

TESTIMONY BY WESLEY K. MACHIDA  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
STATE OF HAWAII  
TO THE HOUSE COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT  
ON  
HOUSE BILL NO. 556

February 6, 2015

RELATING TO THE RESEARCH CORPORATION OF THE UNIVERSITY OF  
HAWAII

This measure amends Chapter 304A-3006, HRS, to require officers and employees of the Research Corporation of the University of Hawaii (RCUH) to be placed in an appropriate bargaining unit. It allows certain exemptions but permits only nonrenewable three-year contracts for these exempted employees.

The Department of Budget and Finance has serious concerns with this measure. It is our understanding that RCUH personnel are not currently State employees. Placing them into public sector bargaining units would seem to imply they would become State employees. RCUH is currently afforded exemptions to certain State laws regarding rights and benefits provided to State employees. These exemptions are not currently being modified by House Bill No. 556. This measure appears to be both internally inconsistent and inconsistent with RCUH's mission of providing a highly flexible environment to support the University's research and training activities.

The Research Corporation of the University of Hawaii

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Testimony  
House Committee on Labor and Public Employment  
February 6, 2015 - 9:00am, Room 309  
Submitted by  
Michael Hamnett, Executive Director

Re: House Bill 556

Chair Nakashima, Vice Chair Keohokalole, members of the Committee. Thank you for the opportunity to testify on HB 556. My name is Michael Hamnett and I am Executive Director of the Research Corporation of the University of Hawaii.

**RCUH opposes HB 556.**

HB 556 would require the University to hire research and training staff on extramural contracts and grants through the University unless the services of individual employees were special or unique, were essential to the public interest, and could not be recruited through the University. Most RCUH positions fall under those criteria. However, limiting those employees to non-renewable contracts of no more than three years would very severely limit the ability of the University research projects to recruit and retain the highly skilled employees required to carry out the research. Consequently, this will affect the University's ability to remain nationally competitive in the research arena.

In 1965, the Legislature established RCUH to provide the support necessary for a growing research enterprise at the University of Hawaii and in the State of Hawaii. The flexibility that RCUH support services has provided the University, the State, the federal government and other entities has allowed the State's research enterprise to grow tremendously. For example, the University's award volume grew from \$392 million in FY 2001 to \$489 million in FY 2011.

Currently, RCUH has approximately 2,200 regular employees—employees who are at will hires whose continued employment is dependent on the availability of contract or grant funds and on satisfactory job performance. When contract or grant funds are depleted, employees are terminated. RCUH employees have no guarantee of future employment and they have no bumping rights. To give you some sense of the fluidity of the workforce at RCUH, last fiscal year, we terminated 1,616 employees and hired 1,498. We have approximately 3,000 employees on our payroll at any given time.

RCUH has its own benefit plan. RCUH employees do not participate in the State of Hawaii Employees Retirement System, which takes five years to get vested. RCUH employees are vested after one year in the TIAA-CREF plan. Fringe benefit costs for RCUH employees are paid by contracts and grants. Moving RCUH employees to UH would further burden ERS and the state general fund. It would also entitle employees funded through contracts and grants to guaranteed employment after the grant funds supporting them are depleted.

HB 556 also refers to officers of RCUH. The officers (who are appointed by the Board of Directors) and the administration office staff (core staff) are not under the jurisdiction of the University so should therefore not be addressed in this bill.

HB 556 will be detrimental to the University's research enterprise as it will place a major roadblock in the expeditious hiring of the necessary staff to carry out the research objectives and provide the deliverables to the funding sponsor within the project timelines.

HB 556 should not be passed.

Thank you for the opportunity to provide testimony. If you require any further information, do not hesitate to contact me.



# UNIVERSITY OF HAWAII SYSTEM

## Legislative Testimony

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Testimony  
House Committee on Labor and Public Employment  
February 6, 2015 at 9:00 am  
by  
Vassilis L. Syrmos  
Vice President for Research and Innovation  
University of Hawai'i

### HB 556 – RELATING TO THE RESEARCH CORPORATION OF THE UNIVERSITY OF HAWAII

Chair Nakashima, Vice Chair Keohokalole, and members of the committee:

The University of Hawai'i opposes this measure that would either place Research Corporation of the University of Hawai'i (RCUH) employees in a bargaining unit or limit them to non-renewable contracts of no more than three years. The proposed measure would compromise UH's research projects, which require the recruitment and retention of specialized employees – and place the University's world-renowned research and training enterprise in jeopardy.

The fundamental mission of RCUH is to support the research and training programs of the University of Hawai'i (HRS Chapter 304A - 3001 to 3011) and the basis of its origin and purpose is clearly defined in the *Standing Committee Report 836* of the Senate Committee on Ways and Means, 1965, which states:

*"... research contracts accepted by the University require rapidity of action and flexibility in operational and financial activities more characteristic of business firms than of governmental agencies. State regulations of many types which control the University's normal functioning do not provide the expeditious managerial environment needed to function in the highly competitive area of science-related activities now involving universities, federal government and private industry."*

RCUH exemptions from state statutes on matters relating to procurement and personnel has given UH the needed flexibility to continue its research excellence in areas such as agriculture, astronomy, medicine, oceanography and renewable energy.

It should also be noted that RCUH employees are "at will" hires, whose continued employment is dependent on job performance and the availability of external funds. Their future employment is not guaranteed, they have no bumping rights, their fringe benefits are paid by external funds, and they are not covered under the State of Hawai'i retirement plan.

HB 556 proposes to take away the Legislatively-approved flexibility of RCUH that is at the heart of UH's successful research and training enterprise. The University of Hawai'i urges the committee not to pass this measure.



The Nature Conservancy, Hawai'i Program  
923 Nu'uuanu Avenue  
Honolulu, HI 96817

Tel (808) 537-4508  
Fax (808) 545-2019  
nature.org/hawaii

Testimony of The Nature Conservancy of Hawai'i  
Opposing H.B. 556 Relating to the Research  
Corporation of the University of Hawaii  
House Committee on Labor and Public Employment  
Friday, February 6, 2015, 9:00AM, Room 309

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*The Nature Conservancy of Hawai'i is a private non-profit conservation organization dedicated to the preservation of the lands and waters upon which life in these islands depends. The Conservancy has helped to protect nearly 200,000 acres of natural lands in Hawai'i. Today, we actively manage more than 35,000 acres in 11 nature preserves on Maui, Hawai'i, Moloka'i, Lāna'i, and Kaua'i. We also work closely with government agencies, private parties and communities on cooperative land and marine management projects.*

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The Nature Conservancy opposes H.B. 556.

The Invasive Species Committees ([www.hawaiiinvasivespecies.org](http://www.hawaiiinvasivespecies.org)), Watershed Partnerships ([www.hawp.org](http://www.hawp.org)), the Hawai'i Ant Lab ([www.littlefireants.com](http://www.littlefireants.com)) and several endangered species programs would be greatly affected by this bill. Several of the state's watershed protection and invasive species programs might cease, including efforts to control little fire ants and coqui frogs amongst others.

These programs and the people they employ are dependent on year-to-year funding. Furthermore, State funds are not their sole source of funding, but many rely on substantial amounts of county, federal and private grant funds. So, it is unclear how these entities could support regular State employees. RCUH is a better fit for them because it can hire faster, and change job descriptions and responsibilities faster than would be true with State employees, allowing faster responses to crises such as new invasive species. All of this is important when dealing with one-year and year-to-year funding from multiple sources. Furthermore, many of these projects and programs are UH applied research projects, looking at how best to respond to and manage threats to Hawai'i's natural resources and agriculture. Unionization might be most appropriate for programs that are entirely and consistently funded by State general funds. That is not the case for these critical programs.

Thank you for the opportunity to testify on this bill.

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From: mailinglist@capitol.hawaii.gov  
Sent: Wednesday, February 04, 2015 8:33 AM  
To: LABtestimony  
Cc: unheelim@gmail.com  
Subject: \*Submitted testimony for HB556 on Feb 6, 2015 09:00AM\*

**HB556**

Submitted on: 2/4/2015

Testimony for LAB on Feb 6, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Unhee Lim	Individual	Oppose	No

Comments:

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Personal Testimony presented before the  
House Committee on Labor and Public Employment  
February 6, 2015, 9am, Room 309  
Submitted by  
Chris Ostrander

House Bill 556: Relating to the Research Corporation of the University of Hawaii

Chair Nakashima and Vice Chair Keohokalole, thank you for the opportunity to testify. My name is Chris Ostrander and I am the Assistant Dean of the School of Ocean and Earth Sciences at Technology (SOEST) at the University of Hawaii at Manoa. I am pleased to provide personal testimony on HB556. This testimony does not represent the official position of the University of Hawaii.

Please do not pass HB 556.

RCUH, a State agency whose core mission is to facilitate and support the research and training programs of the University of Hawaii, celebrates its 50<sup>th</sup> anniversary this year. Over the past 50 years, RCUH has proven to be a remarkable success, delivering on the promise seen by the Legislature in 1965 when it created RCUH, in part to promote and sustain UH excellence in "*the highly competitive area of science-related activities...involving universities, federal government, and private industry.*" (Report 836, Senate Committee on Ways and Means, 1965).

The foresight of the Legislature in creating RCUH 50 years ago paved the way for incredible growth in the state in numerous areas of research excellence---many of which create far-reaching economic impact beyond the singular source of funding that comes in to the University.

The RCUH employs approximately 4000 individuals. These individuals are highly-trained, highly-educated, highly-paid, and technically-skilled staff that support research endeavors that are dynamic, complex, cutting-edge, and which demand a high-tech, skilled, specialized, and quickly-configurable workforce. It is because of these employees, and the RCUH ability to quickly hire and organize the labor force to meet the rapidly shifting demands of annual and limited federal appropriations, that the State and the University are at the research forefront of many global issues.

The University of Hawaii is a global leader in marine science research and ocean exploration; in climate modeling and predictions of future climate conditions across the planet; in the exploration of planets, stars, and deep-space bodies; in renewable energy systems, technologies, and grid integration; and in the pursuit of sustainable systems that support human populations. These research topics, which directly apply to our ability to live and thrive on Earth, and in Hawaii, form the drivers of a high-tech workforce and lay the foundation for the continued development of a high-tech economy for the State.

RCUH allows the University, and the State, to hold a competitive advantage in the execution of research and training with respect fundamental and applied research, through its ability to quickly hire highly-specialized employees and to adapt those employee positions to meet the quickly shifting needs of federal and private industry.

Our success as a research University, whose production contributes over \$1 billion in total annual economic impact to the State, depends on a strong and successful RCUH, as the Legislature intended when it created the agency in 1965.

HB556 would roll back decades of research and training successes by the University and limit Hawaii's high-tech competitiveness with respect to federal funding and industry partnerships. Additionally, it would adversely impact the State's development of a high-tech workforce, curtail economic diversification benefits derived from a home-grown high-tech industry, and the jeopardize the University's role as a global leader in ocean, earth, climate, and energy research.

Please do not pass HB556.

Thank you for the opportunity to testify on this bill.



From: mailinglist@capitol.hawaii.gov  
Sent: Wednesday, February 04, 2015 2:05 PM  
To: LABtestimony  
Cc: hi.albrights@yahoo.com  
Subject: Submitted testimony for HB556 on Feb 6, 2015 09:00AM

**HB556**

Submitted on: 2/4/2015

Testimony for LAB on Feb 6, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
cheryl albright	Individual	Oppose	No

Comments: I have received almost 10 million dollars from state and federal agencies (NIH) to conduct research at UH Manoa. This bill will essentially destroy researchers like me with the ability to quickly and easily hire staff to assist them with federally funded grants. If it passes many research faculty will either leave the University or stop submitting federal grants (since it would be impossible to conduct grants those grants if they cannot hire RCUH staff). **DO NOT VOTE TO APPROVE THIS BILL** it will destroy the faculty's ability to conduct research with qualified staff. Cheryl Albright, PhD, MPH  
Professor UH Manoa

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Personal Testimony presented before the  
House Committee on Labor and Public Employment  
February 6, 2015, 9am, Room 309  
Submitted by  
Mark A. Merrifield, Ph.D.

House Bill 556: Relating to the Research Corporation of the University of Hawaii

Chair Nakashima and Vice Chair Keohokalole, thank you for the opportunity to testify on HB556. I am Mark Merrifield, a professor in the Department of Oceanography and the Director of the Joint Institute for Marine and Atmospheric Research (JIMAR) at the University of Hawaii at Manoa. HB556 would have serious negative impacts on JIMAR's research operations that I wish to bring to your attention. This testimony does not represent the official position of the University of Hawaii.

JIMAR is one of 16 Cooperative Institutes (CIs) that the National Oceanic and Atmospheric Administration (NOAA) has established with academic and non-profit research organizations throughout the country. The CIs conduct high-level applied and basic research that supports NOAA's mission goals and strategic plans. JIMAR is the CI representing the Pacific Islands region, and our research focus is on topics of special interest to island inhabitants, including fisheries science and management, sea level rise and coastal inundation, tsunami monitoring and prediction, El Nino and climate variability, coral reef ecosystems, and more. NOAA funding for JIMAR research is typically on the order of \$15-19 million per year, with research awards granted in 1-year increments.

The success of JIMAR depends on the employment of 150-200 highly trained, skilled individuals, all of whom are RCUH employees. Without RCUH, JIMAR simply would not exist. We conduct research strictly on a 1-year funding cycle, with no commitments from NOAA beyond 1 year. This puts a premium on having a flexible, scientific work force that can take advantage of research opportunities from NOAA as they develop, with specialized skills and training needed in any given year for any given project. Successful projects may be renewed, and in fact we have a number of hard working and innovative lead investigators who have overseen multi-year programs. Despite these successes, all JIMAR employees realize that their jobs are subject to the availability of extramural funding, with no state support component and no formal commitment from the University of Hawaii. JIMAR also contributes to the educational goals of UH through the support of graduate research assistantships and undergraduate training.

To attract and retain skilled individuals willing to work under these circumstances requires an ability to offer competitive salaries and compensation options compared to other academic institutions and research laboratories on the mainland, which we have been able to achieve under the RCUH system, due to its flexibility, responsiveness, and adaptability to JIMAR's needs. While the UH system offers

stability and benefits important for long-term staff, few short-term benefits exist under that system that are important to a typical JIMAR employee.

HB556 would set a limit of 3-year duration for any RCUH employee. This would negatively impact our ability to administer multi-year projects and would provide a strong disincentive for NOAA to renew projects beyond the 3-year period. The net result would certainly be a reduction in the amount of extramural funding that JIMAR is able to bring in to the state each year.

With regard to our existing JIMAR employees who have been with RCUH for over 3 years, a switch to the UH system would likely lead to a reduction in salary levels and accumulated benefits. I believe that the majority of our skilled work force would leave JIMAR as a result.

At a time when we are trying to invigorate the research enterprise at the University of Hawaii, HB556 would have an extremely negative impact on JIMAR and similar research institutes. The passage of HB556 would result in a reduction in federal funding and jobs, and diminished research and student training opportunities. I strongly urge you to not support this bill.

Chair Nakashima, Vice Chair Keohokalole, and members of the House Committee on Labor and Public Employment, I thank you for this opportunity to provide my personal testimony in opposition to HB 556, relating to the Research Corporation of the University of Hawaii (RCUH).

My name is Paul Krushelnycky, and I am an Assistant Researcher in the Department of Plant and Environmental Protections Sciences, College of Tropical Agriculture and Human Resources, University of Hawaii at Manoa. I am providing personal testimony on HB 556.

RCUH is an extremely important entity supporting research at UH. Without the full range of its human resources services, many research projects would be crippled. It provides important flexibility with a wide range of employment categories, and its efficiency and the expeditious nature of its human resource department are vital to initiating and completing projects that are often under considerable time constraints.

Many projects rely on RCUH for hiring short to medium term researchers, project leaders, and laboratory and field technicians. The collective bargaining employment categories at UH are simply not compatible with many types of positions staffed on research projects. Moreover, RCUH positions provide very good benefits, and should not therefore be viewed as deficient compared to UH positions. I myself was an employee of RCUH on a research project for nearly five years, and was very happy with the services and support provided.

Severely curtailing the number and types of positions that can be hired through RCUH, which would seem to be the result of HB 556, would be devastating. It is unclear what the ultimate goal of HB 556 is, so I can only surmise it must be an attempt at cost saving. However, to my understanding, most if not nearly all positions hired through RCUH are supported by outside grant funding, so constraining RCUH hiring would have no economic benefit for the university or the state as far as I can see. On the contrary, it would make it considerably harder for researchers to meet their funding obligations, which will impact future funding prospects, and which would in turn result in fewer dollars flowing into the local economy.

Thank you for the opportunity to provide this testimony in opposition to HB 556.

Paul Krushelnycky

From: mailinglist@capitol.hawaii.gov  
Sent: Wednesday, February 04, 2015 9:15 PM  
To: LABtestimony  
Cc: dietramyers@hotmail.com  
Subject: Submitted testimony for HB556 on Feb 6, 2015 09:00AM

**HB556**

Submitted on: 2/4/2015

Testimony for LAB on Feb 6, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Dietra Myers Tremblay	Individual	Support	No

Comments: As a former Research Corporation of the University of Hawaii (RCUH) employee, I STRONGLY SUPPORT House Bill 556. RCUH employees currently file formal complaints through an internal process at RCUH and are not represented by a third party, such as a bargaining unit. By requiring certain RCUH employees to be placed in an appropriate bargaining unit, this bill will help ensure that RCUH employees are advocated for in a just manner. Thank you to the House Committee on Labor & Public Employment for hearing this very important bill.

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From: mailinglist@capitol.hawaii.gov  
Sent: Thursday, February 05, 2015 8:25 AM  
To: LABtestimony  
Cc: sur4\_boy@yahoo.com  
Subject: Submitted testimony for HB556 on Feb 6, 2015 09:00AM

**HB556**

Submitted on: 2/5/2015

Testimony for LAB on Feb 6, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Edward L Kekoa Jr	Individual	Oppose	Yes

Comments: I strongly oppose this bill!!!

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Personal Testimony presented before the  
House Committee on Labor and Public Employment  
February 6, 2015, 9am, Room 309  
Submitted by  
Julia M. Hummon

House Bill 556: Relating to the Research Corporation of the University of Hawaii

Aloha Chair Nakashima and Vice Chair Keohokalole: I am writing this personal testimony to express my strong disapproval of HB556. I am an RCUH employee at the University of Hawaii. This testimony does not represent any official position of the University of Hawaii.

I was hired to support the research of a professor in the Oceanography Department at University of Hawaii, Manoa. This research is supported by grant money, which is by nature only doled out in small chunks and for a limited time. However, a successful researcher will be able to obtain multiple grants over many years. The research done by a university scientist often requires technical support, since the scientist is probably also busy with other responsibilities, such as teaching, writing papers, reviewing papers and proposals, and committee-work. The technical support needed for the research endeavor varies considerably from one researcher to another, but usually requires people with some specific combination of expertise in specialized areas, willingness to do difficult or mundane tasks, flexibility in scheduling, and in the case of oceanography, a willingness to go to sea and do the job independently on a ship. Hiring someone to work on a grant requires a quick hiring turn-around, and the grants are always temporary. But if a researcher is successful, the work is ongoing, with continuity coming from the researcher's own interests, and the projects funded.

I have been an RCUH employee for 20 years, and over time, my area of responsibility has shifted beyond the original group I was hired into. Our group has developed and supported a free, open source software package that processes data from a ship-mounted acoustic instrument to yield ocean currents. In the last 10 years, this software has been installed on all the large U.S. university research ships. Scientists from many universities have expeditions on these ships to support their research, and they depend on the fact that the ocean current data they use on the ship, is good enough for scientific work. The University of Hawaii ship *Kilo Moana* has been running this software since it first sailed, and scientists have requested the *Kilo Moana* for cruises because of this and other scientific capabilities.

Because of our success in the research fleet, NOAA has funded us to roll out this capability to the NOAA fleet. We have just hired a person through RCUH to help us do this.

All of this work is supported by grant money. None of this work makes sense to transfer to a "University of Hawaii" position, but nevertheless benefits the University, and the greater scientific community. None of this would be possible if my job was converted to a "3 year temporary position". The endeavor would cease when the position disappeared.

My concern is not for me in my job, but rather for the continuation of the national-level support we provide for a scientific need. I am only one example of many RCUH employees who would be negatively impacted. It makes no sense to terminate my job after 3 years, nor does it makes sense to create a UH position for this work. RCUH fills a critical niche in the University of Hawaii research endeavor. I strongly urge you to oppose HB556. Implementing it would have a devastating effect on research at UH.

Personal Testimony presented before the  
House Committee on Labor and Public Employment  
February 6, 2015, 9am, Room 309

Submitter: Steven Howell

House Bill 556: Relating to the Research Corporation of the University of Hawaii

Aloha Chair Nakashima, Vice Chair Keohokalole, and the other committee members. Thank you for considering my testimony opposing HB 556. I am a research scientist at the University of Hawai'i at Mānoa. I am not an RCUH employee, but I work with and occasionally hire RCUH personnel. While it certainly has its faults, RCUH provides a relatively quick, flexible way to hire people with highly specialized skills. Much of the research enterprise, including my own work, resembles a small business: I submit grant proposals, which (if funded) allow me to hire people and students to help me with the research. The skills required tend to be pretty esoteric—such as experience with airborne aerosol instrumentation. I need to find a suitable person fairly quickly, as the individual grants are for short periods. I have no way to know whether a given research activity will expire at the end of the grant, or whether I will be able to extend it for many years. RCUH gives me the ability to do this, which would be lost if I had to either hire through the state or could not keep people in place more than 3 years.

Presumably a law ought to be of benefit to the state and its people. By crippling the research enterprise at the University, his bill would be the opposite. It would harm me and many other researchers at UH, making hiring much more difficult. It would not help people currently at RCUH. I am certainly not opposed to unionization; I am a UHPA member and think it is beneficial to the faculty and the University. If the goal is to increase union membership by including RCUH people, it ought to be done by the usual rules: have the employees vote for a union to represent them.

Thank you for your time,

Steven Howell  
2263 Noah St.  
Honolulu, HI 96816



February 4th, 2015  
3138 Waiialae Ave. #427  
Honolulu, HI 96816

State of Hawaii House Committee on Labor and Public Employment  
Rep. Mark M. Nakashima, Chair  
Rep. Jarrett Keohokalole, Vice Chair  
State Capitol  
Honolulu, Hawaii 96813

Dear Representatives Nakashima and Keohokalole, and members of the committee:

This is testimony in regard to House Bill 556. I urge you not to support this bill.

If enacted, this legislation will terminally cripple the extramurally-funded research efforts of the University of Hawaii that import hundreds of \$M each year into the State of Hawaii economy. This is of course only my opinion. However, I urge you to consider that it is a highly informed opinion.

I have been the Principal Investigator for tens of \$M of federally-funded grants as a UH professor of oceanography during more than 30 years. (I retired two years ago, but I still actively manage grants and conduct research.) During this time, I have employed dozens of research technical staff through RCUH, some for more than 20 years on multiple grants both in parallel and in sequence. My ability to successfully plan and conduct both field and laboratory research has depended critically on the diverse skills and dedication of project employees that I recruited through RCUH, and which were unavailable to me through UH employment.

I am very sure that the vast majority of the ~3000 employees of RCUH would, if the matter were put to a vote, reject union representation and collective bargaining. They know that rigid union contracts and procedures are incompatible with the dynamic requirements of sponsored research.

As the spokesperson for the ad hoc University of Hawaii Association of Research Investigators for many years, and as the current co-Chair of the UH System Research Advisory Board, I think that my opinion in this regard will accurately reflect those of many UH faculty colleagues who conduct extramurally-funded research. I have watched UH and federal researchers struggle, and some projects fail, when burdened with civil service employment restrictions. If I were a younger faculty member attempting to make a career at the University of Hawaii under the proposed circumstances, I would relocate to a more research-friendly state.

Thank you for considering my opinions in your decision-making.



Roger Lukas  
Emeritus Professor of Oceanography  
University of Hawaii at Manoa

Allison Borell  
977 Hallimaile Rd.  
Makawao, HI 96768

Testimony of Allison Borell, current RCUH Employee  
OPPOSED to the HB556 Bill  
Before the State Legislature Feb. 6th, 2015

This issue means to me a change in my employee rights which I do not feel is necessary. I am happy currently as an RCUH employee and do not feel the need to join a union. If passed it could also mean I could:

- Incur extra union fees and dues which I do not support
- Cause more stress in trying to negotiate contracts across the variety of RCUH programs across multiple islands that are very different from one another.

Sincerely, Allison Borell

The Twenty-Seventh Legislature, State of Hawaii  
House of Representatives  
Committee on Labor & Public Employment

Testimony by  
Walter Niemczura

February 5, 2015

H.B. 556 – Relating to the Research Corporation of the University of Hawaii

As an individual and an employee of the University of Hawaii in Bargaining Unit 8, Administrative, Professional and Technical Employees I support this measure.

The measure will amend Section 304A-3006, Hawaii Revised Statutes to place officers and employees into the appropriate bargaining units defined in Chapter 89, the Collective Bargaining Law.

The Research Corporation was established by legislative action to assist the University of Hawaii administer grants and contracts. While exempt from the provisions of Chapter 76 relating to Civil Service, Chapter 78 relating to Public Service and Chapter 88 relating to Pension and Retirement Systems it is not exempt from Chapter 89.

While originally intended to be a tool to be used by the University of Hawaii in recent years the Research Corporation has services other government agencies in the state and counties by administering their projects including providing personnel services to these entities. It is appropriate that persons so employed by public organizations be included in the appropriate bargaining unit.

Walter Niemczura

An individual and APT employee of the University of Hawaii at Manoa.