



HAWAII FIRE FIGHTERS ASSOCIATION

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THE SENATE
THE TWENTY-NINTH LEGISLATURE
REGULAR SESSION OF 2017

February 9, 2017

Committee on Judiciary and Labor

Testimony by
Hawaii Fire Fighters Association

S.B. No. 410 RELATING TO COLLECTIVE BARGAINING

The Hawaii Fire Fighters Association (HFFA), Local 1463, IAFF, AFL-CIO, represents more than 1,900 professional active-duty and 800 retired fire fighters throughout the State. The HFFA, on behalf of our members, **strongly supports S.B. No. 410**, clarifying the allowable scope of collective bargaining negotiations.

The proposed amendment in S.B. No. 410 does not expand excluded subjects of permissible bargaining but it does clarify that exclusive representatives can negotiate “the implementation of employer paragraphs (1) through (8), *if it affects the terms and conditions of employment.*” Emphasis added. S.B. No. 410 also removes the willful intent standard for both the employer and employee representatives as applied with prohibited practice actions. These amendments make both parties responsible to fairly and effectively address the rights and benefits for their members under the collective bargaining law.

HFFA appreciates your Committee’s favorable consideration of this measure and thank you for the opportunity to testify.



LATE TESTIMONY

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TESTIMONY BEFORE THE SENATE COMMITTEE ON JUDICIARY AND LABOR

RE: SB 410 - RELATING TO COLLECTIVE BARGAINING.

THURSDAY, FEBRUARY 9, 2017

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Keith-Agaran and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB 410**, relating to collective bargaining.

This proposal clarifies the obligation of the state to engage in negotiations in a fair and respectable manner. While HSTA recognizes the right of the state to manage employee work, we strongly affirm the importance of protecting employees' right to negotiate those subjects outlined in HRS 89-9.

Collective bargaining is especially important to public school teachers. It is in the best interest of both the employer and the union to ensure that bargaining occurs in a way that supports an employee's ability to enhance their professionalism, leads to a workplace free from health and safety risks, and is conducted in a fair and equitable manner.

To protect collective bargaining, the Hawaii State Teachers Association asks your committee to **support** this bill.

SHOPO**LATE TESTIMONY**

February 8, 2017

U.S. MAIL/FAX: 808-586-7348

The Honorable Gilbert Keith-Agaran
Chair
Senate Committee on Judiciary and Labor
Hawaii State Capitol, Room 221
415 South Beretania Street
Honolulu, HI 96813

Re: **SB410 [Relating to Collective Bargaining]**

Dear Chair Keith-Agaran:

I write to you on behalf of the State of Hawaii Organization of Police Officers ("SHOPO") in support of SB410. SHOPO strongly supports SB410 which seeks to clarify the scope of negotiations and prohibited practices.

We believe SB410 will clarify and promote the legislature's "statement of findings and policy" outlined in HRS §89-1, wherein the legislature stated in pertinent part:

The legislature finds that **joint decision-making** is the modern way of administering government. Where public employees have been granted the **right to share in the decision-making process** affecting wages and **working conditions**, they have become more responsive and better able to exchange ideas and information on operations with their administrators. Accordingly, government is made more effective.

HRS §89-1 (emphasis added).

This bill will promote the joint decision-making process while insuring fairness in the negotiation process between the public employers and respective bargaining units. In addition, the bill will remove the "willful" standard relating to prohibited practices for both the public employers and bargaining units.

We thank you for allowing us to be heard and respectfully hope your committee will support this bill.

RESPECTFULLY SUBMITTED,

TENARI MA'AFALA
SHOPO PRESIDENT

PRESIDENT
Tenari R. Ma'afala

VICE PRESIDENT
Malcolm Lutu

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