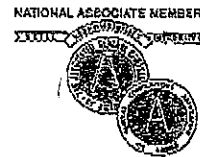


# KING & NEEL, INC.

1164 Bishop Street • Suite 1710 • Honolulu, Hawaii 96813  
Telephone: (808) 521-8311  
Fax: (808) 526-3893



March 15, 2011

## LATE TESTIMONY

TO: THE HONORABLE REPRESENTATIVE KARL RHOADS, CHAIR AND MEMBERS OF THE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

THE HONORABLE REPRESENTATIVE ANGUS L.K. McKELVEY, CHAIR AND MEMBERS OF THE COMMITTEE ON ECONOMIC REVITALIZATION & BUSINESS

SUBJECT: S.B. 1076, SD1 RELATING TO EMPLOYMENT PRACTICES.  
NOTICE OF HEARING

DATE: Tuesday, March 15, 2011  
TIME: 10:00 a.m.  
PLACE: Conference Room 309

Dear Chairs Rhoads and McKelvey and Members of the Joint Committees:

King & Neel, Inc. is a Hawaii based insurance agency that has been actively involved in handling insurance and bonds for the building industry since 1967. We are very concerned about the current language in S.B. 1076, SD1 Relating to Employment Practices.

We believe that when collective bargaining contracts are in force, the terms and conditions of these agreements should be followed. This Bill should include language insuring that it only applies to employees covered by collective bargaining contracts, and not other employees such as management employees. All non-bargaining unit employees should continue to be governed by any and all rules and policies adopted by their employer regarding sick leave and other employee benefits.

Thank you for the opportunity to comment.