
A BILL FOR AN ACT

RELATING TO COLLECTIVE BARGAINING.

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

1 SECTION 1. Section 89-6, Hawaii Revised Statutes, is
2 amended as follows:

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

4 "(a) All employees throughout the State within any of the
5 following categories shall constitute an appropriate bargaining
6 unit:

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



- 1 (7) Faculty of the University of Hawaii and the community
- 2 college system;
- 3 (8) Personnel of the University of Hawaii and the
- 4 community college system, other than faculty;
- 5 (9) Registered professional nurses;
- 6 (10) Institutional, health, and correctional workers;
- 7 (11) Firefighters;
- 8 (12) Police officers; [~~and~~]
- 9 (13) Professional and scientific employees, who cannot be
- 10 included in any of the other bargaining units[~~-~~]; and
- 11 (14) Ocean safety officers and water safety officers
- 12 employed by the State or counties.

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

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

19 "(d) For the purpose of negotiating a collective
 20 bargaining agreement, the public employer of an appropriate
 21 bargaining unit shall mean the governor together with the
 22 following employers:



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

6 (2) For bargaining units (11) [~~and~~], (12), and (14), the
7 governor shall have four votes and the mayors shall
8 each have one vote;

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

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

18 Any decision to be reached by the applicable employer group
19 shall be on the basis of simple majority, except when a
20 bargaining unit includes county employees from more than one
21 county. In such case, the simple majority shall include at
22 least one county."



1 SECTION 2. Section 89-7, Hawaii Revised Statutes, is
2 amended by amending subsection (c) to read as follows:

3 "(c) No election shall be directed by the board in any
4 appropriate bargaining unit within which:

5 (1) [~~a~~] A valid election has been held in the preceding
6 twelve months; [~~e~~]

7 (2) [~~a~~] A valid collective bargaining agreement is in
8 force and effect[~~-~~]; or

9 (3) Any new bargaining unit is created, composed of
10 employees currently covered by a valid collective
11 bargaining agreement and represented by the same
12 exclusive representative."

13 SECTION 3. Section 89-11, Hawaii Revised Statutes, is
14 amended by amending subsection (e) to read as follows:

15 "(e) If an impasse exists between a public employer and
16 the exclusive representative of bargaining unit (2), supervisory
17 employees in blue collar positions; bargaining unit (3),
18 nonsupervisory employees in white collar positions; bargaining
19 unit (4), supervisory employees in white collar positions;
20 bargaining unit (6), educational officers and other personnel of
21 the department of education under the same salary schedule;
22 bargaining unit (8), personnel of the University of Hawaii and



1 the community college system, other than faculty; bargaining
2 unit (9), registered professional nurses; bargaining unit (10),
3 institutional, health, and correctional workers; bargaining unit
4 (11), firefighters; bargaining unit (12), police officers; [~~or~~]
5 bargaining unit (13), professional and scientific employees[~~7~~];
6 or bargaining unit (14), ocean safety officers and water safety
7 officers employed by the State or counties, the board shall
8 assist in the resolution of the impasse as follows:

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

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

20 (A) Arbitration panel. Two members of the
21 arbitration panel shall be selected by the
22 parties; one shall be selected by the employer



1 and one shall be selected by the exclusive
2 representative. The neutral third member of the
3 arbitration panel, who shall chair the
4 arbitration panel, shall be selected by mutual
5 agreement of the parties. In the event that the
6 parties fail to select the neutral third member
7 of the arbitration panel within thirty days from
8 the date of impasse, the board shall request the
9 American Arbitration Association, or its
10 successor in function, to furnish a list of five
11 qualified arbitrators from which the neutral
12 arbitrator shall be selected. Within five days
13 after receipt of such list, the parties shall
14 alternately strike names from the list until a
15 single name is left, who shall be immediately
16 appointed by the board as the neutral arbitrator
17 and chairperson of the arbitration panel.

18 (B) Final positions. Upon the selection and
19 appointment of the arbitration panel, each party
20 shall submit to the panel, in writing, with copy
21 to the other party, a final position which shall
22 include all provisions in any existing collective



1 bargaining agreement not being modified, all
2 provisions already agreed to in negotiations, and
3 all further provisions which each party is
4 proposing for inclusion in the final agreement.

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

18 (D) Arbitration decision. Within thirty days after
19 the conclusion of the hearing, a majority of the
20 arbitration panel shall reach a decision pursuant
21 to subsection (f) on all provisions that each
22 party proposed in its respective final position



1 for inclusion in the final agreement and transmit
2 a preliminary draft of its decision to the
3 parties. The parties shall review the
4 preliminary draft for completeness, technical
5 correctness, and clarity and may mutually submit
6 to the panel any desired changes or adjustments
7 that shall be incorporated in the final draft of
8 its decision. Within fifteen days after the
9 transmittal of the preliminary draft, a majority
10 of the arbitration panel shall issue the
11 arbitration decision."

12 SECTION 4. The rights, benefits, and privileges currently
13 enjoyed by ocean safety officers and water safety officers,
14 including those rights, benefits, and privileges under chapters
15 76, 78, 87A, and 88, Hawaii Revised Statutes, shall not be
16 impaired or diminished as a result of these employees being
17 transitioned to the newly created bargaining unit (14). The
18 transition to the new bargaining unit (14) shall not result in
19 any break in service for the affected employees. The rights,
20 benefits, and privileges currently enjoyed by ocean safety
21 officers and water safety officers shall be maintained under
22 their existing collective bargaining agreement and any successor



1 agreement until a collective bargaining agreement is negotiated
2 for the new bargaining unit (14).

3 SECTION 5. Statutory material to be repealed is bracketed
4 and stricken. New statutory material is underscored.

5 SECTION 6. This Act shall take effect on July 1, 2030;
6 provided that the newly established bargaining unit (14) shall
7 take effect no later than July 1, 2013.



Report Title:

Collective Bargaining; Ocean Safety Officers; Water Safety Officers; State and County Employees

Description:

Creates a new bargaining unit (14) for ocean safety officers and water safety officers employed by the State or counties effective July 1, 2030. (SB2967 HD1)

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