

**SR59**



Senate Committee on Judiciary and Labor  
Friday, March 21, 2014  
10:15 a.m.

**S.C.R. 110 and S.R. 59, Requesting the Hawaii Labor Relations Board to Conduct an Investigation into the Grievance Arbitration Process in Public Collective Bargaining.**

Dear Committee Chairman Hee and Committee Members:

The University of Hawaii Professional Assembly (UHPA) agrees the sentiment expressed in S.C.R. 110 and S.R. 59 attributable to Mr. Tsukiyama is valid. However, the cure, which is a study conducted by the Hawaii Labor Relations Board, does not resolve the fundamental problem of legalism and attorney participation in the grievance arbitration process. The parties to a contract currently may negotiate a streamlined arbitration process that will meet the unique needs of the parties. This resolution seeks to take one situation with the Hawaii State Teachers Association (HSTA) and assume that it has general application to all.

UHPA further notes that reliance on more formalized arbitration process could be diminished should there be a labor exemption to the Uniform Arbitration Act.

The path to changing the grievance arbitration process is already in the hands of the public employers and public sector unions. UHPA urges the committee to defer this resolution.

Respectfully submitted,

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