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# A BILL FOR AN ACT

RELATING TO COLLECTIVE BARGAINING.

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

1 SECTION 1. Section 89-11, Hawaii Revised Statutes, is  
2 amended by amending subsection (e) to read as follows:

3 "(e) If an impasse exists between a public employer and  
4 the exclusive representative of bargaining unit (2), supervisory  
5 employees in blue collar positions; bargaining unit (3),  
6 nonsupervisory employees in white collar positions; bargaining  
7 unit (4), supervisory employees in white collar positions;  
8 bargaining unit (6), educational officers and other personnel of  
9 the department of education under the same salary schedule;  
10 bargaining unit (8), personnel of the University of Hawaii and  
11 the community college system, other than faculty; bargaining  
12 unit (9), registered professional nurses; bargaining unit (10),  
13 institutional, health, and correctional workers; bargaining unit  
14 (11), firefighters; bargaining unit (12), police officers;  
15 bargaining unit (13), professional and scientific employees; or  
16 bargaining unit (14), state law enforcement officers and state  
17 and county ocean safety and water safety officers, the board  
18 shall assist in the resolution of the impasse as follows:



1 (1) Mediation. During the first twenty days after the  
2 date of impasse, the board shall immediately appoint a  
3 mediator, representative of the public from a list of  
4 qualified persons maintained by the board, to assist  
5 the parties in a voluntary resolution of the impasse.

6 (2) Arbitration. If the impasse continues twenty days  
7 after the date of impasse, the board shall immediately  
8 notify the employer and the exclusive representative  
9 that the impasse shall be submitted to a three-member  
10 arbitration panel who shall follow the arbitration  
11 procedure provided herein.

12 (A) Arbitration panel. Two members of the  
13 arbitration panel shall be selected by the  
14 parties; one shall be selected by the employer  
15 and one shall be selected by the exclusive  
16 representative. The neutral third member of the  
17 arbitration panel, who shall chair the  
18 arbitration panel, shall be selected by mutual  
19 agreement of the parties. In the event that the  
20 parties fail to select the neutral third member  
21 of the arbitration panel within thirty days from  
22 the date of impasse, the board shall request the



1 American Arbitration Association, or its  
2 successor in function, to furnish a list of five  
3 qualified arbitrators from which the neutral  
4 arbitrator shall be selected. Within five days  
5 after receipt of the list, the parties shall  
6 alternately strike names from the list until a  
7 single name is left, who shall be immediately  
8 appointed by the board as the neutral arbitrator  
9 and chairperson of the arbitration panel.

10 (B) Final positions. Upon the selection and  
11 appointment of the arbitration panel, each party  
12 shall submit to the panel, in writing, with copy  
13 to the other party, a final position [~~which~~] that  
14 shall include all provisions in any existing  
15 collective bargaining agreement not being  
16 modified, all provisions already agreed to in  
17 negotiations, and all further provisions which  
18 each party is proposing for inclusion in the  
19 final agreement. The final positions submitted  
20 by each party to the arbitration panel shall be  
21 limited to those specific proposals that were  
22 submitted in writing to the other party and were



1           the subject of collective bargaining between the  
2           parties up to the time of the impasse, including  
3           those specific proposals that the parties have  
4           agreed to include through written mutual  
5           agreement. The arbitration panel shall decide  
6           whether final positions are compliant with this  
7           provision and which proposals may be considered  
8           for inclusion in the final agreement.

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



1           (D) Arbitration decision. Within thirty days after  
2           the conclusion of the hearing, a majority of the  
3           arbitration panel shall reach a decision pursuant  
4           to subsection (f) on all provisions that each  
5           party proposed in its respective final position  
6           for inclusion in the final agreement and transmit  
7           a preliminary draft of its decision to the  
8           parties. The parties shall review the  
9           preliminary draft for completeness, technical  
10          correctness, and clarity and may mutually submit  
11          to the panel any desired changes or adjustments  
12          that shall be incorporated in the final draft of  
13          its decision. Within fifteen days after the  
14          transmittal of the preliminary draft, a majority  
15          of the arbitration panel shall issue the  
16          arbitration decision."

17          SECTION 2. Statutory material to be repealed is bracketed  
18 and stricken. New statutory material is underscored.

19          SECTION 3. This Act shall take effect on July 1, 2050.



**Report Title:**

Collective Bargaining; Impasse; Arbitration; Final Positions

**Description:**

Prohibits parties in arbitration from including in their final positions any proposals that were not previously submitted in writing before impasse and about which an impasse in collective bargaining has not been reached. Requires the arbitration panel to decide whether final positions comply with all requirements and which proposals may be considered for inclusion in the final agreement. Effective July 1, 2050. (SB2559 HD1)

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

