

The Twenty-Sixth Legislature
Regular Session of 2011

LATE

HOUSE OF REPRESENTATIVES
Committee on Labor and Public Employment
Rep. Karl Rhoads, Chair
Rep. Kyle T. Yamashita, Vice Chair

State Capitol, Conference Room 309
Friday, January 28, 2011; 9:00 a.m.

**STATEMENT OF THE ILWU LOCAL 142 ON H.B. 546
RELATING TO CIVIL RIGHTS**

The ILWU Local 142 supports H.B. 546, which prohibits discrimination on the basis of gender identity and expression as a public policy matter and specifically with regard to employment.

The ILWU supports civil rights for all and opposes discrimination in any form. One form of discrimination that is, as yet, not legally recognized or protected against is discrimination based on gender identity or expression. H.B. 546 will rectify this omission and ensure that actual or perceived gender identity or gender related self-image, appearance or expression will not be used to discriminate against anyone, especially in employment. This includes discrimination in hiring as well as on the job.

The most important quality that an employer should be concerned about is the employee's ability to perform the duties of his or her job. Gender identity, appearance or expression should not be a factor.

The ILWU urges passage of H.B. 546. We thank you for the opportunity to provide testimony on this matter.

LATE



JAPANESE AMERICAN CITIZENS LEAGUE

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House Committee on Labor
Friday, January 28, 2011
Hawai'i State Capitol – Room 0309

Testimony in **SUPPORT of HB 546**, Relating to Civil Rights

Dear Chair Rhoads, Vice-Chair Yamashita, and Members of the Committee:

The Japanese American Citizens League (JACL) Honolulu Chapter stands in support of House Bill 546, which protects all people from discrimination in employment on the basis of gender identity or expression.

JACL is the nation's oldest and largest Asian Pacific American civil rights organization with over 20,000 members. Locally our organization has consistently supported efforts to provide equal rights to all citizens. These efforts include ensuring that all workers are protected from discrimination based on gender identity or gender expression.

~~This bill provides protections for all workers. It ensures that a transgender woman, born male, will have the same rights and responsibilities as her co-workers. And it ensures that a heterosexual woman who may prefer wearing pants rather than skirts or dresses will have the same protections as all of her co-workers. No person should be denied a job because an employer does not agree with how a person's gender is expressed through their appearance or behavior.~~

~~It is our responsibility as JACL to make sure that people's civil rights are protected. It was not so long ago that Japanese Americans faced were stereotyped and discriminated against because of their ancestry. This anti-Japanese American sentiment unfortunately impacted others of Asian ancestry as they were. Asian Americans were unjustifiably judged based on appearance.~~

We affirm JACL's mission to "secure and maintain the civil rights of Japanese Americans and all others who are victimized by injustice and bigotry."

JACL thanks you for allowing us to testify in support of HB 546.

Respectfully,

/s/ Liann Ebesugawa
1st Vice President

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yamashita1-----Kristen

From: HRHSF [hrhsf@me.com]
Sent: Friday, January 28, 2011 4:25 AM
To: LABtestimony
Subject: House Committee On Labor & Public Employment, Testimony In "Support" For Bill (HB546)

House Committee On Labor and Public Employment

Thank You, Committee & Chair Rep. Karl Rhoads For Your Time & Consideration

January 28th, 9AM

I, Hector R. Hoyos Jr. Gay & Civil Rights Activist & Victim Of Work Place Discrimination Based On My Sexual Identity/Being.

Support Bill HB546

It's no small wonder that work places for LGBT community members have not always been good, matter a fact. I have noticed since I've been here 7 and 1/2

years that there is an alarming amount of not just harassment of sorts but much gay attacks on people at there job places. My friends tell me here that they have just gotten use to it over the years. I ask them how could you put up with your employer or the employees doing that to them. Most say that because they need there jobs, It's alarming. All the years I have been thru much gay bullying, but have always been able to defend my self or be lucky to just get out of it. Since my later 30's now it has been easier & I have spent many years fighting for peoples civil rights. I helped advocate in Washington D.C. & Baltimore for change and of treatment of LGBT employees have the rights of everyone else. After D.C. & Baltimore I kept going for it. Linking to other cities enlisting, meeting many people that had much more horror then I went thru at that time. Anyway yea put it hate crimes and employee treatment is being dealt with much more aggressive on the mainland. It is time for Hawaii to be at our countries best in providing protections and pathways for LGBT community members to report and deal with there manager or supervisor or other employees harassing, retaliation, threatening, bullying because of a person appearance, sexual identity, there mannerisms, or talking down or degrading some one because of who they are or have become. You on the Committee know what it is like growing up as a child right. For many finding themselves being who they really are and choosing to live there life the way the should. Should not be anyones concern or give any reason for work place violence, harassment, or bullying in the work place. Most of us have enough issues dealing with our own acceptances. No one should have to worry about there jobs if they are faithful good performing honest employee that works hard , if there LGBT or straight, any color or appearance...

Personally for the last 2 years going on longer now I have been involved with a bitter work retaliation, civil rights, sexual identity case with my now ex-emplyer.

A huge California based beer food chain off the newer Lewers St. area in Waikiki. I was a very energetic top employee, always written up by secret shoppers and customers as there best comments and reports, excelled at marketing and coming up with there local promotions. I became Front Desk Trainer quickly and set the standards for many, loved everyone and everyone loved me, loved my job and the big success of this place I worked for. After 2 lady employees reported some very serious issues concerning them and harassment. I was forced to go to Supervisor and report these issue's to him both times, Its my job and well, human I care. I was a supervisor to them also. Not long after I helped them and all was I guess normal...My General manager after I was attacked and threatened almost burned by sizzling oil filled pan and a huge butcher knife cornered in the kitchen while I was eating breakfast. All this truly happened and was quite trauma to my mind still. I was so afraid I asked to leave for the day,but decided to stay. My General manager then tells me the Headquarters in Cali. just called to deal with this situation. They fired The head chef that did this to me,but then. Called me in his office and told me that if I did not start acting more a man and stop being so gay and open about yourself. Or Hector you will go no where in this company, start acting straighter he told me, I could not believe at

my age of 37. I was hearing this from a work place I worked myself into a huge future to be crushed because I am not straight enough. Too much of a show, called me a big whistle blower. Not more then 3 months later my career stalled, my transfer to a new Florida store was thru, people where like whats going on, for pride I kept it in till they fired me. I then went to Labor dept. & Civil Rights Dept. The interviewer treated me like I was no victim. Never the less 2 years long and later I got permission to sue from Civil Rights of Hawaii & EEOC. They decided to want to arbitrate which I not only agreed but, was always willing to do. Now there stalling me and my Attorney & it all could just wind up in Hawaii Circuit after all this. Which is fine I believe in our system and Hawaii has been with me it seems since day 1 I lost my job. I just pray and hope you all consider what 100's of even thousands go thru in this state because there gender identity is not accepted. Much Love and Spirit with you all on the House Committee, Thank You for your time, I did not want to take too much but just a look into how this bill could be possible helping me and others like me across this great state.

I SUPPORT HB546

Many Thanks For Hearing My Testimony

Thank You Chair Of Committee

Rep. Karl Rhoads

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LAP01-28-11

Committee on Labor & Public Employment
Hearing on Friday, January 28, 2011
9:00 a.m.

To Karl Rhoads, Chair
 Kyle T. Yamashita, Vice-Chair
 and members of the Committee

Re: HB546 Relating to Civil Rights

I wish to testify in favor of this bill.

Dorothy I. Cornell
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Member, GLBT Caucus of the Democratic Party