
A BILL FOR AN ACT

RELATING TO COLLECTIVE BARGAINING.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The purpose of this Act is to establish a new
2 collective bargaining unit to represent state law enforcement
3 officers.

4 SECTION 2. Section 89-6, Hawaii Revised Statutes, is
5 amended as follows:

6 1. By amending subsections (a) and (b) to read:

7 "(a) All employees throughout the State within any of the
8 following categories shall constitute an appropriate bargaining
9 unit:

- 10 (1) Nonsupervisory employees in blue collar positions;
11 (2) Supervisory employees in blue collar positions;
12 (3) Nonsupervisory employees in white collar positions;
13 (4) Supervisory employees in white collar positions;
14 (5) Teachers and other personnel of the department of
15 education under the same pay schedule, including part-
16 time employees working less than twenty hours a week
17 who are equal to one-half of a full-time equivalent;



- 1 (6) Educational officers and other personnel of the
2 department of education under the same pay schedule;
- 3 (7) Faculty of the University of Hawaii and the community
4 college system;
- 5 (8) Personnel of the University of Hawaii and the
6 community college system, other than faculty;
- 7 (9) Registered professional nurses;
- 8 (10) Institutional, health, and correctional workers;
- 9 (11) Firefighters;
- 10 (12) Police officers; [~~and~~]
- 11 (13) Professional and scientific employees, who cannot be
12 included in any of the other bargaining units[~~-~~]; and
- 13 (14) State law enforcement officers.

14 (b) Because of the nature of work involved and the
15 essentiality of certain occupations that require specialized
16 training, supervisory employees who are eligible for inclusion
17 in units (9) through [~~(13)] (14) shall be included in units (9)~~
18 ~~through [(13)], (14),~~ respectively, instead of unit (2) or (4)."

19 2. By amending subsection (d) to read:

20 "(d) For the purpose of negotiating a collective
21 bargaining agreement, the public employer of an appropriate



1 bargaining unit shall mean the governor together with the
2 following employers:

3 (1) For bargaining units (1), (2), (3), (4), (9), (10),
4 [~~and~~] (13), and (14), the governor shall have six
5 votes and the mayors, the chief justice, and the
6 Hawaii health systems corporation board shall each
7 have one vote if they have employees in the particular
8 bargaining unit;

9 (2) For bargaining units (11) and (12), the governor shall
10 have four votes and the mayors shall each have one
11 vote;

12 (3) For bargaining units (5) and (6), the governor shall
13 have three votes, the board of education shall have
14 two votes, and the superintendent of education shall
15 have one vote; and

16 (4) For bargaining units (7) and (8), the governor shall
17 have three votes, the board of regents of the
18 University of Hawaii shall have two votes, and the
19 president of the University of Hawaii shall have one
20 vote.

21 Any decision to be reached by the applicable employer group
22 shall be on the basis of simple majority, except when a



1 bargaining unit includes county employees from more than one
2 county. In such case, the simple majority shall include at
3 least one county."

4 SECTION 3. Section 89-7, Hawaii Revised Statutes, is
5 amended by amending subsection (c) to read as follows:

6 "(c) No election shall be directed by the board in any
7 appropriate bargaining unit within which [~~(1)~~-a]:

8 (1) A valid election has been held in the preceding twelve
9 months; [~~or~~-(2)-a]

10 (2) A valid collective bargaining agreement is in force
11 and effect[-]; or

12 (3) The bargaining unit has been established for
13 months or less and is composed of employees currently
14 covered by a valid collective bargaining agreement."

15 SECTION 4. Section 89-11, Hawaii Revised Statutes, is
16 amended by amending subsection (e) to read as follows:

17 "(e) If an impasse exists between a public employer and
18 the exclusive representative of bargaining unit (2), supervisory
19 employees in blue collar positions; bargaining unit (3),
20 nonsupervisory employees in white collar positions; bargaining
21 unit (4), supervisory employees in white collar positions;
22 bargaining unit (6), educational officers and other personnel of



1 the department of education under the same salary schedule;
2 bargaining unit (8), personnel of the University of Hawaii and
3 the community college system, other than faculty; bargaining
4 unit (9), registered professional nurses; bargaining unit (10),
5 institutional, health, and correctional workers; bargaining unit
6 (11), firefighters; bargaining unit (12), police officers; [øæ]
7 bargaining unit (13), professional and scientific employees[÷];
8 or bargaining unit (14), state law enforcement officers, the
9 board shall assist in the resolution of the impasse as follows:

10 (1) Mediation. During the first twenty days after the
11 date of impasse, the board shall immediately appoint a
12 mediator, representative of the public from a list of
13 qualified persons maintained by the board, to assist
14 the parties in a voluntary resolution of the
15 impasse[÷]; and

16 (2) Arbitration. If the impasse continues twenty days
17 after the date of impasse, the board shall immediately
18 notify the employer and the exclusive representative
19 that the impasse shall be submitted to a three-member
20 arbitration panel who shall follow the arbitration
21 procedure provided herein[÷];



1 (A) Arbitration panel. Two members of the
2 arbitration panel shall be selected by the
3 parties; one shall be selected by the employer
4 and one shall be selected by the exclusive
5 representative. The neutral third member of the
6 arbitration panel, who shall chair the
7 arbitration panel, shall be selected by mutual
8 agreement of the parties. In the event that the
9 parties fail to select the neutral third member
10 of the arbitration panel within thirty days from
11 the date of impasse, the board shall request the
12 American Arbitration Association, or its
13 successor in function, to furnish a list of five
14 qualified arbitrators from which the neutral
15 arbitrator shall be selected. Within five days
16 after receipt of such list, the parties shall
17 alternately strike names from the list until a
18 single name is left, who shall be immediately
19 appointed by the board as the neutral arbitrator
20 and chairperson of the arbitration panel[-];
21 (B) Final positions. Upon the selection and
22 appointment of the arbitration panel, each party



1 shall submit to the panel, in writing, with copy
2 to the other party, a final position which shall
3 include all provisions in any existing collective
4 bargaining agreement not being modified, all
5 provisions already agreed to in negotiations, and
6 all further provisions which each party is
7 proposing for inclusion in the final
8 agreement[-];

9 (C) Arbitration hearing. Within one hundred twenty
10 days of its appointment, the arbitration panel
11 shall commence a hearing at which time the
12 parties may submit either in writing or through
13 oral testimony, all information or data
14 supporting their respective final positions. The
15 arbitrator, or the chairperson of the arbitration
16 panel together with the other two members, are
17 encouraged to assist the parties in a voluntary
18 resolution of the impasse through mediation, to
19 the extent practicable throughout the entire
20 arbitration period until the date the panel is
21 required to issue its arbitration decision[-];
22 and



1 (D) Arbitration decision. Within thirty days after
2 the conclusion of the hearing, a majority of the
3 arbitration panel shall reach a decision pursuant
4 to subsection (f) on all provisions that each
5 party proposed in its respective final position
6 for inclusion in the final agreement and transmit
7 a preliminary draft of its decision to the
8 parties. The parties shall review the
9 preliminary draft for completeness, technical
10 correctness, and clarity and may mutually submit
11 to the panel any desired changes or adjustments
12 that shall be incorporated in the final draft of
13 its decision. Within fifteen days after the
14 transmittal of the preliminary draft, a majority
15 of the arbitration panel shall issue the
16 arbitration decision."

17 SECTION 5. This Act does not affect rights and duties that
18 matured, penalties that were incurred, and proceedings that were
19 begun before its effective date.

20 SECTION 6. Statutory material to be repealed is bracketed
21 and stricken. New statutory material is underscored.

22 SECTION 7. This Act shall take effect on July 1, 2030.



Report Title:

Collective Bargaining; State Law Enforcement Officers; BU (14)

Description:

Creates bargaining unit (14) to represent state law enforcement officers. Clarifies that no election shall be directed by the Hawaii labor relations board in any newly created bargaining unit of employees who are currently covered by a valid collective bargaining agreement. Effective July 1, 2030.
(SB1065 HD1)

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