documented in other spheres of endeavor that abusive, bullying tactics achieve nothing but resentment, ill health and low productivity. In view of the many criticisms the State encounters regarding efficiency I firmly believe that a legislative resolution, such as that proposed by SR100 urging the Department of Labor and Industrial Relations to adopt rules that would protect those injured by abusive, bullying tactics, would bring the issue to the fore, encourage more positive methods and behavior and significantly increase productivity.

Respectfully submitted,

Susan Breininger

Kathleen Yamashiro
POB 2781
Ewa Beach, HI 96706

State of Hawaii Legislature 2010
Labor Committee
Honorable Chairman Dwight Y. Takamine
Honorable Vice-Chairman Brian T. Taniguchi
Honorable Committee Members

Re: Senate Resolution 100

Dear Sirs:

My name is Kathleen Yamashiro and I am here to testify in support of Senate Resolution 100. This Senate Resolution is one that will address Hawaii's workplace to ensure a safe and hostile free environment. I hope this Resolution passes this Legislative Session so that what I have experienced will not happened to anyone else.

I have been employed with an Agency for 26 years. Of the 26 years, 16 years was in the field I am presently in. My yearly Job Performance Reviews has met or exceeded expectations.

In August 2007, I was promoted to another position. A month later, I began experiencing psychological and physical problems due to my Supervisor's management style which included yelling and intimidation. My Supervisor's inappropriate conduct has also had a negative affect on my clients whereby I have had to calm their fears before assisting them.

The last time my supervisor yelled/shouted at me was when my son, Anthony passed away. Anthony passed away unexpectedly at the age of 24 years old on 3/24/09. I took a Vacation Leave of four working days at this end, I called my Supervisor intending to ask for an extended leave till the end of 4/09. My supervisor started yelling/shouting telling me that (I had a lot of work, I had things to do that needed tending to, that she was sorry for my loss but I had to understand that she had a unit to run).

My Supervisor yelled so loud that my husband heard her shouting five feet away from me. We were traumatized and distressed. I returned to work 3 days after my son's funeral. Upon my return to work, my coworkers reported that my work was good and none of my cases needed immediate attention.

At the end of 8/09, on two occasions, my supervisor discussed an issue with me. She raised her voice and spoke with an unkind tone, facial expression and body language. I left the Workplace and could not work for 5 months. I have provided my Administrators

Page 2
Kathleen Yamashiro

with letters from three physicians recommending a transfer to a hostile free work environment; that did not happen.

Employers do provide Seminars and Training on Violence in the Workplace. However, through research, I have found that there are no State laws governing these issues in the workplace. The Laws do protect people based on gender, disability, race, religion or political beliefs or sexual discrimination. There are no laws that prohibit, specifically, inflicting emotional and mental distress, or yelling and shouting or verbal abuse of employees.

There are the Hawaii Revised Statutes 396 and 398. HRS 386-3 talks about injuries covered under Worker's Compensation, personal injury, etc. They are general and vague. I feel that we need to take measures to prevent situations from becoming a Workers Compensation claim.

In closing, I sincerely thank you all for taking the time to hear my concerns and hope that you will find favor in this Senate Resolution 100.

Sincerely,


Kathleen Yamashiro

SENATE LABOR COMMITTEE
Senator Dwight Y. Takamine, Chairman
Senator Brian T. Taniguchi, Vice-Chairman

I SUPPORT SENATE RESOLUTION 100

I was employed at a place where the supervisor yelled, swore, knit picked and lied about me for six years. The supervisor also yelled and swore to other employees; especially if they supported me. If my coworkers corroborated with my story, the supervisor would at any turn, yell, intimidate and harass them. I finally was able to transfer to another job site.

Sorry, I cannot reveal my identity. But, please pass this Resolution because we need some kind of awareness and protection in the Workplace.

Josephine Garcillas
94-011 Waipahu Street, D-112
Waipahu, Hawaii 96797

IN REFERENCE TO SR 100

Dear Senator Dwight Y. Takamine, Chairman and Senator Brian T. Taniguchi, Vice-Chairman:

I was employed at an agency from 2004 thru 2009 as an Office Assistant. During my employment there, I have been mistreated, yelled at, verbally and mentally abused by co-workers and supervisors. I assisted two units and had two supervisors. In one unit I did the accounting and the other unit office clerk. The Department was short staffed with no assistance.

There was an incident when almost half of the office was against Supervisor #1. A letter was circulated for employees to sign in support of getting rid of this supervisor because he did not support them when they made decisions regarding clients. I refused to sign this letter because I did not want to get involved.

A few days later, I was interrogated by Supervisor #1. I told him that there was a letter, I did not read it and I did not sign it. I did not tell him at the time because I felt that it was none of my business. Supervisor #1 told my co-workers that I told him all the details of the letter.

I was approached by Supervisor #2 who yelled at me in front of all the other employees, asking me why I told Supervisor #1 about the letter. Supervisor #2 further yelled and said, "You couldn't just shut up your mouth or just lie about it?" I walked away not saying anything and in tears. I informed another co-worker that I wasn't feeling well and left for home. I was very frustrated and very disturbed. I thought not only did my Supervisor #1 put me in a fire but I was also interrogated like it was all my fault. And he lied about me and put me in a terrible situation with other employees.

Another incident was when I called in sick one morning when Supervisor #2 did not answer the phone. I spoke to another coworker and told her I wasn't feeling well so I was not going to work. A few minutes later, Supervisor #2 called me at home while I was sick in bed. Supervisor #2 asked me why was I at home again. I replied that I called in sick a few minutes ago and did she not get the message. Supervisor #2 said that I was always sick and I need to learn to take care of myself. And that when I am sick there is no one to do the work and the work gets piled up.

I was shocked that Supervisor #2 would call me at home and yell at me. I told Supervisor #2 that I was not feeling well, sick, I did not ask to be sick and I don't want to

be sick; but I was sick. I also told Supervisor #2 that I know that the work gets piled up when I am out sick but what can I do. It is not my fault that Management doesn't support and provide more personnel to help with the work load.

I told Supervisor #2 that I did not like to be called at home to be yelled at and spoken to in an abusive manner. Supervisor #2 again reminded me that I needed to take care of myself. I hung the phone up on her because I was so upset.

When I returned to work, I informed the Administrator. Supervisor #2 acted as if nothing was wrong with what she did. The Administration did not do anything about the incident.

My coworkers reported to me after Supervisor #2 called me at home and talked to me. She came out of her office and in the middle of the main office spoke loud and announced to all the employees, that I was out sick again and that if I was out sick for personal reasons, I should just quit! Because I have been abused and mistreated, I was lucky that I could transfer to another Department.

I am therefore, more that 100% in support of Senate Resolution 100.

Should you have any questions or concerns, please feel free to contact me at the above address. Mahalo!

Sincerely,

Josephine Garcillas

THE HOUSE OF REPRESENTATIVES
TWENTY FIFTH LEGISLATURE 2010
STATE OF HAWAII

LABOR COMMITTEE

Chairman, Vice Chair and Members of the Committee:

This online testimony is in support of HB2473 regarding "Creating A Safe Work Environment." From 1994 through 1996, I was employed at the Department of Human Services (DHS) Waiakamilo Offices, working for the Foster Home Certification Unit, where it was necessary for me to file a complaint with the Civil Rights Office of that Department.

Being new to that work unit, I was immediately told by a senior member there that, "Remember, you are at the bottom of the totem pole," by a person who never knew me, never met me previously. I honestly thought she was joking, so I laughed and went along with what I believed to be "office humor." As the days and weeks went on however, I began to understand that this person, for whatever reason seemed to make it her job to antagonize and denigrate me at numerous times.

There was another male working with the unit, with whom unit members talked about and treated more in a sub-human fashion, however for some reason, I was afforded more humane treatment by most of the workplace employees. However, this one individual's statements and comments became increasingly more abusive, saying things like, "Why don't you take off all your clothes so we can paint you blue and you can run around like that," and "Why don't you take off your pants so we can see your penis." There was a social worker there who was the youngest on staff so this individual in front of everyone says, "Why don't you do it with her cause she I think she's a virgin." This is only a sample of the treatment this person provided daily.

The sexual nature of her barbs and put downs was just a sample of negative attitudes and behavior which I tolerated for months, thinking I should just laugh and ignore, but after her statements became more sexual in nature, I decided that this was getting out of hand. I found an attorney who would assist me, then subsequently went to the Civil Rights Office and filed a complaint of sexual harassment. The Civil Rights Office responded immediately and conducted an investigation, interviewing sixteen people in the work place who testified. In the end, it was determined that I was not a victim of sexual harassment, but the case was determined to be "Creating a Hostile Work Environment."

The individual received a consequence of receiving counseling from the unit supervisor which was a big joke after enduring months of abusive treatment from her. A month later I transferred to another State Department and received a promotion, but as I look back, I see that situation as being regrettable. I believe that the State could help its

employees to have better work morale and be more productive employees if there were a system in place which could evaluate not just the employees, but supervisors and those wielding power and authority. I believe the State could create not just a healthier, more productive work environment, but probably save more money spent on sick leave and counseling expenses used by unhappy employees.

I am writing in support of this house bill. I was employed at this one place for 7 yrs. During the 7 yrs. my co-workers for no reason swore, yelled and harassed me. This employee was a friend of the administrator. This employee even threatened to shoot me. I reported the incident to the authorities and administration. My complaints fell on deaf ears. I always came to work on time and did my job. They never came to work on time and never did their job. Thank you for reading this complaint. I wish to remain anonymous.

Thank You

PLEASE SUPPORT THIS STATE OF HAWAII SENATE & HOUSE BILL TO MAKE IT UNLAWFUL FOR PUBLIC GOVERNMENT EMPLOYEES IN MANAGEMENT, AND EMPLOYEES TO INFLICT MENTAL AND EMOTIONAL DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
Clarence Nishikawa	Clarence Nishikawa	571-1152 586-6970	94-065 Looe St Wahiawa HI 96797
Bert Warashino	Bert J. Warsh	586-6970	State Capitol Bldg. Rm 215 Honolulu, HI 96815
Ryan Alamine	Ryan Alamine	(808) 741-5961	1212 Nuuanu Ave #2510 Honolulu HI 96817
Jeanne Nakashima	Jeanne Nakashima	808 699-0264	PO Box 965 Kalahoue, HI 96741
Gregdon Lum	Gregdon Lum	988-7804	3255 Alani Drive Honolulu HI 96822
Cindy Moriz	Cindy Moriz	696-7446	86-557 Halona Rd Waiawae 96792
RAYMOND RIVERA	Raymond Rivera (LOMAKA)	593-9398	1125 Young St, #505 Honolulu HI 96814
Jensen Cary	Jensen Cary	277-3089	1462 Kihuna St #22 Hon HI 96814
Melani Sund	Melani Sund	393-6180	3412 Waiawae Ave, #103 Hon HI 96816
Kimmy Chang	Kimmy Chang	179-5754	1462 Kihuna St #22 Honolulu, HI 96814
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Paulette Tam	Paulette Tam	—	P O Box 4787 Kaneohe 96744
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Matthew D. Rellin	Matthew D. Rellin	387-3986	1570 Hoochaku St Pearl City HI 96782
SUSAN M. SRAVISH	Susan M. Sravish	236-2480	447-079 Kamuhamae Hwy 96744
Arley Nozawa	Arley Nozawa	216-0104	70 Box 679 Kaunawa HI 96730
Joseph Nozawa	Joseph Nozawa	218-8131	70 Box 679 Kaunawa HI 96730
Stephanie-kumi Kawakami	Stephanie-kumi Kawakami	345-1752	95-801 Kipapa Dr Mililani, HI 96789
Shawn Kawakami	Shawn Kawakami	382-9500	↓

PLEASE SUPPORT THIS STATE OF HAWAII SENATE & HOUSE BILL TO MAKE IT UNLAWFUL FOR:
 PUBLIC GOVERNMENT EMPLOYEES IN MANAGEMENT, AND EMPLOYEES TO INFLECT MENTAL AND EMOTIONAL
 DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
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Lora ahu		692-7831	601 Kamohila Blvd #1
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Raymond Nishinjo		692-7842	94-1066 Kapele St. Waipahu HI 96797
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Melody Spencer		692-7830	435 Keolu Dr. Kailua HI 96734
Chae Doctor		692-7845	601 Kamohila Blvd Rm 172 Kapele, HI 96707
Darylene Hayashi		692-7865	601 Kamohila Blvd Rm 172 Kapele HI 96707
Sarah Cox		692-8805	"
Mohala Sumins		277-2099	601 Kamohila Blvd " "
Epenesa R. II.		692-7864	" " " "

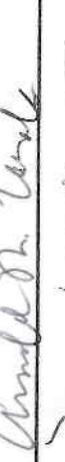
PLEASE SUPPORT THIS STATE OF HAWAII SENATE & HOUSE BILL TO MAKE IT UNLAWFUL FOR:
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 DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
Robert Jones	<i>Robert Jones</i>	266-8901	2412 Aupuni St
James Kokualani	<i>J. Kokualani</i>	368-3059	1617 Aupuni St
Virginia Garcia	<i>Virginia Garcia</i>	330 7494	1617 Aupuni St
Karee Ochi	<i>Karee Ochi</i>	266-0702	2412 Aupuni St
Felisa Velasco	<i>Felisa Velasco</i>	None	1621 Onipaa St
DINAH PAAKE	<i>D. P.</i>	None	1617 Aupuni St
Kenneth Hopkins	<i>Kenneth Hopkins</i>	45-1836	551 Ikaika St
Andrew Young	<i>Andrew Young</i>	207-7556	94-450 Coaa St
Kinda Foster	<i>Kinda Foster</i>	630-8383	2459 Maunaloa St
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Lily Caputo	<i>Lily Caputo</i>	842-6632	1416 Middle St
STELLA Johnson	<i>Stella Johnson</i>	527 0027	PO Box 442 Aiea
Traci Palomo	<i>Traci Palomo</i>	732-5267	4956 Katala Ave
NANCY HARADA	<i>Nancy Harada</i>	781-5603	
Nora Uyehara	<i>Nora Uyehara</i>	284-4848	1212 Nuuanu Ave #509 Honolulu 96817
Catherine Hall	<i>Catherine Hall</i>	988-1903	3270 C-John Road
Melvin Joseph	<i>Melvin Joseph</i>	696-5968	141 Mill Valley
Eileen Hines	<i>Eileen Hines</i>	780-5200	PO Box 146
Lisa Lum	<i>Lisa Lum</i>	615-1840	3553 Makae-Aoa
Dlean Mark	<i>Dlean Mark</i>	946-0366	767 PUMEHANA ST APTD Honolulu 96816

PLEASE SUPPORT THIS STATE OF HAWAII SENATE & HOUSE BILL TO MAKE IT UNLAWFUL FOR:
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 DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
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Jennie Pogi	<i>Jennie Pogi</i>	681-3183	91-1389 Kamahoi St.
Cecilia Pogi	<i>Cecilia Pogi</i>	" "	" "
JAYNAVN VIENA	<i>Jaynavn Viena</i>	232-3048	91-1056 Kaimalie St. #2NS EWA 1470
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Jason Pogi	<i>Jason Pogi</i>	681-3183	91-1389 Kamahoi St. Ewa, HI 96706
LYLIA CAPATI	<i>Lylia C. Capati</i>	681-3049	91-1390 KAMAHOI ST. EWA EWA BEACH
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Dana Abe	<i>Dana Abe</i>	681-3241	91-1409 Kamahoi St. Ewa Beach, HI 96706
Stacy Abe	<i>Stacy Abe</i>	" "	" "
NEVA ANN NAJIM	<i>Neva Ann Najim</i>	" "	" "
Russell Demant-Trent	<i>Russell Demant-Trent</i>	783-7398	91-142 Kamahoi St. Ewa Beach, HI 96706
		387-2191	233 Anapalan Street

PLEASE SUPPORT THIS STATE OF HAWAII SENATE & HOUSE BILL TO MAKE IT UNLAWFUL FOR:
 PUBLIC GOVERNMENT EMPLOYEES IN MANAGEMENT, AND EMPLOYEES TO INFLECT MENTAL AND EMOTIONAL
 DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
Crystal Soares		808-548-8452	911-1047 Kaniuki St Ewa Beach HI 96708
Brenden Vidinha		11	11
Kaulana Aio19		908 699-1202	91-1670 Elenokue Pt
Cyndy Oalindtu		808-233861	94-1125 Hoomatua St 96797
Lynn Ching		None	302 Keolu Drive Kailua 96734
Tamara Ferrer		none	none
Linda Miller		808-2631174	1270 Kelewanua Pl. Kailua HI 96734
Echne Ithata		737-6745	614 12th Ave Hon 96816
Shirley Fukunishi		808 733-2397	94-1030 Lele Ave Pili Waiapapa 96797
Robert Yamamoto		396-5670	359 Kuandale Pt. Hon. 96825
Dean Yoshioka		808-689-6885	91-967 KAPU Ewa beach 96706
Paula Fukunishi		607 8130	94-1030 Lele Ave Pt Waiapapa HI
CLIFFORD MIKAMI		735-8089	5243 ESTHER ST. HONO. HI 96885
Shiroko Miyamoto		594-0318	P.O. Box 97089 Waiapapa 96797
Joseph K. Camacho		752-0434	P.O. Box 706 Volunohi 96785
Randy Kikukimi		225-8726	PO BOX 11254 Hon HI 96828
DIMITRIE ALAMA		542-3756	3465 Waiatai Ave 96816
Arnold M. Tanaka		952-9700	1482 Miliki St. Hon HI 96825
Marsha Yamamoto		547-5130	1717 Matt. Sm. Th #1913 H. HI 96822
Ulaine Negata		220-4358	1247 9th Avenue Hon HI 96816

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 DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
Natasha Sakai		685-4029	91-868 Waiawa Pl Ewa, HI 96706
Trisha Petit			1222 Ekaha Ave #1 Honolulu HI 96816
ROSE SCHAFF		714-228-8117 cell 808-2-78-042	94-1455 WELINA CP WAIPAHU, HI 96797
LAURA BLOOR		354-3503	2551 Kapiolani Honolulu, HI
NITA SAWYER		221-1747	PO BOX 700033 KAPOLEI, HI 96709-0033
Deborah Sebela		392-2686	PO Box 1068 Honolulu HI 96816
GREGG CARY		6887658	1346 KUKUKA ST HOA HI 96818
Olivia Bodun		842-6783	Uma Street Ho. Hawaii 96819
Stevae Vuhuu		222-3379	P.O. Box 75245 Honolulu HI 96836
CARL LAEISS		450-1291	HIS
Michael Alfonso-Cline		489-8121	2209 Uhu St. Honolulu 96819
Michae Maldonado		714-883-2612	94-487 Alapai St Milikuni 96789
CYNTHIA KURASHIGE		258-8455	1006 HOONANI KAE ST. Honolulu 96817
JAMMIE KUWASHIGE		398-3535	1006 HOONANI SETTLEMENT MILIKUNI
MURTH ANDERSON		282-8972	95-269 Waialeale Dr, MILIKUNI
M Tidwell			Kapiolani Blvd. 96826
RICHARD E. SCHAFF JR.		Jr. 678-0401	WAIPAHU, HI 96797
TRACY LOGER ANDERSON		480-0908	912210 E-1 old Flowerier Rd
KIRK BOWEN		833-4713	1121 ALA NADUNANI ST #1802
FREDDIE KELLY		212-3584	1519 KAWALEI ST apt 119

PLEASE SUPPORT THIS STATE OF HAWAII SENATE & HOUSE BILL TO MAKE IT UNLAWFUL FOR PUBLIC GOVERNMENT EMPLOYEES IN MANAGEMENT, AND EMPLOYEES TO INFLECT MENTAL AND EMOTIONAL DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
Editha Cabero	<i>Editha Cabero</i>	(808) 488-9766	99-845 Leialii St. Aiea, HI
AURORA TABIOS	<i>Aurora Tabios</i>	(808) 676-2760	74-1321 Kamehameha St. Waimanalo, HI
Abraam Montgomery	<i>Abraam Montgomery</i>	(808) 489-1390	6255 Ibis Ave. Ewa Beach 96706
Wayne Izumi	<i>Wayne Izumi</i>	(808) 589-6471	45-135 Koko-Paha Pl. 96784
Caroleus Ayala	<i>Caroleus Ayala</i>	(808) 349-4246	91-1197 Kihuna St. Ewa Beach
Bruce Meheala	<i>Bruce Meheala</i>	688-8815	7-125 Miliakuni St. Waimanalo
Magdalena Abardo	<i>Magdalena Abardo</i>	744-4249	84-530 D2 Farrington HWS 96792
SARA TULLA	<i>SARA TULLA</i>	688-4267	87-28 Heleluani St. 96792
MARI CAROLINE	<i>MARI CAROLINE</i>	842-772	941063 Kaaholo St. Waimanalo 96797
GARY CARON	<i>GARY CARON</i>	626-1996	95-1040 KUMAPU ST MILILANI 96709
DUKE PAO	<i>DUKE PAO</i>	989-8672	PO. BOX 513 Mt. View HI
Wendell S. Kovina	<i>Wendell S. Kovina</i>	386-2154	753 Iaukea St. HOLA HI 96713
Wanne V. Soliz	<i>Wanne V. Soliz</i>	953-7421	87-774 Farrington Ave 96792
Richard Soliz	<i>Richard Soliz</i>	953-7615	87-774 Farrington Ave 96792
Whitney Kawata	<i>Whitney Kawata</i>	504 8335453	1464 Ala He-Kila Place 96819
Ewao Abernethy	<i>Ewao Abernethy</i>	808 688 3544	1617 S. BERKELEY DR #105 HON HI 96826
Duane Ige	<i>Duane Ige</i>	(808) 428-3379	99-036 #A Lanilana St. Aiea, HI 96706
JEROME JONES	<i>JEROME JONES</i>	486-1851	" " " "
Denma Lee	<i>Denma Lee</i>	341-3884	525A Kihuna Lane HON 96817
FATHI SHAR	<i>FATHI SHAR</i>	487-2182	97-036 B Lanilana St.

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 DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
Janice Balbas <i>Janice Gonzalez</i>	<i>Janice Balbas</i>	368-8729 <i>(808) 347-1251</i>	91-141 Maliko St. Ewa Beach, HI 96706 <i>91-141 Maliko St. Ewa Beach HI 96706</i>
JANE GONZALEZ	<i>Jane Gonzalez</i>	342-3012	91-1411 MALIKO ST. EWA BEACH
Elsa Gonzalez	<i>Elsa Gonzalez</i>	687-3700	91-1411 Maliko St.
Alberto Gonzalez	<i>Alberto Gonzalez</i>	687-3700	91-1411 Maliko St.
ALBANO JOSEPH	<i>Albano Joseph</i>	230-4116	91-1581 Maliko St 96706
ALBANO DOMINGO J. JOSEPH	<i>Albano Domingo Joseph</i>		
ALBANO JUSTIN	<i>Albano Justin</i>		
ALBANO DONALD	<i>Albano Donald</i>		
Edlerin Peleka'i	<i>Edlerin Peleka'i</i>	687 5380	911630 OIETALA ST. 96706
Luzviminda Martinez	<i>Luzviminda Martinez</i>	699-2044	91-1640 Olehala St. 96706
Elmo F. Martinez	<i>Elmo F. Martinez</i>	699-2044	91-1640 Olehala St. 96706
MARVIC Subiza	<i>Marvic Subiza</i>	744-2372	91-1219 Maunā St. 96706
John R. Phiasiripanyo	<i>John R. Phiasiripanyo</i>	778-8307	91-1315 Kaileloa Dr 96706
L.FERNANDO CUEVA	<i>L.Fernando Cueva</i>	681-3227	91-1711 BURKE ST. EWA BEACH HI 96706
KAI LARSEN	<i>Kai Larsen</i>	783-8667	2121 ATHERTON DR HAW HI 96722
Eden Gamil	<i>Eden Gamil</i>	542-0662	91-132 Puhikani Pl. Ewa Beach 96706
JERRY RANDELS	<i>Jerry Randels</i>	688-1979	91-203 KAYEZO PL Ewa Beach
RALLY S. DECA RAMA	<i>Rally S. DeCa Rama</i>	688-0289	91-1077 CELEGO ST. EWA BEACH 96706
Derek Caravallho	<i>Derek Caravallho</i>	685-6138	91-551 Koihala Pl Ewa Beach 96706

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NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
Yokoyama, MARGARET		808 623 5441	95-1119 Lalai St. Mililani 96789
Summer Martinez		800-200-0789	
Sarah Metoxen			92-7049 Elele St. Kapolei 96707
Myles C. Miyasato		488-8603	99-159 Iwa'iwa Pl. Aiea 96701
JENNIFER BOHNER		488-1988	94195 Kupuna Ln Waikele 96797
VENICE D. COMBES		488-1988	98-433 A East Ocean Rd. E.P. 96706
Milton M. Oshiro		788-1988	98-1726 Aiea St. Aiea, HI 96701
Laurie Sato		448-1988	1577 Ala Moana Blvd. Honolulu HI 96815
Marc K. NIKAMARU		488-1988	2777 Halekai Dr. Honolulu HI 96821
DEANNA CHUN		989-6137	92-980 Puanihi St. 96207
Tape Poi		723-1950	348 Paahale Rd. PMPAS Honolulu HI 96814
Awi Poi		723-1950	348 Paahale Rd.
Jordan Marinelli		590-8752	492 Hibiscus St.
GISLAINI KEOLA		218-0851	1570 DOMINIS Way Aiea HI 96723
LARRY MEECUTCHEN		286-5041	2002 Fern St APT A Honolulu HI 96814
Theresa MeeCutchen		280-4679	2002 Fern St APT A Honolulu HI 96814
TARYN BASS			94-1147 Mopua Ln Waipahu HI
NGEK KUNDU		303-577-9670	
MARK AISHIDA		3301826	1211 Kamaha St. 96814
TOM AERIAL		271-4000	

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NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
TERRI ARMEDIA		433-0580	98-482 PONO ST. AREA 96701
DYAN VACARISA		554-0869	79834 Halekale Ave 96792
MARCELLO ARMEDIA		428-0705	98-482 PONO ST. Area H1 96701
GRACE HELESTKI		626-1846	74-1019 Akeolu Dr. 96789
BARBARA AWANG		383-8567	86360* O Heleou Rd. Waianae 96792
LORENA SOUZA		293701	94-385 ANA LANE WAIHAHU 96797
FLOREI CHANNA		423-1734	3536 Pecky Makai Dr. 96849
NALAISSHA MALAKI		294-4163	WAIKOLE HI 96792 891143 Nanihiahia Pl.
MICHELLE HELEBIANI		852-1180	41-218 Kanehuanakua Pl 96795
WALKER C. ARRIGA		216-2874	87-211 Kuleapuni ST. WAIANAЕ 96792
RAYMOND MARCUS		348-8765	298 Wilking Dr #11513 Waikeolu 96849
LIKE WALSON		846-1691	64 Ohia St
DENI WILSON		707-0961	Waianae, HI 96792
CAROLYN ARAKI		457-0697	74-738 Lumianaw ST HHI 96797
PAT VILLAS		342-8039	1786 Palavoji St 96782
KRIS BAERUNG		232-4789	45-328 WILKINSON AVENUE 96744
MALIA INFIEL		428-1202	386 N. Vineyard Blvd. H1 96795
MAX INFIEL		428-3222	Same Pl
MAXINE INFIEL		550-4179	1309 Queen Emma St. 7-C, H1 96740
EDWARD JORD		808-2410T	1210 Kamele St. #203 H1 96796

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NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
Aloe Ainaloka		306-6462	94-857 awoanaloka ST
SARAH GARDNER		809-2975	94-1023 KATHOLO ST WAIKANAHI HI
DAVID M. GARDNER		504-9405	6229 N. KAHARIKI ST WAIKANAHI HI
Randy Talgeon		630-3266	91-1526 Puhika ST Ewa
Harriet Hunkler		677-7517	94-377 HAWAII ST WAIKANAHI HI
Justin Caspary		723-2775	4060 D Pongaiwili PL
RONNIE TAMPOUN		678-8033	94-352 PUPUNONI PIKE
Alfred P. Vitale		636-8653	199 Dupuy Pl Unit 101 Honolulu HI 98767
BORISLAV NIKOLIC		497-1002	94-1008 HALEKALA AVE. WAIKANAHI HI 96717
SARILE TALAPATE		688-4165	94-911 - ST AWANEI
Faafate'i Sula		487-7102	Aiea HI 96706
TAGARE VILI		320-8684	94-677 HOREAE ST WAIKANAHI HI
Tom Wilson		862-1152	94-422 KOKO ST WAIKANAHI HI
STEVE TOITH		728-2256	94-384 PUPUNONI PIKE
GIN FEALOFAN		450-4947	94-354 PUPUNONI ST WAIKANAHI HI 96717
FALE FRATILI		450-4032	94-457 OREHA ST. HONOLULU HI 96717
Taleni Bula		284 1428	87-208 HOLEPOPO ST WAIKANAHI HI
Alfred E. Dale		496-2494	98-1089 B Kono, Maui HI 96761
Amy L. De la Cruz		486-2484	98-1089 B Kono Maui HI 96761
ABENA 71 TAMPOUN		861-3091	133 LAKEVIEW CIRCLE WAIKANAHI HI 96717

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 DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

NAME [PRINT]	SIGNATURE	PHONE #	ADDRESS
PARKER ROGERS		349-4418	3773 Kamehame Ave. Apt 308 Honolulu HI 96815
Narcisca Doming		887-6302	94-099 Manawa Pl. Waipahu 96797
Akil Ewins		407-9790	99-1622 Puiki Place Honolulu HI
Sanna Gray		380-2850	1081 Manawa Ave #706 Honolulu HI
DONALD McPHEL		284-4559	226 Kalaniana'olani Hwy Honolulu HI
Randy Howard		735-5154	4221 Kamehame Hwy Honolulu HI
Shirley A Fabray		371-8037	74-535 Polina Pl. 96757
Brian Da Costa		561-3438	91-1190 Kanihi St. 96706
Yeoland Tamayo		801-4959	91-1030 Akoko St. 96702
Danielle Yokoyama		753-4763	45-368 Halegani Pl 96744
Shirley Nakamura		851-5014	41-1650 Hamakua Ln Honolulu HI 96745
Ruby Yamada		761-7092	536 Kamehame St Honolulu 96738
Renee Guilermo		295 5407	99844 Kealahou Dr 96701
Nathan Guilermo		295 5406	99844 Kealahou Dr 96701
DAVID TIPTON		955-9335	3607 TROUSSEAU ST 96815
CINDY TIPTON		01	01
Misty Mathias		852-2076	81774 Farrington Hwy
Vernice Marquez		391-5417	87-774 Farrington Hwy
MARY PATIZ		-	PO Box 911244 WAIPIHU
Jean Hood		247-0741	92-743 Pacific Dr

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NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
Shariemur Taea		608-4175	91-1119 Ahong St, Ewa Beach 96706
Luwai MacLoves		353-3511	4-1015 Pukou St. 96715
Keahi Medeiros		808-433-2587	92-680 Aloha St Papalea
Tui Piali		554-1972	94-777 Kama St. Waikeolu
SAGO Tai Jr		654-0594	94-352 Palamoni St.
Jack Ioane		609-6087	91-602 Kulehua St.
Casper R. Seinafo		383-9070	4485C Ewala Way, Ewa Beach, HI
K.J. Palecie		676-8633	94-242 C-501, Secker St.
P. P. P. P.		689-6107	3080 Moku
Kaiser Mathoo		896-4576	1232 Kiana St Apt. 4
Joe Moore		896-4558	1230 Kiana St Apt. 4.
Uaina Valdes		671-1375	94-350 pupponani St Waikeolu
Al King		225-4584	94-577 Heaheea St
Jerminal Spencer		667-9041	79-1064 Pohakupalena St.
Bennielee Spencer		668-9041	891064 Poha Keipakea St.
Adam Vitale		199 Dubuay	28706 Waikeolu
Laurin Paleace		284-2883	94-246 Leeka St Waikeolu 96717
Kalana Barbara		48000	86-347 Kawai Puni St 96792
Sua, Edmar Na		800-2183	87-153-2 Helehu St.
Leleo, Anni		620-3669	P.O. Box 1454

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NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
Kaioniana Luning	<i>Kai Luning</i>	881-0050	P.O. Box 1407 Kapapa HI 96755
Lawrence Sander	<i>Lawrence Sander</i>	808-255-5266	91-733 Makule Rd. #D Ewa Beach 9674
Jessica Sander Luning	<i>Jessica Sander Luning</i>	808-782-7744	" " " " " " " "
Charline Blaw	<i>Charline Blaw</i>	808-220-6881	98-1366 Koahehe Pl. 201 Pe. 96752
Jane Kataru	<i>Jane Kataru</i>	808-457-0985	92-1502 Ahihina Dr. #3 Kapolei
MARY T. ROBERTS	<i>Mary Roberts</i>	(808) 672-7717	92-791 Malcahale Dr Apt #6 Kapolei HI 96707
SEAF CHANG	<i>Seaf Chang</i>	808-693-8989	91-884 Kikia St Kapolei HI 96707
Kwan Pat	<i>Kwan Pat</i>	808-523-8932	30N. Kuni St #2407 Han. HI 96817
Dulvin Rich	<i>Dulvin Rich</i>	690-0590	Nokle Ln. Hanalei 96817
EMILIE SCOTT	<i>Emilie Scott</i>	808-689-3163	91-2012 Hali'oli St #1602. Ewa Beach HI 9702
Chessa Dalenhe	<i>Chessa Dalenhe</i>	808-453-6438	8114 Ahihina St Pelee 96702
Cynthia Alakai	<i>CYNTHIA ALAKAI</i>	860-4730	91-570 KUIKUILOA Pl. 96700
Ample M. Day	<i>Ample M. Day</i>	808-341-5383	91-300 Kaulaolu Way Ewa Beach HI 96707
Timothy Hurd	<i>Timothy Hurd</i>	808-354-8355	91-350 Kawtooluway Pelee 96702
FREDA ADIVA	<i>Freda Adiva</i>	808-953-9299	94-266 Nevaehine St. #60 Ewa Beach HI 96707
Joslyn Tabios	<i>Joslyn Tabios</i>	808-672-3135	90313 Akaka St. Kapolei 96707
KRISTINA PAULÉ	<i>Kristina Paulé</i>	685-1099	91-813 Kaulaolu Place
Anthony Collazo	<i>Anthony Collazo</i>	330-4044	1223 HALA DR Han, HI 96817
Glean Pauok	<i>Glean Pauok</i>	685-1099	91813 Kaulaolu Pl Ewa Beach 96707
Litani Collazo	<i>Litani Collazo</i>	800-782-5833	1223 Hala Dr Han HI 96817

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NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
ADRIENNE FORCES		780917	94135 Poolan Way Napier HI 96797
Shuao Li Luoy		864-3794	310 N. Kane St #8A Wahiawa HI 96794
Sydney Vineya		847-7373	94994 Kupuohi St. apt #2A Wahiawa HI 96794
Alexander Giliaz		699-9928	2240 WILSON ST HON. HI
Flora Jasmin		949-1962	1519 Kaimualii St. Honolulu, HI 96817
Dolly Cruz		677-9472	94-703 Kane St. Wahiawa HI 96797
Alan D. Avillanoza		664-6162	P.O. Box 16305 Honolulu, HI 96816
Hikemaru Tamogawa		664-6162	2825 S. King St #1601
Alan Jasmin		479-6264	91-1769 Lano St. Ewa Beach, HI 96706
Rose Ortiz		487-5854	98-1749 Hapai St. Aiea HI 96701
Eric Hues		349-5405	91-350 Kaula W. Ewa Beach HI 96706
Susan Chao		255-7831	91-365 Aiea Beach Rd 96706
KENNETH ORTIZ		487-5854	98-1749 HAPAKI ST AIEA HI 96701
Denise Larsen		781-3997	1088 Bishop St. #1611, Hon, HI 96813
Matthew B. Cabana		808-9371	94-733 Kalae St. Waiipaho, HI 96797
Piave Kin		206-6390	2442 KUKIHO AVE EWA BEACH HI 96706
Joyce Lynn		368-8986	P.O. Box 861261 Wahiawa
Benjamin Jasmin		848/962	1519 Kaimualii St. 118
Jana Oyler		732-1590	1844 10th AVE. Hon. HI 96816
Yma Jasmin		687-9988	91-1769 LANO ST. EWA 96706

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NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
Eddie Shokabaki	<i>[Signature]</i>		60 W Beretania St
Yuu Shikakata	<i>[Signature]</i>	528-2325	60 N Beretania St
LARRY YEESONG	<i>[Signature]</i>	775-4501	WAIANAE HI 96792
Lambell Kalamu	<i>[Signature]</i>	678-9170	Waipahu, HI 96792
Ellaiver Yeelsong	<i>[Signature]</i>	772-4501	Waianae, HI 96792
RENATO CASUPANG	<i>[Signature]</i>	678-0629	WAIANAE HI 96792
RICHARD MALOHY	<i>[Signature]</i>	478-8262	WAIANAE HI 96792
Gracy Ann Malaki	<i>[Signature]</i>	673-6352	Waianae, HI 96792
Lelandi Nagan	<i>[Signature]</i>	783-4889	89-844 Hebekeke Ave, Waianae 96792
Patricia Sofa	<i>[Signature]</i>	381-4183	85270 Alakae Ma, HI 96792
ALVINA AUONO	<i>[Signature]</i>	545-4966	Waianae HI 96792
Ashly Ajani	<i>[Signature]</i>	646-6552	57941 Hebekeke St Waianae HI 96792
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Darren Albano	<i>[Signature]</i>		
Edwin Carag	<i>[Signature]</i>	218-1927	
LUZ VEE	<i>[Signature]</i>	218-1927	9567 Hoonipo Ct HI 96791

PLEASE SUPPORT THIS STATE OF HAWAII SENATE & HOUSE BILL TO MAKE IT UNLAWFUL FOR:
 PUBLIC GOVERNMENT EMPLOYEES IN MANAGEMENT, AND EMPLOYEES TO INFLECT MENTAL AND EMOTIONAL
 DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

NAME (PRINT)	SIGNATURE	PHONE #	ADDRESS
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Julie Vermeesch	<i>[Signature]</i>	239-9344	47-320A Hui Iua St. 96744
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ARTHUR AWAYA	<i>[Signature]</i>	735-1488	3268 Kilihuae Pl. Hon #1 96816
JARON HANZAWA	<i>[Signature]</i>	398-5180	95-1191 MAKAKA I ST. #52 MILILANI, HI 96789
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HELEN UHARA	<i>[Signature]</i>	(808) 487-2082	
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Thank you for your kokua in eliminating workplace abuse in our government.

Please support this State of Hawaii Senate and House bill to make it unlawful for:

Public Government Employees To Inflict Mental And Emotional Distress, To Intimidate, Harass, Browbeat And/Or Use Verbal Abuse Upon Another Employee

SIGNATURE

ADDRESS

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Michael Kep	1090 Ala Mahanoe St Hon 96819	96819 91-5379

Testimony for SR 100 and SCR 201

Relating to the Adoption of Rules by
the Department of Labor and Industrial Relations
Abusive Work Environments
April 7, 2010

My name is Ann G. (Angie) Tam Sing and I am writing in support of these resolutions. Although I am currently retired, I have seen in my many years of working in Hawaii, instances where others in the workplace were verbally abusive and/or intimidating to another or others with whom they worked or supervised. Often times it was as a result of pressures either in the job or in their personal lives. However, no one should be subjected to another person's inability to control their anger or frustrations, least of all an employee from their immediate supervisor. Please support these resolutions and work to stop this kind of behavior in Hawaii's workplaces.

Thank you for this opportunity to speak to this issue, which I feel is of the utmost importance. If you have any questions, please do not hesitate to contact me. I can be reached via e-mail at: atamsing@hawaii.rr.com

Aloha and Mahalo,

Ann G. (Angie) Tam Sing
865 Kahena St.
Honolulu, HI 96825

THE SENATE
THE TWENTY-FIFTH LEGISLATURE
REGULAR SESSION OF 2010

COMMITTEE ON LABOR
Senator Dwight Y. Takamine, Chair
Senator Brian T. Taniguchi, Vice Chair

TESTIMONY OF SUSAN BREININGER
RE: SR100
RELATING TO WORKPLACE PRACTICES

Aloha gentlemen. My name is Susan Breininger and I am testifying in favor of Senate Resolution 100 relating to workplace practices.

I am a retiree from Hawaii State DHS employment after 21 years of service. During that time I witnessed many instances of abusive, bullying, behavior. This took place from supervisors to employees, employees to employees and employees to supervisors. The form it took was anywhere from just yelling to insulting to blatant threatening of employment status. In every instance the workplace environment was severely impacted in a negative manner and productivity of the individual targeted and others affected by it declined markedly. The most egregious aspect of this was that only the most vulnerable individuals were targeted for this abusive treatment. There seemed to be no proscription in the State employment psyche against such behavior.

It is well documented in other spheres of endeavor that abusive, bullying tactics achieve nothing but resentment, ill health and low productivity. In view of the many criticisms the State encounters regarding efficiency I firmly believe that a legislative resolution, such as that proposed by SR100 urging the Department of Labor and Industrial Relations to adopt rules that would protect those injured by abusive, bullying tactics, would bring the issue to the fore, encourage more positive methods and behavior and significantly increase productivity.

Respectfully submitted,
Susan Breininger