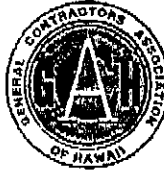


1065 Ahua Street
Honolulu, HI 96819
Phone: 808-833-1681 FAX: 839-4167
Email: info@gcahawaii.org
Website: www.gcahawaii.org



GCA of Hawaii
GENERAL CONTRACTORS ASSOCIATION OF HAWAII
Quality People. Quality Projects.

March 31, 2011

LATE TESTIMONY

TO: THE HONORABLE REPRESENTATIVE MARCUS R. OSHIRO, CHAIR AND
MEMBERS OF THE COMMITTEE ON FINANCE

SUBJECT: S.B. 1076, SD1 HD2, RELATING TO EMPLOYMENT PRACTICES.

NOTICE OF HEARING

DATE: Thursday, March 31, 2011
TIME: 2:00 P.M.
PLACE: Conference Room 308

Dear Chair Oshiro and Members of this Committee:

The General Contractors Association (GCA), an organization comprised of over five hundred and seventy (570) general contractors, subcontractors, and construction related firms is opposed to the passage of SB 1076 SD1, HD2 and would like to make the following observation regarding the bill.

The GCA believes that whenever there is any collective bargaining contract in force, the terms of the agreement should prevail regardless of whether it provides different or lesser benefits. All non-bargaining unit employees should continue to be governed by any and all rules and policies adopted by the employer regarding sick leave and other employee benefits. HD2 of S.B. 1076 would only apply to companies with one hundred or more employees, however, a company may have more than 100 employees, but the employees who are not covered by a collective bargaining contract may be only a few management employees. These management employees may be essential to the operations of the company and to permit continual use of sick leave on a regular basis may make it impossible to operate the company in a financially productive manner.

The GCA opposes the passage of SB 1076, SD1, HD2.

Thank you for the opportunity to comment on this measure.



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

RANDY PERREIRA
Executive Director
Tel: 808.543.0011
Fax: 808.528.0922

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

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

The Twenty-Sixth Legislature, State of Hawaii
Hawaii State House of Representatives
Committee on Finance

LATE TESTIMONY

Testimony by
Hawaii Government Employees Association
March 31, 2011

S.B. 1076, S.D.1, H.D.2 – RELATING TO
EMPLOYMENT PRACTICES

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the purpose and intent of S.B. 1076, S.D.1, H.D.2 which makes it an unlawful practice for any employer or labor organization to bar or discharge from employment, withhold pay from, or demote an employee solely because the employee uses accrued and available sick leave.

Thank you for the opportunity to testify in support of S.B. 1076, S.D.1, H.D.2.

Respectfully submitted,

Nora A. Nomura
Deputy Executive Director