

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: georgialynn96740@gmail.com
Subject: Testimony for SB2487 on 2/28/2012 9:00:00 AM
Date: Monday, February 27, 2012 11:15:09 AM
Attachments: [February 27 SB 2487.doc](#)

Testimony for WAM 2/28/2012 9:00:00 AM SB2487

Conference room: 211
Testifier position: Support
Testifier will be present: No
Submitted by: Georgialynn Dainard
Organization: Individual
E-mail: georgialynn96740@gmail.com
Submitted on: 2/27/2012

Comments:
Apologize for missing the deadline... Please include if at all possible.

Thank you!!!

February 27, 2011

Ref: SB 2487 – SD1

Honorable Senators David Y. Ige, Senator & Chair & Michelle N, Kidani, Vice Chair - Senate Ways and Means Committee and Committee Members,

My comments are offered in support of SB 2487. In my brief 34 month period of employment as a permanent State employee I endured 7 months of unrelenting acts of harassment and hostility by a senior supervisory State employee. In total my ordeal lasted 11 months, including (4) four months on extended leave for anxiety, emotional stress and depression related to those hostile acts.

Initially, DHRD / SWCD denied my claim for worker's compensation benefits on the premise my claim lacked merit. Hence, I eventually exhausted all paid leave benefits and ended up on leave without pay for a month. My return to work in July 2010 was made possible when my supervisor voluntarily resigned her 12 year career with State to relocate to Alaska.

In August 2010 SWCD reversed the decision on my W/C claim after the results from the State Neuro Psychiatrist examination found in my favor.

Her departure came after a one week disciplinary suspension was imposed by State for her acts of misconduct towards another State employee she was harassing. While she was engaged in her acts of hostility she utilized every tool available to her as a supervisor to make every work day a living emotional HELL.

Her acts of hostility and harassment extended to me and at least (4) other State employees. Two (2) of the four went out on worker's compensation; one individual filed a formal work place violence claim with the DOT Director and the 4th employee stayed the course and endured the maltreatment.

This bill is important as it gives State employees legal recourse when it becomes apparent upper and middle management are powerless (or appear powerless) to bring the misconduct under control.

I believe it is important for the committee to know prior to the acts of work place violence directed towards me I was an exemplary employee — A recent Employee Performance Appraisal of my work product by this same supervisor earned me a rating of EXCEEDS Expectations.

On another note, I followed the protocol in place for addressing such acts and took each separate act to my immediate manager the corrective action was short-lived as she would change her tactics.

Finally, while I was out on extended leave from March 2010 to July 5, 2010, I received two malicious pieces of mail... The work place violence had found its way into my home. There is no doubt in my mind she was responsible for these mailings.

The Governor and his / her team of executives along with legislators come and go every few years. Every administration comes into office with a set of priorities — no matter work place safety should be every administration's priority.

Respectfully submitted,

Georgialynn Dainard
Citizen and State Employee

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: ann.pabustan@yahoo.com
Subject: Testimony for SB2487 on 2/28/2012 9:00:00 AM
Date: Monday, February 27, 2012 4:49:41 PM
Attachments: [SB 2487.doc](#)

Testimony for WAM 2/28/2012 9:00:00 AM SB2487

Conference room: 211
Testifier position: Support
Testifier will be present: No
Submitted by: Gigette Pabustan
Organization: Individual
E-mail: ann.pabustan@yahoo.com
Submitted on: 2/27/2012

Comments:

Ref: Measure #SB 2487

My name is Gigette Pabustan. I work at the DOT-Lihue Airport. I have been retaliated upon numerous times. Just this past year, another co-worker and I have submitted complaints. The AG office did several investigations but there was no outcome on my complaints. Workplace Violence here at Lihue Airport has escalated to include two more women within the past three months. One of the women have filed a complaint. The other I believe has done an informal complaint. Although a memo was issued out for the AG office to conduct the investigation, the investigation (the formal complaint) have been initiated by the Office of Civil Rights. The woman who has file a formal complaint is still awaiting the outcome of this investigation. I believe this bill will protect us from repetitious violence in the workplace.

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: jkealoha@ilwulocal142.org
Subject: Testimony for SB2487 on 2/28/2012 9:00:00 AM
Date: Monday, February 27, 2012 9:14:40 AM
Attachments: [2012SB2487.rtf](#)

Testimony for WAM 2/28/2012 9:00:00 AM SB2487

Conference room: 211
Testifier position: Support
Testifier will be present: No
Submitted by: Joanne Kealoha
Organization: Individual
E-mail: jkealoha@ilwulocal142.org
Submitted on: 2/27/2012

Comments:

The Twenty-Sixth Legislature
Regular Session of 2012

THE SENATE
Committee on Ways and Means
Senator David Y. Ige, Chair
Senator Michelle N. Kidani, Vice Chair
State Capitol, Conference Room 211
Tuesday, February 28, 2012; 9:00 a.m.

**STATEMENT OF THE ILWU LOCAL 142 ON S.B. 2487, SD1
RELATING TO WORKPLACE PRACTICES**

The ILWU Local 142 supports S.B. 2487, SD1, which makes abusive conduct against an employee in the workplace a violation of occupational safety and health law.

Workers subjected to workplace abuse that is severe enough to cause physical or psychological harm must be protected. This bill will make such abuse a violation of occupational safety and health law and will allow the worker to claim for workers' compensation. We think that is fair.

Under the occupational safety and health law, employers are obligated to provide a safe and healthful work environment. This bill, if it becomes law, will put employers on notice that workplace abuse to the extent described in the bill must not be condoned and, in fact, must be prohibited with suitable penalties for violation.

The ILWU urges passage of S.B. 2487, SD1. Thank you for the opportunity to offer our support on this bill.

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: lynnbecones@gmail.com
Subject: Testimony for SB2487 on 2/28/2012 9:00:00 AM
Date: Monday, February 27, 2012 8:48:46 PM

Testimony for WAM 2/28/2012 9:00:00 AM SB2487

Conference room: 211
Testifier position: Support
Testifier will be present: No
Submitted by: Lynn Becones
Organization: Individual
E-mail: lynnbecones@gmail.com
Submitted on: 2/27/2012

Comments:

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: cakaona@aol.com
Subject: Testimony for SB2487 on 2/28/2012 9:00:00 AM
Date: Tuesday, February 28, 2012 9:17:55 AM

Testimony for WAM 2/28/2012 9:00:00 AM SB2487

Conference room: 211
Testifier position: Support
Testifier will be present: No
Submitted by: Catherine Kaona
Organization: Individual
E-mail: cakaona@aol.com
Submitted on: 2/28/2012

Comments:

To all interested parties,

Thank you for your time. Just learning about this Bill yesterday in the news, brought me to tears. Abusive work environments are alive and well. As a recipient of this type of workplace abuse for a length of time, I cannot begin to tell you how frustrating it is.

Despite all the channels and numerous meetings for resolution, it continues. You may ask, why not look for another employment, then resign. I love what I do. In addition, the economic climate has made it not as accessible to obtain another employment. Why should I leave? Employers need to be accountable for workplace safety and the impact of situations like bullying to our health.

Please consider supporting this Senate Bill. If you already do, please continue to support it to help the multitude of individuals like myself in workplaces. If you do not support it, carefully reconsider, at the same time reflect when you, yourself were at a place in your life when you felt bullied, harassed, or someone being hostile to you. How did that make you feel?

If you have any questions feel free to contact me at #276-4335.

Thankyou for your time.

Catherine Kaona