

TESTIMONY

SR 100



**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

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|--|
| <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.

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| Bert Warashino | <i>Bert J. Warashino</i> | 586-6970 | <i>State Capitol Bldg. Rm 215</i> <i>Honolulu, HI 96815</i> |
| Rycin Alamine | <i>Rycin Alamine</i> | (808) 741-5961 | <i>1212 Nuuanu Ave #2510</i> Hon, HI 96817 |
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| Kimmy Chang | <i>Kimmy Chang</i> | 179-5754 | <i>1462 Kihuna St #22</i> <i>Honolulu, HI 96814</i> |
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| Arley Nozawa | <i>Arley Nozawa</i> | 216-0104 | <i>70 Box 679 Kaunawa HI 96730</i> |
| Joseph Nozawa | <i>Joseph Nozawa</i> | 218-8131 | <i>70 Box 679 Kaunawa HI 96730</i> |
| Stephanie-kumi Kawakami | <i>Stephanie-kumi Kawakami</i> | 345-1752 | <i>95-801 Kipapa Dr Mililani, HI 96789</i> |
| Shawn Kawakami | <i>Shawn Kawakami</i> | 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.

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| Dawlyn Marshall | | 692-7932 | " |
| Muriel Ana | | 692-7854 | 95-549 Aarua Corp Mokulani HI 96789 |
| SONJA TUPEA | | 692-7857 | 95-257 Moku Kapele Dr. #189 Kapele HI 96707 |
| Lisa Zablan | | 692-7829 | 45-060 Waialeale-Way Kapele HI 96707 |
| Lora ahu | | 692-7831 | 601 Kamohila Blvd #1 |
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| Ruee Sam Ninkas | | 692-7839 | PO box 598, Aua, HI 96701-0598 |
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| Raymond Nishinjo | | 692-7842 | 94-1066 Kapele St. Waipahu HI 96797 |
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| Sarah Cox | | 692-8805 | " |
| Mohala Sumins | | 277-2099 | 601 Kamohila Blvd " |
| Epenesa R. II. | | 692-7864 | " " " " |


















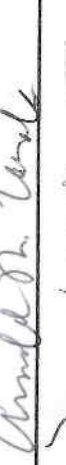


PLEASE SUPPORT THIS STATE OF HAWAII SENATE & HOUSE BILL TO MAKE IT UNLAWFUL FOR:
 PUBLIC GOVERNMENT EMPLOYEES IN MANAGEMENT, AND EMPLOYEES TO INFLECT MENTAL AND EMOTIONAL
 DISTRESS; TO INTIMIDATE, HARASS, BROWBEAT, AND/OR USE VERBAL ABUSE UPON ANOTHER EMPLOYEE.

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| Robert Jones | <i>Robert Jones</i> | 266-8961 | 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 |
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| 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 HI 96816 |

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 |
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| Nelson Tolentino | <i>[Signature]</i> | 681-1154 | 91-1378 Kamahoi St. |
| Elorena Tolentino | <i>[Signature]</i> | 681-1154 | 91-1378 Kamahoi St. |
| CHAYNTEL PARR-LOND | <i>[Signature]</i> | 347-1401 | 94-949 Farrington Hwy |
| Jennie Pogi | <i>[Signature]</i> | 681-3183 | 91-1389 Kamahoi St. |
| Cecilia Pogi | <i>[Signature]</i> | " " | " " |
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| Chasity Pogi | <i>[Signature]</i> | 391-0717 | 91-1389 Kamahoi St. Ewa HI 96706 |
| YVONNE POGI | <i>[Signature]</i> | 636-9667 | 91-1389 KAMAHOI ST 96706 EWA HI |
| Ramona Pogi | <i>[Signature]</i> | 681-3183 | 91-1389 Kamahoi St. Ewa, HI 96706 |
| Jason Pogi | <i>[Signature]</i> | 681-3183 | 91-1389 Kamahoi St. Ewa, HI 96706 |
| LYLIA CAPATI | <i>[Signature]</i> | 681-3049 | 91-1390 KAMAHOI ST. EWA EWA BEACH |
| HUONG POGI | <i>[Signature]</i> | 383-9115 | 91-1390 KAMAHOI ST. HI. |
| ERIC AGUSTIN | <i>[Signature]</i> | 428-3994 | 91-1396 KAMAHOI ST. EWA BEACH, HI 96706 |
| Braithan Hamada | <i>[Signature]</i> | 681-3429 | 91-1404 Kamahoi St. Ewa Beach, HI 96706 |
| Dana Abe | <i>[Signature]</i> | 681-3241 | 91-1409 Kamahoi St. Ewa Beach, HI 96706 |
| <i>[Signature]</i> | <i>[Signature]</i> | " " | " " |
| STEVE ABU | <i>[Signature]</i> | " " | " " |
| NEVIA ANN NACIM | <i>[Signature]</i> | 783-7398 | 91-142 Kamahoi St. Ewa Beach, HI 96706 |
| Russell Demant-Trent | <i>[Signature]</i> | 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 | 91-670 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 | P.O. BOX 11254 Hon HI 96828 |
| Dimite LE ALAMA |  | 542-3756 | 3465 Waiatale 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 PT HOA HI 96818 |
| Olivia Bodun | | 842-6783 | Uma Street Ho. Hawaii 96819 |
| Stacey Vuhum | | 222-3379 | P.O. Box 75245 Honolulu HI 96836 |
| CARL LAEISS | | 450-1291 | HI |
| Michael Alfonso-Cline | | 489-8121 | 2209 Uhu St. Honolulu 96819 |
| Trichae Maldonado | | 714-883-2612 | 94-487 Alapai St Milikani 96789 |
| CYNTHIA KURASHIGE | | 258-8455 | 1006 HOONANI KE ST. Honolulu 96817 |
| Trinnie Kuwahigie | | 398-3535 | 1006 HOONAIKAI ST Honolulu 96817 |
| MURTH ANDERSON | | 282-8972 | 95-269 Waialeale Dr, Mililani |
| M Tidwell | | | Kapiolani Blvd. 96826 |
| RICHARD E. SCHAFF JR. | | Jr. 678-0401 | WAIPAHU, HI 96797 |
| TRACY LOGER ANDERSON | | 480-0908 | 912210 E-1 old Flowering Rd |
| KIRK BOWEN | | 833-4713 | 1121 ALA NADUNANI ST #1802 |
| FREDRIE 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 INFLICT 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-Pohaku 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 |
| Sandra Tulea | <i>Sandra Tulea</i> | 668-4267 | 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 Paoa</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. BERKELEIDA AVE #105 HON HI 96826 |
| Duane Ige | <i>Duane Ige</i> | (808) 428-3379 | 99-036 #A Lanilana St. Aiea, HI 96706 |
| JEROME | <i>Jerome Ige</i> | 486-1851 | " " " |
| Denma Lee | <i>Denma Lee</i> | 341-3884 | 525A Kihuna Lane HON 96817 |
| FaHi Shinar | <i>FaHi Shinar</i> | 487-2182 | 97-036 B Lanilana St. |

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| NAME (PRINT) | SIGNATURE | PHONE # | ADDRESS |
|---|--------------------------------|-----------------------------------|--|
| Janice Balbas <i>Janice Gonzalez</i> | <i>Janice Balbas</i> | 368-8729 <i>(808) 347-1251</i> | 91-1411 Maliko St. Ewa Beach, HI 96706 <i>91-1411 Maliko St. Ewa Beach HI 96706</i> |
| JANE GONZAGA | <i>Jane Gonzaga</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. RAMUS | <i>Albano Domingo J. Ramus</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, MARGAL | | 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. COMBANT | | 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 Dr. Honolulu HI 96815 |
| Marc K. NIKAMARX | | 488-1988 | 2777 Halekai Dr. Honolulu HI 96821 |
| DEANNA CILUN | | 989-6137 | 92-980 Puanihi St. 96207 |
| Tafa Poai | | 723-1950 | 348 Paahale Rd. PMPAS Honolulu HI 96814 |
| Awi Poai | | 723-1950 | 348 Paahale Rd |
| Jordan Marinelli | | 590-8752 | 492 Hibiscus St |
| GISLAINI KEOLA | | 218-0851 | 1570 DOMINIS Ave. Honolulu HI 96822 |
| LARRY MEECUTCHEN | | 286-5041 | 2002 Fern St Apt A Honolulu HI 96826 |
| Theresa Mc Cutchew | | 280-4679 | 2002 Fern St Apt A Honolulu HI 96826 |
| TARYN BASS | | | 94-1147 Mopua Ln Waipahu HI |
| NGEK KUNDU | | 303-577-9670 | |
| MARK AISHIDA | | 3301826 | 1211 Kamaha St. Honolulu HI 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* OHELOA Rd. Waianae 96792 |
| LORENA SOUZA | | 293701 | 94-385 ANA LANE WAIHAHU 96797 |
| FLOREI CHANNA | | 423-1734 | 3536 Peabody Malakoi 96849 |
| NALAISSHA MALAKI | | 294-4163 | WAIKOLE HI 96792 891143 Nanihiahia Pl. |
| MICHELLE HEBERHANI | | 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 WAIKOLE HI 96792 |
| LIKE WALSON | | 846-1691 | 64 Ohi St |
| DENI WILSON | | 707-0961 | Waianae, HI 96792 |
| CAROLYN ARAKI | | 457-0697 | 74-738 LUMIANAW ST HHI 96797 |
| PAT VILLAS | | 392 8039 | 1786 Palavogai St 96782 |
| KRS BAERUNG | | 232-4789 | 45-328 WILKING H. HANALEI 96744 |
| MALIA INFIEL | | 428-1202 | 386 N. Vineyard Blvd. H1 96792 |
| MAX INFIEL | | 428-3222 | Jame TN |
| MAXINE INFIEL | | 550-4179 | 1309 Queen Emma St. 7-C, H1 96740 |
| EDWARD JORD | | 808-2410T | 1210 Kamele St. #203 H1 96792 |

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| NAME (PRINT) | SIGNATURE | PHONE # | ADDRESS |
|------------------|-----------|----------|---|
| Aloe Ainaloka | | 306-6462 | 94-857 awoanaloka ST |
| SARAH LAUREN | | 809-2975 | 94-1023 KATHOLO ST WAIKALO A1 |
| DAVID W. GIBB | | 504-9405 | 6229 N. KAHAKUI ST WAIKALO A1 |
| Randy Talgeon | | 630-3266 | 91-1526 Puhika ST CWT |
| HARVEY HANSEN | | 677-7517 | 94-377 HANSEN ST WAIKALO A1 |
| Justin Caspary | | 723-2775 | 4060 D PONGIINI ST WAIKALO A1 |
| RONNIE TAMURA | | 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. WAIKALO A1 |
| SARILE TALAPATE | | 684-4165 | 94-911 - ST AWANEI |
| Faafate'i Sula | | 487-7102 | Aiea A1 9670 C |
| TAMARA VILI | | 320-8684 | 94-677 HOLEA ST WAIKALO A1 |
| Tom Wilson | | 862-1152 | 94-422 KOKO ST WAIKALO A1 |
| STEVE TOITH | | 728-2256 | 94-384 PUPUNONI ST |
| GIN FUCHS | | 450-4947 | 94-354 PUPUNONI ST WAIKALO A1 |
| FALE FRATILI | | 450-4032 | 94-457 OREHA ST. HONOLULU HI 96797 |
| Taleni Baker | | 284 1428 | 87-208 HOLEA ST WAIKALO A1 |
| ALLEN E. DELE | | 496-2494 | 94-1009 B KONO MAI DR. AIEA 96101 |
| AMY L. DELA CRUZ | | 486-2484 | 98-1089 B KONO MAI DR. AIEA 96101 |
| ABENA 71 TAMURA | | 861-3091 | 133 LAKEVIEW CIRCLE WAIKALO A1 96786 |

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| 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 Puliki Place Honolulu HI |
| Sanna Gray | | 380-2850 | 1081 Manawa Ave #706 Honolulu HI |
| DONALD McPHEL | | 284-4559 | 226 Kalaniana'olaha 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 Kaniiki St. 96706 |
| Yeoland Tamayo | | 801-4959 | 91-1030 Akoko St. 96702 |
| Danielle Yokoyama | | 753-4763 | 45-368 Halekani 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 |
|-------------------|-----------|--------------|-----------------------------------|
| Shariemaw 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 | 94-277 Hanalei H. 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, Keolu 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 puppononi st Waikeolu |
| Al King | | 225-4584 | 94-577 Heaheea St |
| Jerminal Spencer | | 667-9041 | 79-1064 Pohakupalena St. |
| Bennilee Spencer | | 668-9041 | 891064 Pohakupalena 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, Edmarina | | 300-2183 | 87-153-2 Helelu 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 Kapaa 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>Charlene 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 Malca 516 Dr #107 #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 9674 |
| Chessa Dalenhe | <i>Chessa Dalenhe</i> | 808-453-6438 | 8114 Ahihina St Pelee 96742 |
| Cynthia Alakai | <i>CYNTHIA ALAKAI</i> | 860-4730 | 91-570 KUILOLOA PL. 96700 |
| Amelia M. Day | <i>Amelia M Day</i> | 808-341-5383 | 91-300 Kaulaolu Way Ewa Beach HI 96742 |
| Timothy Hurd | <i>Timothy Hurd</i> | 808-354-8355 | 91-350 Kawtooluway Ewa Beach HI 96742 |
| FREDA ADIVA | <i>Freda Adiva</i> | 808-953-9299 | 94-266 Neovakine St. #60 Ewa Beach HI 96742 |
| 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 96742 |
| Litani Collazo | <i>Litani Collazo</i> | 800-782-5833 | 1223 Hala Dr Han HI 96817 |

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| NAME (PRINT) | SIGNATURE | PHONE # | ADDRESS |
|--------------------|-----------|----------|--|
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| Shuao Li Luoy | | 864-3794 | 310 N. Cane 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 |

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 |
|-------------------|--------------------|---------------------|---------------------------------------|
| Eddie Shokabata | <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 | WAIANAHE HI 96792 |
| Lambell Kalamu | <i>[Signature]</i> | 678-9170 | Waipahu, HI 96792 |
| Ellaveer Yeeseong | <i>[Signature]</i> | 772-4501 | Waianae, HI 96792 |
| RENATO CASUPANG | <i>[Signature]</i> | 678-0629 | WAIANAHE HI 96792 |
| RICHARD MALOHY | <i>[Signature]</i> | 478-8262 | WAIANAHE 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 |
| Joseph Roache | <i>[Signature]</i> | 294-0626 | 1889 Kaimanu Ln Honolulu HI 96817 |
| Louella Vidinha | <i>[Signature]</i> | 722-5669 | 94-667 Kooka St Waipahu, HI 96797 |
| ALLEN OSBORN | <i>[Signature]</i> | 256-4264 | 3320 HERBERT ST HI 96815 |
| Ted Shinabekuro | <i>[Signature]</i> | | |
| Rick Shimabukuro | <i>[Signature]</i> | | |
| 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 |
|-------------------|--------------------|----------------|---|
| TRATHANI GAVIRO | <i>[Signature]</i> | (808) 230-1742 | 1000 KAMEHAMEHA HWY #1 B. FOO |
| Jennifer Remywell | <i>[Signature]</i> | 808 942-1552 | 845 University Ave #1203 96826 |
| Kristen Nichols | <i>[Signature]</i> | 285-2508 | 1059 Paukiki St. Kailua 96704 |
| Deneé Simic | <i>[Signature]</i> | 395-5139 | 1654 D Awaee amalee Honolulu 96825 |
| Julie Vermeesch | <i>[Signature]</i> | 239-9344 | 47-320A Hui Iua St. 96744 |
| Sharonee Oubata | <i>[Signature]</i> | 428-3399 | 1430 Luistana St. Apt. 201, Honolulu 96813 |
| Jade Roach | <i>[Signature]</i> | 308-0678 | 3268 Kilihuae Pl. Hon. #1 96810 |
| ARTHUR AWAYA | <i>[Signature]</i> | 735-1488 | 3268 Kilihuae Pl. Hon #1 96816 |
| JARON HANZAWA | <i>[Signature]</i> | 398-5180 | 95-1191 MAKAIKAI ST. #52 MILILANI, HI 96789 |
| EUGENE UEHARA | <i>[Signature]</i> | 487-2082 | 99-036B LAUKIMAS Hgq HI 96701 |
| STEVEN K. YOSHIDA | <i>[Signature]</i> | 808 487-2547 | 98-235 Palao Way, Hon, HI 96701 |
| HELEN UHARA | <i>[Signature]</i> | (808) 487-2082 | |
| CHARISE SHIRONA | <i>[Signature]</i> | 216-0418 | 95-106 HIKUA PL MILILANI 96789 |
| ALFONSO GODISON | <i>[Signature]</i> | 949-3576 | 2317-D-FERN ST. HONOLULU |
| GLEN N RUIJEK | <i>[Signature]</i> | 538-6005 | 2439-Kahuna ave |
| Derrick Nekota | <i>[Signature]</i> | 626 0032 | 95-1008 Kahouua St Waikeolu HI. |
| Audrey Tamahira | <i>[Signature]</i> | 778-4407 | 1511 Nuluanu #49 - 96817 |
| LESTER KAPUNIAI | <i>[Signature]</i> | 2823 932 | 1804 POUAIAWA DRIVE |
| Wendell Ojitanai | <i>[Signature]</i> | 778-6632 | 1523 Kawalei St. 96782 |
| LEYNES C COPPUZ | <i>[Signature]</i> | 737-4446 | 1226 PALOLO AVE HNL, HI 96816-2524 |

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

PHONE

| SIGNATURE | ADDRESS | PHONE |
|--------------------------|-------------------------------------|---------------|
| Carly... | 7269 Koki St. | 497-6499 |
| Ken Tanaka | 5065 Liliu St. | 839-1901 |
| Helen... | 336 Kamekama St. | 395-2017 |
| MK Tanaka | 87133 PRINCESS KAHALO | 389-1852 |
| Akiko... | 2100 Hale St. #2504 | 265-5511 |
| Sina SKON | 1445 Kawabata Hono 96822 | 853-3248 |
| Leann Rank | 2233 Ahu Pi | 734-8396 |
| Oliver... | 3251 Kamekama Pl. | 734-7521 |
| D. Ken Tanaka | 7269 Koki St | 228-5890 |
| SPICE MAKERS | 1785 Makani Ln | 841-0232 |
| B. Ito | P.O. Box 198 P.C. | 781-1869 |
| (Catherine) | P.O. Box 198 P.C. | 71 |
| Silvan Tanaka | 1085 Kalo Pl. Apt 601 | 864-3015 |
| TRACY TANAKA J. Kamekama | 95-1025 ALIANA ST Mililan | 780-2487 |
| Alisa Kawani | 2223 Ahu Pl. | 734-8396 |
| Shelley... | 94-1445 Okupu St., Napaia HI | 932-3718 |
| Jan Tanaka | 99-424 Uwan Dr. Aiea HI 96701 | 351-3582 |
| ... | 99-424 Uwan Dr. Aiea HI 96701 | 351-4470 |
| William... | P.O. BOX 2781 ENAH HI 96706 | 348-3511 |
| ... | 509 Kekupu St Hon HI 96825 | 351-3350 |
| ... | 3342 KULIHINE R. Hon. HI 96816 | 382-9904 |
| ... | 3055B Oahu Ave Hon HI 96822 | 988-8025 |
| ... | 3055B Oahu Ave. Hon HI 96822 | 988-8025 |
| ... | 7531 Lelewa Pl. Hon HI 96825 | 384-2001 |
| ... | 1212 Gruffels Sp. Hon HI 96826 | 275-1071 |
| ... | 4901-12 Kalamanda Hwy, Hon HI 96821 | |
| ... | 716 Paahi St HI Hon HI 96826 | 719-2952 |
| Paula K. Kaneaukawa | P.O. BOX 30058 Hon HI 96820 | 370-1948 |
| Mary... | 1411 Laania Pl Hon HI 96821 | 373-9705 |
| Mary... | 584 Kamaku St Hon HI 96826 | 392-1111 |
| Kare... | 454 Lanika St 96822 | 533-2022 |
| GRACE PETERSON | 91-223, NAMAHOE PL, 96717 | 242-5612 |
| ... | 6600 Kalamanda Hwy HI 96825 | 221-1819 |
| ... | 504 Kuliouou Road 96821 | 521-2992 |
| Jody... | 94-202, HOKULEWA Ct 96789 | 845-2255 |
| Jacqueline... | 91-144 KAMAHI Ct ENAH HI 96706 | |
| Laphere... | P.O. BOX 251 UHANE HI 96792 | |
| 6 Plehratumu | 1380 LUSITANA | 88813 |
| ... | 1380 Lusitana | 96812 |
| ... | 1380 Lusitana St. # 511 | 96813 |
| Michael Kep | 1090 Ala Mahamoe 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