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# SENATE CONCURRENT RESOLUTION

URGING THE UNITED STATES SENATE TO ADOPT SENATE RESOLUTION 51,  
"RECOGNIZING THE CONTRIBUTIONS OF FEDERAL EMPLOYEES AND  
PLEDGING TO OPPOSE EFFORTS TO REDUCE FEDERAL WORKFORCE PAY  
AND BENEFITS, ELIMINATE CIVIL SERVICE EMPLOYMENT  
PROTECTIONS, UNDERMINE COLLECTIVE BARGAINING, AND INCREASE  
THE USE OF NON-FEDERAL CONTRACTORS FOR INHERENTLY  
GOVERNMENTAL ACTIVITIES".

1           WHEREAS, pursuant to Chapter 89, Hawaii Revised Statutes,  
2 it is the public policy of the State to promote harmonious and  
3 cooperative relations between government and its employees and  
4 to protect the public by assuring effective and orderly  
5 operations of government; and  
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7           WHEREAS, pursuant to Chapter 76, Hawaii Revised Statutes,  
8 it is the declared policy of the State that the human resource  
9 program within each jurisdiction be administered in accordance  
10 with the following:  
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- 12           (1) Equal opportunity for all in compliance with all laws  
13 prohibiting discrimination;  
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- 15           (2) Impartial selection of individuals for public service  
16 by means of competitive tests which are fair,  
17 objective, and practical;  
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- 19           (3) Incentives for competent employees within the service,  
20 whether financial or promotional opportunities and  
21 other performance based group and individual awards  
22 that encourage continuous improvement to achieve  
23 superior performance;  
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- 25           (4) Reasonable job security for competent employees and  
26 discharge of unnecessary or inefficient employees with  
27 the right to grieve and appeal personnel actions;



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(5) Equal pay for equal work shall apply between classes in the same bargaining unit among jurisdictions for those classes determined to be equal through systematic classification of positions based on objective criteria and adequate job evaluation; and

(6) Harmonious and cooperative relations between government and its employees, including employee organizations representing them, to develop and maintain a well-trained, efficient, and productive work force that utilizes advanced technology to ensure effective government operations and delivery of public services; and

WHEREAS, accordingly, the Legislature finds and declares that any credible threat to collective bargaining and the civil service system should be construed as a threat to the health, welfare, and safety of the people of the State of Hawaii; and

WHEREAS, the recent change in the administration of the federal government threatens collective bargaining rights and the civil service system; and

WHEREAS, evolving budgetary priorities will force the federal government to fundamentally change the way it conducts the people's business; and

WHEREAS, the Trump administration has recently proposed a budget that reduces funding for the United States Environmental Protection Agency by 31 percent, including elimination of 3,200 federal staff positions, and also proposes reducing the budgets of the United States Departments of Agriculture by 21 percent, Labor by 21 percent, Justice by 20 percent, Health and Human Services by 16 percent, Labor by 16 percent, Commerce by 16 percent, and Education by 14 percent, among other agency budget reductions, doubtlessly resulting in the elimination of many thousands of other federal staff positions; and

WHEREAS, due to such budget cuts and staff elimination, the federal government may consider eliminating essential services or provide services in radically different ways; and



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2 WHEREAS, this change may potentially upset the delicate  
3 balance of roles and responsibilities that forges harmonious  
4 labor-management relations; and

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6 WHEREAS, as a former state representative and Chair of the  
7 House of Representatives Standing Committee on Consumer  
8 Protection and Commerce, Mazie Hirono fought tirelessly for the  
9 underprivileged and consumers throughout the State; and

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11 WHEREAS, as United States Senator for Hawaii, Mazie Hirono  
12 views developments on the federal level as a harbinger of  
13 dangerous times for our nation and State; and

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15 WHEREAS, on February 6, 2017, Senator Hirono introduced  
16 Senate Resolution 51, "Recognizing the contributions of Federal  
17 employees and pledging to oppose efforts to reduce Federal  
18 workforce pay and benefits, eliminate civil service employment  
19 protections, undermine collective bargaining, and increase the  
20 use of non-Federal contractors for inherently governmental  
21 activities"; and

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23 WHEREAS, joined by Senators Brown, Cardin, Van Hollen,  
24 Blumenthal, Booker, Markey, Warren, Carper, Franken, Murray, and  
25 Cantwell, Senator Hirono is taking a stand on behalf of Hawaii's  
26 people and its Constitution to protect the fundamental right to  
27 collective bargaining and the civil service system; and

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29 WHEREAS, the people of the State of Hawaii should stand  
30 beside Senator Hirono in this monumental cause; now, therefore,

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32 BE IT RESOLVED by the Senate of the Twenty-ninth  
33 Legislature of the State of Hawaii, Regular Session of 2017, the  
34 House of Representatives concurring, that the United States  
35 Senate is urged to adopt Senate Resolution 51 (115th Congress)  
36 and protect and preserve collective bargaining rights and the  
37 civil service system for harmonious labor-management relations;  
38 and

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40 BE IT FURTHER RESOLVED that certified copies of this  
41 Concurrent Resolution be transmitted to the President of the  
42 United States, Vice President of the United States, President



- 1 Pro Tempore of the United States Senate, members of the United
- 2 States Senate, members of Hawaii's congressional delegation, and
- 3 the exclusive bargaining representative of each public-sector
- 4 bargaining unit in the State of Hawaii.

