



# UNIVERSITY OF HAWAII SYSTEM

## Legislative Testimony

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Testimony Presented Before the  
House Committee on Higher Education  
March 20, 2018 at 2:10 p.m.

By

Donald O. Straney  
Vice President for Academic Planning and Policy  
University of Hawai'i System, and  
Michael S. Bruno  
Vice Chancellor for Research  
Interim Vice Chancellor for Academic Affairs  
University of Hawai'i at Mānoa

### SB 2585 SD2 HD1– RELATING TO COLLECTIVE BARGAINING

Chair McKelvey, Vice Chair Hashem, and members of the committee:

The University of Hawai'i (UH) writes in opposition to SB 2585 SD2 HD1, which would establish a collective bargaining unit for graduate student assistants employed by the University of Hawai'i.

UH employs three types of graduate student assistants, defined in Executive Policy 5.223:

- Graduate Assistants (GAs) providing academic and program support to units of the university. Their duties are not directly related to teaching or research and include academic advising, program planning, advising student groups, and assisting with the administration of student services offices.
- Graduate Teaching Assistants (GTAs) work under the supervision of a faculty member and they may teach sections of a multi-section course, assist a faculty member in grading assignments or exams, advising students, and performing course-related administrative and support duties. All new GTAs are required to attend a training session offered by the Office of Faculty Development and Academic Support - Center for Teaching Excellence.
- Graduate Research Assistants (GRAs) usually support the research activities of a faculty member who is the Principle Investigator on an extramurally funded grant. Their duties vary with the subject matter of the grant and may be related to the subject of the student's thesis or dissertation.

### Graduate Student Welfare in General

Not all graduate students at the University are employed as graduate student assistants. At UH Mānoa in Fall, 2017, only 1237 of the 4731 graduate students were employed as graduate student assistants; nearly three-quarters of graduate students are not employed by UH. In addition, graduate students can be hired as hourly employees (that are not considered graduate assistants) on campus through the same process used for undergraduate students.

Although proponents of this bill suggest that unionization is the answer to address social support or campus services for graduate assistants, the university already provides extensive support for student welfare through policies and programs.

The Office of Graduate Education at UH Mānoa is responsible for providing extensive services to all graduate students, including orientation programs for new students, professional development sessions on thesis/dissertation writing, research presentations, creating a resume, University research compliance matters, personal wellness and career/life balance, as well as workshops on Title IX that are available to all students. The Office of Graduate Education web site (<https://manoa.hawaii.edu/graduate/>) provides information on Title IX and sexual harassment laws, policies and resources specifically tailored to graduate students. One of the seven Deputy Title IX Coordinators at UH Mānoa is the Associate Dean in the Office of Graduate Education. She provides ready access for graduate students to the Title IX resources on campus and is typically the first point of contact to help resolve any issues brought to the attention of OGE.

UH Mānoa provides confidential support and advocacy in specific areas of student concern. All students can access Lesbian, Gay, Bisexual, Transgender Student Services, the Office of Gender Equity, the Prevention, Awareness, and Understanding (PAU) Violence Program, and Student Parents at Mānoa. These units provide advocacy, support, referrals, and direct student services to graduate students. The Counseling and Student Development Center offers confidential counseling and emotional support to students, and they offer walk-in appointments for urgent or emergency/crisis services. University Health Services Mānoa is staffed by physicians, nurse clinicians, nurses and other staff to offer a wide range of medical services and programs that graduate students can access.

Many of these offices and programs have outreach and communication events to help students understand policies and laws as well as resources and how to access them. As an example, the Title IX office at UH Mānoa has delivered 19 in-person, department-specific training programs on Title IX for graduate students only. Their plans are to increase the number of training sessions, and to hold some that are open to all graduate students.

All students at UHM can utilize the Academic Grievance Procedure to pursue concerns about grades and course-related matters. In addition, graduate students also pursue grievance through the Office of Graduate Education's Academic Grievance process for concerns about graduate program requirements, qualifying or comprehensive examinations, composition of their thesis or dissertation committee, final defense of their thesis or dissertation, or infringement of intellectual property. Grievances involving professional practices within a specific graduate program are handled by the program, with final authority resting with the Dean.

The academic interests of graduate students at UH Mānoa are represented by The Graduate Student Organization, comprised of representatives from each graduate department. As part of the academic governance process at UH Mānoa, they provide input on all issues affecting graduate students. Members of GSO have seats on over 40 campus committees. GSO has two seats on the Graduate Council, which meets monthly to advise the Graduate Dean on matters related to graduate education. GSO members have a voice, then, in the Council's work reviewing existing graduate programs, new graduate courses and programs, and the modification of courses and programs. Active in an array of student, campus, and community events, GSO also manages a robust grants and awards program to help foster research excellence among graduate students.

It is concerning that there are graduate students and graduate assistants who claim they do not know of the resources provided by the University for their welfare as students. The University can certainly re-double its efforts to provide effective and pervasive education, training and support services to all students on Title IX, sexual harassment, workplace and family/acquaintance violence. However, unionization of graduate assistants, in and of itself, does not add services. All students already have access to extensive services and resources as part of the University.

### Graduate Student Employment

In addition to the concerns and experiences of graduate students in general, graduate student assistants have claimed concerns related to their dual status as employees. Graduate student assistants receive either a 9- or 11-month appointment, generally with a work schedule of 20 hours per week or 0.50 full-time equivalence. They are supervised by a regular faculty member, or for GAs, a staff member or manager. Recruitment and hiring decisions, such as pay rates and work assignments, are made at the department level, or for GRAs, by Principle Investigators on grants. Pay rates must conform to the minimum stipend associated with each of the 20 steps in the graduate student assistant schedule, as described later in this document.

University policy and campus administrative practice define the following aspects of graduate student assistant employment:

1. *Minimum qualifications and eligibility.* Students must be enrolled in a graduate program in a discipline closely related to their duties, be in good academic standing, carry at least 6 units of graduate course credit.
2. *Work assignment.* Graduate student employees are usually hired on a 0.50 FTE basis (20 hours/week). Approval from the Office of Graduate Education is required to appoint a GTA to more than or less than this norm. During non-instructional periods, GTAs may work up to 40 hours/week. GTAs close to finishing their degree may petition the Office of Graduate Education to work up to 40 hours per week if the additional work is related to their thesis or dissertation. GRAs often are appointed at 40 hours/week.

3. *Overload pay.* Graduate student assistants who work for more hours than they are appointed to work must be compensated with overload pay at the overload rate used for lecturers.
4. *Outside work.* Graduate student assistants may hold only one assistantship at a time and may not be employed in another capacity at the University while they hold an assistantship. Work outside the University is discouraged as the priority for the University is the student's degree completion. However, in 2016, the University recognized the competing priority of students meeting their financial obligations and outside work is not prohibited.
5. *Tuition waiver.* Graduate student assistants receive a waiver of tuition for courses taken at their campus. There is a 100% tuition exemption for graduate students with a 0.50 FTE (20 hours/week) appointment and a 50% tuition exemption for graduate students with a 0.25 FTE (10 hours/week) appointment. Graduate student assistants still must pay the required student fees.
6. *Reappointment and step increases.* Appointments may be continued annually, based upon satisfactory performance and contingent on availability of funds and continuing need. After the first year, advancement to the next step in stipend (see below) shall be considered and the supervisor would request approval by the dean or equivalent. The maximum total time a student may be a graduate student assistant is three years for a master's degree student and 6 years for a doctoral or other terminal degree student.
7. *Stipend schedule.* The University establishes the minimum stipend to be paid for each of the 20 steps in the graduate student assistant schedule. There is a 4% differential between steps. This schedule is for 0.50 FTE appointments for either 9 or 11 months, and the stipend for 11-month appointments is 17% greater than that for 9-month appointments. The schedule was last adjusted in Fall 2016 and is due to be reviewed by the Office of Academic Policy and Planning before the end of the 2017-18 academic year. (see [https://www.hawaii.edu/policy/docs/temp/Attachment A Graduate Assistant Pay Schedule.pdf](https://www.hawaii.edu/policy/docs/temp/Attachment_A_Graduate_Assistant_Pay_Schedule.pdf))

In 2013, UH Mānoa Chancellor Tom Apple adjusted the schedule then in effect by raising the stipend for all graduate students appointed at steps 1 through 5 to the stipend associated with step 6. With this change, the stipend for entering graduate student assistants also rose from step 1 to step 6. Consequently, since Fall, 2013 the minimum stipend for a 0.50 FTE graduate student assistant at UH Mānoa has been \$17,502. Some of the testimony on this bill used the step 1 stipend when comparing UH Mānoa stipends with other campuses, but 0.50 FTE graduate student assistants should not have been paid at that low rate for the past 4 years.

8. *Benefits.* Graduate student assistants with 0.50 FTE appointment who serve for a minimum of three months are eligible for health plan benefits. Graduate student assistants who meet the eligibility requirements for the Family and Medical Leave



Act or Hawai'i State Family Leave may request leave following University procedures. They do not qualify for retirement benefits. Establishing a collective bargaining unit for graduate assistants creates a financial burden for the state and, potentially, for graduate students.

9. *Schedule accommodation and duties coverage.* Graduate assistants do not earn vacation or sick leave. In situations where a graduate assistant is unable to attend work due to illness or emergency, they are to contact their supervisor, who is designated when they are appointed (e.g., department chair, principal investigator, etc.), who will identify a way to provide accommodations in the graduate student assistant's work schedule. In the case where there are critical teaching or research deadlines, the graduate assistant shall work with the designated supervisor to identify resources to provide the critical teaching or research coverage. This procedure is analogous to how faculty are required to notify their supervisor of absences because of illness.
10. *Employment-related grievances.* The University has had a grievance procedure in place since 1983 for employment-related grievances for persons (including applicants for positions) not covered by collective bargaining agreement grievance procedures or other applicable University procedures.

To summarize this procedure (see A9.110 for further details), a graduate student assistant or their representative files a written statement of the grievance with a Vice President (for system-related grievances) or a Chancellor (for campus-related grievances) within 20 days of the action complained of. The Vice President's or Chancellor's written decision is made within 20 days of receipt of the grievance. The graduate student assistant may appeal that decision to the President in writing within 15 days. The President or designee renders a final and binding decision within 30 days.

The University believes that we have policies and practices in place that treat graduate student assistants fairly. We undertook a major revision of our policies for graduate student assistants in 2016 and those revisions are reflected in many of the points listed above. It is clear from the testimony on this bill that we have more work to do in communicating our policies and practices on employing graduate student assistants. Toward that end, the Office of Graduate Education at UH Mānoa convened two task forces in Fall, 2017 to develop: 1) materials and training modules on the best practices for faculty mentoring of graduate students and 2) developing policies and procedures on how to improve the mentoring process campus-wide, including the response to cases where inadequate mentoring is taking place. The Office of Graduate Education works with the faculty on the Graduate Council and the larger Graduate Assembly (composed of the faculty Chairs of all graduate programs on campus) to improve existing practices and to identify new policies and practices that will enhance the welfare of all graduate students, not just those employed by the university.

Lastly, the University is opposed to this bill as a fiscal matter. The source of funds to pay for graduate assistants are from either tuition revenue of academic programs or research grant funds. In either case, if the Legislature were to authorize collective bargaining for graduate assistants, the University would expect that funding for collective bargaining would be provided through the same means as with other authorized bargaining units – via legislative authorization and appropriation. Funding for graduate assistants is currently limited to amounts fiscally permissible via UH generated revenue. If collective bargaining results in funding increases, then it should be expected that such funding would be afforded in the appropriation process.

As a mechanical matter, graduate assistants are not like any other government employee. Graduate assistants currently receive tuition waivers as part of their compensation. The tuition waiver is based on a number of factors that are specific to the individual. For example, tuition waivers would depend on a person's residency, academic field of study, program specifics of the degree, etc. The University structures compensation components with the intent that students can concentrate on achieving degree completion in timely manner. At UH Mānoa, for example, general resident graduate student tuition currently ranges is \$637 per credit hour and most GAs take 9 credits which equates to \$5733 per semester (\$11,466 annually), while non-resident tuition is \$1532 per credit hour, typically \$13,788 per semester (\$27,576 per year on average).

Graduate student assistants may also receive monetary stipends that can vary by the educational program in which they are enrolled. During the 2016-17 academic year, depending on residency, educational program, and schedule, the value of tuition waivers and stipends was estimated to typically range between \$28,958 (9-month GAs at the minimum stipend level taking 9 credits per semester) and \$50,604 annually (11-month GAs at the minimum stipend level taking 9 credits per semester), with a potential maximum value as high as \$58,663 annually (professional school tuition rates [Nursing] taking 12 credits, with a 11-month GAship at the top of the salary range). If this bill passes it will be expected that all of these current benefits will be bargained and negotiated for as part of the collective bargaining process.

The Regents budget request submitted to the Governor last year and this year included funds to increase graduate student stipends. The Legislature has yet to support such funding requests.

We thank you for this opportunity to testify on this measure.

DAVID Y. IGE  
GOVERNOR



THOMAS WILLIAMS  
EXECUTIVE DIRECTOR

KANOE MARGOL  
DEPUTY EXECUTIVE DIRECTOR

**STATE OF HAWAII**  
**EMPLOYEES' RETIREMENT SYSTEM**

TESTIMONY BY THOMAS WILLIAMS  
EXECUTIVE DIRECTOR, EMPLOYEES' RETIREMENT SYSTEM  
STATE OF HAWAII

TO THE HOUSE COMMITTEE ON HIGHER EDUCATION  
ON

SENATE BILL NO. 2585, S.D. 2, H.D. 1

**March 20, 2018**  
**2:10 P.M.**  
**Conference Room 309**

RELATING TO COLLECTIVE BARGAINING

Chair McKelvey, Vice Chair Hashem, and Members of the Committee,

S.B. 2585, S.D.2, H.D.1 proposes to establish a collective bargaining unit for graduate student assistants employed by the University of Hawaii.

The Employees' Retirement System ("ERS") respectfully notes that, if the benefits to be collectively bargained under the provisions of S.B 2585, S.D. 2, H.D. 1 include membership in the ERS, the Legislature should be aware of the effect, fiscal and otherwise, of these proposed changes.

Under Chapter 6-21-14 of the Hawaii Administrative Rules ("HAR") related to exclusion from membership in the ERS there are certain employees excluded from membership. Chapter 6-21-14, HAR states in part that the following employees shall be excluded from ERS membership:

"§6-21-14(6) Graduate assistants of the University of Hawaii;...



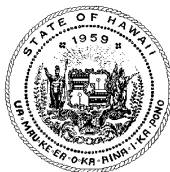
Employees' Retirement System  
of the State of Hawaii

§6-21-14(9) Students, including graduate school students, employed as student helpers, student hires, student aides, summer student law clerks, college student interns, or in similar non-permanent positions.”

Amendments proposed under Section 2 of S.B. 2585, S.D.2, H.D. 1 specifically create a bargaining unit for graduate student assistants at the University of Hawaii. The ERS would encourage any discussion regarding the proposed bargaining unit coverage to clarify whether ERS membership would be one of the benefit items to be collectively bargained.

Thank you for this opportunity to provide testimony on S.B. 2585, S.D. 2, H.D. 1.

DAVID Y. IGE  
GOVERNOR



RYKER WADA  
CHIEF NEGOTIATOR

**STATE OF HAWAII  
OFFICE OF COLLECTIVE BARGAINING  
EXECUTIVE OFFICE OF THE GOVERNOR**  
235 S. BERETANIA STREET, SUITE 1201  
HONOLULU, HAWAII 96813-2437

March 19, 2018

TESTIMONY TO THE  
HOUSE COMMITTEE ON HIGHER EDUCATION  
For Hearing on Tuesday, March 20, 2018  
2:10 p.m., Conference Room 309

By

RYKER WADA  
CHIEF NEGOTIATOR, OFFICE OF COLLECTIVE BARGAINING

**Senate Bill No. 2585 SD2 HD1  
Relating to Collective Bargaining**

CHAIRPERSON MCKELVEY, VICE CHAIR HASHEM, AND MEMBERS OF THE  
HOUSE COMMITTEE ON HIGHER EDUCATION:

Senate Bill No. 2585 SD2 HD1, proposes to establish a collective bargaining unit for graduate student assistants employed by the University of Hawaii.

The Office of Collective Bargaining (OCB) has begun collaborative work with proponents of this measure to find mutually agreeable solutions for the concerns raised by their prior testimony. However, pending an agreement, OCB **DOES NOT SUPPORT** this bill in its' current form for the following reasons:

- Unlike other public employees, who are career, long term employees engaged in collective bargaining, a graduate student employment is temporary and is not a career or profession. However, the OCB defers to

the University of Hawaii on the definition of employee versus graduate students.

- Establishing UH graduate students as collective bargaining unit 15 could have significant cost increases for both the UH and the State since mandatory subjects of collective bargaining cover wages, hours, condition of employment, and fringe benefits.

Thank you for this opportunity to testify on this measure.

DAVID Y. IGE  
GOVERNOR



LAUREL A. JOHNSTON  
DIRECTOR

KEN N. KITAMURA  
ACTING DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM  
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
OFFICE OF THE PUBLIC DEFENDER

**STATE OF HAWAII  
DEPARTMENT OF BUDGET AND FINANCE**

P.O. BOX 150  
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE  
BUDGET, PROGRAM PLANNING AND  
MANAGEMENT DIVISION  
FINANCIAL ADMINISTRATION DIVISION  
OFFICE OF FEDERAL AWARDS MANAGEMENT (OFAM)

**WRITTEN ONLY**

TESTIMONY BY LAUREL A. JOHNSTON  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE HOUSE COMMITTEE ON HIGHER EDUCATION  
ON  
SENATE BILL NO. 2585, S.D. 2, H.D. 1

**March 20, 2018  
2:10 p.m.  
Room 309**

**RELATING TO COLLECTIVE BARGAINING**

This measure allows graduate students employed by the University of Hawaii (UH) to collectively bargain by amending Chapter 89-6, HRS, to remove the exemption from collective bargaining for graduate student assistants employed by the UH and authorizing a new Bargaining Unit 15.

The Department of Budget and Finance opposes this measure. The cost implications of allowing graduate student assistants to collectively bargain are a special concern, for both the State budget and for UH's current fiscal situation. Negotiation of pay increases for graduate students will be weighed against the foregone revenue from tuition waivers and other fees that graduate students do not pay as part of their assistantships. Further, their work hours and conditions will be part of collective bargaining negotiations that might not fit the flexible schedules that graduate students require to complete their academic program. Finally, because of the temporary nature of a graduate student's tenure, the graduate student negotiating team will likely change upon their graduation, and potentially forestall reaching an agreement with the State and UH in time for legislative approval within their limited 60-day session.

Thank you for your consideration of our comments.



The House Committee on Higher Education  
Tuesday, March 20, 2018  
2:10 PM, Conference Room 309

**RE: SB 2585, SD2, HD1 Relating to Collective Bargaining**

Attention: Chair Angus McKelvey, Vice Chair Mark Hashem and  
Members of the Committee

The University of Hawaii Professional Assembly (UHPA) urges the committee to **support passage of SB 2585, SD2, HD1** that amends Section 89-6 of the Hawai'i Revised Statute to create bargaining unit 15, allowing full-time graduate students employed at the University of Hawai'i to collectively bargain.

Graduate students are essential to instruction, research and mentoring undergraduate students that contributes to the overall success of the University of Hawai'i. They are in the full sense of the term, employees, with continuing access to positions based on job and academic performance.

When representing faculty, UHPA has worked with graduates students, and on occasion, have provided guidance. The current University of Hawai'i policy governing Graduate Students does not provide the proper protections of this group of employees. Collective Bargaining would allow this group the following:

- Negotiation of grievance procedures with access to arbitration
- Protection from arbitrary and capricious behavior
- Negotiation of salary, wages and benefits

While UHPA is unable to represent Graduate Students, our experience indicates this group of student employees needs the ability to advance its interests in establishing appropriate conditions of employment and treatment in the workplace.

Respectfully Submitted,

Kristeen Hanselman  
Executive Director





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46-063 Emepela Pl. #U101 Kaneohe, HI 96744 · (808) 679-7454 · Kris Coffield · Co-founder/Executive Director

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**TESTIMONY FOR SENATE BILL 2585, SENATE DRAFT 2, HOUSE DRAFT 1,  
RELATING TO COLLECTIVE BARGAINING**

**House Committee on Higher Education  
Hon. Angus L.K. McKelvey, Chair  
Hon. Mark J. Hashem, Vice Chair**

**Tuesday, March 20, 2018, 2:10 PM  
State Capitol, Conference Room 309**

Honorable Chair McKelvey and committee members:

I am Kris Coffield, representing IMUAlliance, a nonpartisan political advocacy organization that currently boasts over 400 members. On behalf of our members, we offer this testimony in strong support of Senate Bill 2585, SD 2, HD1, relating to collective bargaining.

There is a power in a union.

Today, political pundits prognosticate about the possible onslaught of austerity facing our nation. Many of these same pundits believe that labor unions are an impediment to economic prosperity, arguing that collective bargaining sets wages and work conditions above what the free market demands.

They couldn't be more wrong. Collective bargaining is a civil right. Unionized employees' compensation and work protections, moreover, are essential to creating an upwardly mobile middle class and continually increasing economic prosperity. As economist Paula Voos of Rutgers University School of Management and Labor Relations notes, "It is no accident that the prosperity and consumer boom of the 1950s—a period of unprecedented middle-class expansion, broad business growth, increased home ownership, rising consumer spending, and the shared expectation that a college education was within the reach of everyone and that the lives of our children would be better than our own—followed the greatest sustained expansion of unionization in American history."

Unsurprisingly, decreasing American middle-class incomes and the rapidly widening wealth gap in our country parallel a significant decline in union membership. It is imperative, then, that we promote higher productivity by strengthening labor-management relations. Through a union, employees have a means to engage with management about workplace problems, inefficient

processes, unfair work conditions, and unsupportive compensation. Unions also reduce employee turnover and increase the retention of highly experienced employees, creating circumstances that favor professional development and mutual trust in the workplace.

Graduate student assistants at the University of Hawai'i have earned the right to demand respect from university management. In providing instruction to students and research that expands our society's knowledge base, graduate students tirelessly toil on behalf of the university community, often under fear of retaliation because of a lack of organizing power in resisting exploitation. Graduate student assistants are short-term positions. Yet, the duration of graduate positions only heightens the urgency of establishing collective bargaining protections, as temporary employees too often fall prey to employers who exploit the precarious nature of these positions and assume student workers will simply "deal with the pain and move on," as one graduate assistant member of IMUAlliance maintains. Most startlingly, UH graduate assistants currently earn an average of \$18,256 per year, according to Glassdoor.com, a number that has not significantly increased since the 2003-2004 academic year. At the sunrise of 2018, that amount carries nearly \$6,000 less purchasing power than it did fourteen years ago *before* adjusting for Hawai'i's high cost of living. Even for students, it is nowhere near a livable wage.

Thomas Jefferson wrote, "Eternal vigilance is the price of liberty." The same is true with basic civil rights, including the rights to freely associate and bargain for fair pay and work conditions, which are constantly under assault by a corporate mindset that puts dollars before democracy. Mahalo for the opportunity to testify in strong support of this bill.

Sincerely,  
Kris Coffield  
*Executive Director*  
IMUAlliance



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819  
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

Corey Rosenlee  
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Wilbert Holck  
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON  
HIGHER EDUCATION

RE: SB 2585, SD 2, HD1 - RELATING TO COLLECTIVE BARGAINING

TUESDAY, MARCH 20, 2018

COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair McKelvey and Members of the Committee:

The Hawaii State Teachers Association **supports SB 2585, SD 2, HD1** relating to collective bargaining.

Collective bargaining is a human right. According to Article 23(4) of the United Nations Universal Declaration of Human Rights, adopted in 1948, “everyone has the right to form and to join trade unions for the protection of his interests.” Likewise, the International Labor Organization, the UN agency responsible for safeguarding international labor standards, states in its Constitution and Declaration of Principles that the freedoms to associate and bargain collectively are fundamental rights of workers worldwide.

Graduate student assistants at the University of Hawai‘i must no longer be denied their fundamental human rights. Besieged by budget cuts over the past decade, graduate students have borne increased class sizes and workloads, while suffering the same low pay of \$17,500 since the 2003-2004 academic year. Like educators throughout Hawai‘i, they have seen their purchasing power crushed beneath our state’s highest-in-the-nation cost of living.

Graduate student assistants are vital to the university community, performing instruction, research, and administrative work. Their labor, like all labor, should be publicly recognized by guaranteeing the right to bargain for fair wages and work conditions. To give graduate student assistants the ability to protect their interests and promote higher education, the Hawaii State Teachers Association asks your committee to **support** this bill.



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**

AFSCME Local 152, AFL-CIO

**RANDY PERREIRA**, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Twenty-Ninth Legislature, State of Hawaii  
House of Representatives  
Committee on Higher Education

Testimony by  
Hawaii Government Employees Association

March 20, 2018


S.B. 2585, S.D. 2, H.D. 1 –  
RELATING TO COLLECTIVE BARGAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the concept of allowing graduate student assistants employed by the University of Hawaii to be included in an appropriate collective bargaining unit, as proposed in S.B. 2585, S.D. 2, H.D. 1.

Graduate student assistants continue to encounter work related issues, including budgetary set backs and increases in class size and workload, which would be most fairly resolved via the bargaining process. The language proposed in S.B. 2585 not only removes the current exclusion of this group from collectively bargaining but also creates a unique bargaining unit with a dispute mechanism to resolve differences in contract negotiations.

Thank you for the opportunity to testify in strong support of S.B. 2585, S.D. 2, H.D. 1.

Respectfully submitted,

  
for Randy Perreira  
Executive Director



Randy Perreira  
President

# HAWAII STATE AFL-CIO

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The Twenty-Ninth Legislature, State of Hawaii  
Hawaii State House of Representatives  
Committee on Higher Education

Testimony by  
Hawaii State AFL-CIO  
March 20, 2018

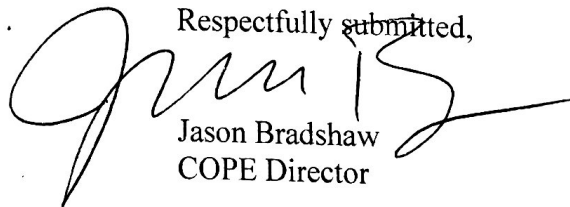
S.B. 2585, S.D.2, H.D.1- RELATING TO  
COLLECTIVE BARGAINING

The Hawaii State AFL-CIO strongly supports S.B. 2585, S.D.2, H.D.1 which establishes a collective bargaining unit for graduate student assistants employed by the University of Hawaii.

Having the ability to collectively bargain will give University of Hawaii graduate assistants a unified voice to discuss their working conditions, wages, and a number of other benefits to help improve their quality of life and work environment. Collective bargaining will help solve workplace problems and provide a grievance process to ensure each situation is handled appropriately and fairly. The Hawaii State AFL-CIO strongly urges the passage of S.B. 2585, S.D.2, H.D.1.

Thank you for the opportunity to testify.

Respectfully submitted,



Jason Bradshaw  
COPE Director

# IBEW1260

‘A‘OHE HANA NUI KE ALU ‘IA

March 20, 2018

The Twenty-Ninth Legislature  
Hawaii State House of Representatives  
Committee on Higher Education

## SB2585 - RELATING TO COLLECTIVE BARGAINING

Chair McKelvey, Vice Chair Hashem, and Members of the Committee,

The International Brotherhood of Electrical Workers Local Union 1260, AFL-CIO (IBEW1260), represents more than 3500 members, has advocated for all workers in the State of Hawaii for over seventy-five years and respectfully offers the following testimony in **STRONG SUPPORT** of Senate Bill 2585 (SB2585).

Graduate Student Assistants are essential to the success of the University of Hawaii system and should be extended the same collective bargaining rights as all other workers to address wages, benefits and work rules. For this reason, IBEW1260 respectfully ask the Committee to **SUPPORT SB2585** guaranteeing graduate students a voice in the workplace and the ability to work collectively for workplace dignity.

Mahalo for the opportunity to testify on this issue.

Respectfully,



Michael M. Brittain  
Asst. Business Manager  
IBEW1260 / AFL-CIO

# Hawai'i Construction Alliance

P.O. Box 179441  
Honolulu, HI 96817  
(808) 348-8885

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March 19, 2018

The Honorable Angus L.K. McKelvey, Chair  
The Honorable Mark J. Hashem, Vice Chair  
and members  
House Committee on Higher Education  
Hawai'i State Legislature  
Honolulu, Hawai'i 96813

Dear Chair McKelvey, Vice Chair Hashem, and members:

The Hawai'i Construction Alliance is comprised of the Hawai'i Regional Council of Carpenters; the Operative Plasterers' and Cement Masons' Union, Local 630; International Union of Bricklayers & Allied Craftworkers, Local 1; the Laborers' International Union of North America, Local 368; and the Operating Engineers, Local Union No. 3. Together, the member unions of the Hawai'i Construction Alliance represent 15,000 working men and women in the basic crafts of Hawai'i's construction industry.

**We support SB2585, Relating to Collective Bargaining, which would establish a collective bargaining unit for graduate student assistants employed by the University of Hawai'i.**

We stand in solidarity with all workers who wish to organize, regardless of their age, status as students, or chosen career paths. The ability for workers to establish a collective bargaining unit is critical for:

- Resolving workplace issues in a fair and equitable manner;
- Preventing arbitrary actions by their employers;
- Receiving just compensation for their time, skill, and labor;
- Agreeing upon workplace standards with their employers such as safety, hours, and benefits; and
- Providing a means of resolution if the above cannot be agreed upon or is violated.

The benefits provided to employees through the collective bargaining process are especially important for graduate student assistants who often face challenges in balancing their educational goals with their employment expectations, particularly as class size and workload increase and departmental budgets decrease.

In closing, we request your committee's favorable action on this bill.

Aloha,



Tyler Dos Santos-Tam  
Executive Director  
Hawai'i Construction Alliance  
execdir@hawaiiiconstructionalliance.org

**SB-2585-HD-1**

Submitted on: 3/19/2018 12:13:26 PM

Testimony for HED on 3/20/2018 2:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Irish Barber	IATSE Local 665	Support	No

Comments:

The House of Representatives

The Twenty-Ninth Legislature

Regular Session of 2018

To: The Honorable Angus L.K. McKelvey, Chair

The Honorable Mark J. Hashem, Vice-Chair, and

Members of the House Committee on Higher Education

Date: Tuesay, March 20, 2018

Time: 2:10 p.m.

Place: Conference Room 309

State Capitol, 415 S. Beretania St., Honolulu, HI

**RE: SB2585 (SD2, HD1): RELATING TO COLLECTIVE BARGAINING**

Aloha, Chair McKelvey, Vice-Chair Hashem and Members of the Committee,

IATSE Local 665 represents the film technicians who work behind the camera on TV series and films throughout the State of Hawai'i.



We SUPPORT collective bargaining for the graduate students of the University of Hawaii and urge the committee to allow these hard-working students to have meaningful conversations with the university about their wages and working conditions.

Respectfully,

Irish Barber

Business Representative

IATSE Local 665



AMERICANS FOR DEMOCRATIC ACTION

---

OFFICERS	DIRECTORS			MAILING ADDRESS
John Bickel, President	Guy Archer	Jan Lubin	Cameron Sato	P.O. Box 23404
Alan Burdick, Vice President	Juliet Begley	Jenny Nomura		Honolulu
Marsha Schweitzer, Treasurer	Gloria Borland	Stephen O'Harrow		Hawai'i 96823
Karin Gill, Secretary	Chuck Huxel	Doug Pyle		

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March 19 , 2018

TO: Honorable Chair McKelvey and Members of the Higher Education Committee

RE: SB2585 SD2 Relating to Collective Bargaining

Support for hearing on March 20

**LATE**

Americans for Democratic Action is an organization founded in the 1950s by leading supporters of the New Deal and led by Patsy Mink in the 1970s. We are devoted to the promotion of progressive public policies.

We support SB2585 SD2 as it would establish a collective bargaining unit for full-time graduate student assistants employed by the University of Hawaii. The history of the betterment of workers is the history of unionization. Unionization of graduate students gives them a voice and some collective power to improve their status and thereby improve the university experience for themselves as well as the professors and students they serve. Graduate students are being exploited by a system that is giving them sub-minimum wages that grew out of prior practices. It is time to give them a path to justice.

Thank you for your favorable consideration.

Sincerely,

John Bickel  
President



# Academic Labor United

www.academiclaborunited.org

Testimony from Academic Labor United  
Tuesday, March 20th, 2018  
2:10 PM, Room 309

**LATE**

Attention: House Committee on Higher Education  
Representative Angus L.K. McKelvey, Chair  
Representative Mark J. Hashem, Vice Chair

Re: **Strong Support for SB2585 Relating to Collective Bargaining**

Thank you for the opportunity to provide testimony. Academic Labor United (ALU) stands in **strong support** of this bill. ALU is working to improve the lives of the 1250+ graduate assistants employed at the University of Hawaii and gain recognition for the work we do.

SB2585 will amend HRS 89-6 to create bargaining unit 15 for graduate assistants and provide a conflict resolution mechanism for said bargaining unit that is consistent with other units representing workers employed at the University of Hawaii. This will enable graduate assistants to organize for the purposes of collective bargaining.

The majority of teaching assistants (GTA) are in charge of teaching their own classes. They do all the grading and lecturing, as well as design the syllabus and manage the classroom. Our research assistants (GRA) are often working on multiple independent projects, performing cutting-edge research, at the direction of an assigned supervisor. Other graduate assistants (GA) are working in administrative offices and running key facilities, performing the same duties as any administrative office worker. Many GAs in fact work as replacements for positions that were once performed by better-paid, unionized faculty.

Article 13 Section 2 of the Hawaii State Constitution states “Persons in public employment shall have the right to organize for the purpose of collective bargaining as provided by law.” (Hawaii. Const. art XIII, sex. 2) Graduate assistants in every role meet the common-law test’s criteria for employment as well as the so-called ABC test’s criteria. Graduate Assistants do not control their own hours and have employment taxes withheld from their State of Hawaii issued paychecks. graduate assistants are required to attend trainings and undergo periodic evaluations. A graduate assistant’s supervisor, often a University recognized employee, controls the means and manner in which a graduate assistant carries out their work. Graduate assistants further qualify as employees under HRS 377-1 and HRS 377-4.6(C). They are recognized as employees by National Labor Relations Board, the State of Hawaii, and the University of Hawaii. It is clear that graduate assistants have a constitutionally guaranteed civil right to organize for the purposes of collective bargaining. (Hawaii. Const. art XIII, sex. 2)

In August 2016, the National Labor Relations Board reversed a Bush-era decision that had prevented graduate assistants at private universities from engaging in collective bargaining.



# Academic Labor United

[www.academiclaborunited.org](http://www.academiclaborunited.org)

They found that it “deprived an entire category of workers of the protections of the Act without a convincing justification.” (National Labor Relations Board, 2016) We are now seeing unions form at private universities such as Columbia University, Harvard University, and many more.

There are currently 33 graduate assistant unions at public universities in the United States. They include the University of California System, the University of Iowa, University of Washington, University of Illinois Chicago, and many more. (CGEU, 2018) Graduate assistant unions have existed for 50 years. We are not seeking to depart from the norm. Collective bargaining for graduate assistants has become the norm.

While executive management has made an annual pledge to turn over a new leaf and argued that they are better at handling workplace issues than organized workers, they have consistently failed to obtain any wage increases for graduate assistants while organized workers represented by a union have received regular wage increases. The combination of stagnant wages well below the minimum cost of living, zero job security, and the absence of basic benefits like sick, medical, and parental leave, make the University of Hawaii uncompetitive when it comes to recruiting and retaining graduate students.

In the Governor’s 2015 Veto Message, he stated the three flaws with the bill produced were that it 1) lacked a bargaining unit, 2) failed to identify the appropriate employer group, and 3) did not contain an impasse resolution mechanism. SB 2585 assigns graduate assistants to bargaining unit 15, identifies the employer group as the Governor, the President of the University of Hawai’i, and the Board of Regents in a manner consistent with bargaining units 7 and 8. Additionally SB 2585 includes an impasse resolution mechanism consistent with bargaining units 5 and 7. Revisions to the structure of the bill address all of the governors substantive concerns and are consistent with concepts of collective bargaining as practiced in Hawai’i.

The governor had additionally expressed concerns about the fiscal implications of workers gaining the ability to bargain for a better standard of living. He specifically mentioned the impact on the Employee Retirement System (ERS). It is our understanding that that Graduate Assistants are already excluded from the ERS and that under current law workers are prohibited from negotiating ERS and other retirement benefits.

Graduate assistants are denied paid sick days, medical leave, and parental leave. (University of Hawaii, 2016) According to a recent campus climate survey one in six graduate students experiences sexual harassment. (Loui et al. 36) Additionally, their harassers were significantly more likely to be employees at the university in positions of greater authority than others surveyed. (Loui et al. 38) Graduate assistants start at \$17,502 for a 9 month contract at UH Manoa and \$14,382 for a 9 month contract at UH Hilo. (University of Hawaii, 2016) They have not received a pay raise since 2004 while executive management have continued to see raises. Graduate assistants lack recourse when faced with administrative decisions that jeopardize their wellbeing and safety. They have no formal protection guaranteeing their right to free inquiry and expression. These are issues that unions have had success resolving.

Graduate assistants are an integral part of the UH system and the local economy. While attending UH, we constitute a committed learning community, conduct important research, and



# Academic Labor United


www.academiclaborunited.org

perform a substantial proportion of teaching and administrative duties. Unfortunately, we are poorly compensated and are vulnerable to capricious and arbitrary behavior by our employer. As individuals, we stand little chance of success in demanding better treatment and compensation, and the long history of failed attempts at improvements proves this to be true. Our best hope for improving our own situations, then, is to come together and collectively bargain for a better university. **For these reasons, we strongly urge that SB2585 be passed.**

## Sources:

1. Hawaii. Const. art. XIII. sec. 2
2. "NLRB.gov" *Board: Student Assistants Covered by the NLRA / NLRB*. N.p.,n.d, Web. 23 Jan. 2018.
3. "Coalition of Graduate Employee Unions." *United States- Coalition of Graduate Employee Unions*. [www.thecgeu.org/wiki/United\\_States](http://www.thecgeu.org/wiki/United_States).
4. "Executive Policy EP 5.223, Graduate Assistants." University of Hawaii. <https://www.hawaii.edu/policy/index.php?action=viewPolicy&policySection=cp&policyChapter=5&policyNumber=223&menuView=closed>. n.d. Web Jan 23 2018
5. Loui, Patricia, et al. *REPORT ON UNIVERSITY OF HAWAII STUDENT CAMPUS CLIMATE SURVEY ON SEXUAL HARASSMENT AND GENDER-BASED VIOLENCE*. Omni Trak Group, 2018.

**From:** Ryan Jones <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 9:52 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

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Postal / Zip Code: 96822  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual

harassment, without a proper mechanism for pursuing grievances.

In 2016, the National Labor Relations Board reversed the decades-long ban on private university graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Ryan Jones

**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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## hashem2 - Michael

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**From:** Kristen Harmon <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:21 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Kristen Harmon  
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Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual



harassment, without a proper mechanism for pursuing grievances.

In 2016, the National Labor Relations Board reversed the decades-long ban on private university graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

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**From:** Maxwell Bendes <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:19 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Maxwell Bendes  
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Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

**Attending Hearing?**


No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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**From:** Carrie Bach <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:15 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** Carrie Bach  
**Position/Organization** Graduate Assistant  
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Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual

harassment, without a proper mechanism for pursuing grievances.

**\*\*I personally have experienced negative effects stemming from the lack of a graduate student union on campus. I have been subjected to an unethical and dubious program policy requiring me to pay part of my graduate stipend under the table to other teachers in my program. This caused me to lose out on the equivalent of an entire paycheck in 2017--and because I was required to do so under the table, I now have to pay taxes on the income my program did not allow me to keep! I have been attempting to stand up for myself and to address the unethical policy, but unfortunately the changes that the program is making in response to my efforts actually makes the situation WORSE for graduate students (and more favorable to non-graduate student teachers) by requiring them to lose even more pay than before. Without a graduate student union fighting on the behalf of the graduate students in this program, I have little power to insist on a fair and ethical policy.**

**\*\*The university claims to already have methods in place to ensure that graduate students are treated fairly. My own experience shows that without a union to advocate more strongly for graduate students, any appeals made through the channels that the university recommends will likely be decided in favor of those who have more power or those groups that already do have unions representing them.**

**\*\*In addition, I would like to point out that a graduate student union is necessary to ensure that graduate student wages are on par with those of other graduate students in similar institutions. I was a graduate student 10 years ago at a public research university in New Jersey, and my stipend at the time was significantly larger than the stipend offered by UHM, despite inflation and a very real difference in cost of living. My yearly pay of less than \$17k (especially when unethical policies strip away an entire paycheck) is not enough in Hawaii, leading me to have to supplement my income with additional work. In fact, I am not sure it makes sense to finish my degree and am currently strongly considering leaving my program largely because of the lack of financial support. A graduate student union could advocate for fairer, livable wages, which would remove my need to work multiple jobs**

and would allow me to focus on completing high quality academic work.

In 2016, the National Labor Relations Board reversed the decades-long ban on private university graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

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**From:** Erika Ruppelius <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:15 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Erika Ruppelius  
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**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Darcy Yogi <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:12 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Darcy Yogi  
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**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
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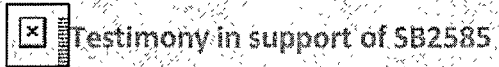
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Attending Hearing?

Yes

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**From:** Leslie Lopez <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:10 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



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Postal / Zip Code: 96826  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
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Optional

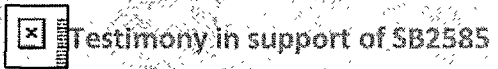
Attending Hearing?

No

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**From:** Jonathan Osorio <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:07 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Jonathan Osorio  
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State / Province: HAWAII  
Postal / Zip Code: 96816  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Aloha

My name is Jonathan K. Osorio. I am a Professor of Hawaiian Studies at the University of Hawai'i Mānoa and currently the Interim Dean of the Hawaiinuiākea School of Hawaiian Knowledge and I am writing in strong support for SB 2585 allowing graduate assistants at the University of Hawai'i to collectively bargain and to create a bargaining unit for that purpose.

This legislation is long overdue and is supported by the Hawai'i Government Employees Association, The University of Hawai'i Professional Assembly and Academic Labor United. It is unreasonable for academic workers whose duties and responsibilities are not all that different from part time instructors, laborers, researchers and administrative staff to not have the right to advocate for

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
Attending Hearing?

No

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themselves collectively and it is one important reason that graduate assistant salaries have not kept pace with other employees raises. In 1987 as a graduate teaching assistant I was paid just under \$13,000 a year. This very month there is an advertisement for a teaching assistant in Pacific Island Studies that offers \$17,502 per year. And salary is only one small part of the inequities facing a graduate assistant. There is little guidance as to what constitutes a half-time work load for a GA and the work load varies wildly from department to department. There is even less protection for a GA and that is probably the biggest reason that there are so few complaints. In fact, one of the few controls there are on the work expectations for graduate assistants works against their interest. GAs are required to disclose other employment and remuneration and can be denied employment as a lecturer in another department or campus if Graduate Studies deems that their assistantship and additional employment compromises their course work. I am thrilled that this bill has been introduced and believe it will right a long standing inequity. Please pass SB 2585

**From:** Nicole Grove <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:03 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Nicole Grove  
**Position/Organization** Assistant Professor, UH Manoa Dept. of Political Science  
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Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No


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**From:** Evan Barba <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:25 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Evan Barba  
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Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
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No

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**From:** Wendan Li <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:24 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Wendan Li  
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**Email** wendan@hawaii.edu  
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Postal / Zip Code: 96826

**Testimony Message** House Committee on Higher Education  
Conference Room 309

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**Attending Hearing?**


No

**Optional**

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**From:** Richard Barnes <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:23 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Richard Barnes  
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Postal / Zip Code: 96822

**Testimony Message**

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
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**Attending Hearing?**

No

**Optional**

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**From:** Nicholas Chagnon <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:23 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Nicholas Chagnon  
**Position/Organization** n/a  
**Email** nsurfecoast@gmail.com  
**Address** Street Address: 3132 Williams St.  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96816  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
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Attending Hearing?

No

Optional

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**From:** Rachel Dacks <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:23 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Rachel Dacks  
**Position/Organization** graduate research assistant  
**Email** rdacks@hawaii.edu  
**Address** Street Address: 3739 Mariposa Dr.  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96816  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
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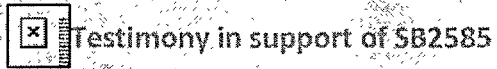
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**Attending Hearing?**

No

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**From:** Nicole Woo <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:35 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Nicole Woo  
**Email** woonicole@yahoo.com  
**Address** Street Address: 700 Richards Street  
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State / Province: HI  
Postal / Zip Code: 96813  
Country: United States

**Testimony Message**

House Committee on Higher Education  
Conference Room 309  
Tuesday, March 20, 2018 at 2:10 pm

Dear Chair McKelvey, Vice Chair Hashem, and members of the Committee,

Thank you for the opportunity testimony in SUPPORT of SB2585 SD2 HD1, which would allow graduate assistants at the University of Hawaii to collectively bargain.

Graduate assistant unions have existed for five decades; there are currently dozens of graduate unions across the country. Research has found that university faculty report that graduate assistant unionization does not inhibit their ability to advise, instruct, or mentor.

The university depends on the labor of graduate assistants to function successfully. These workers instruct undergraduates, conduct essential research, and operate campus facilities. Yet they are not being paid a living wage, especially when faced with the highest cost of living in the nation here in Hawaii.

Hawaii has the second-highest union membership rate in the nation, behind only New York, reflecting our state's long leadership in the labor movement.

Crucial workers, such as graduate assistants, deserve to be able to collectively bargain over the terms of their employment. It is long past time to give them that ability.

Mahalo for your consideration of my testimony. Please pass this important bill.

Attending Hearing?

No

Optional

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**From:** Kirsten Moy <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:35 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** Kirsten Moy  
**Position/Organization** Graduate Research assistant  
**Email** kirstenvmoy@gmail.com  
**Address** Street Address: 44-740 Malulani St.  
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State / Province: HI  
Postal / Zip Code: 96744  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
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**From:** Maria Diez Ortega <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:29 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Maria Diez Ortega  
**Position/Organization** UHM  
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**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
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No

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**From:** Ross Villiger <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:25 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Ross Villiger  
**Email** rossvilliger@gmail.com  
**Address** Street Address: 1483 Kiukee Place  
City: Kailua  
State / Province: Hawaii  
Postal / Zip Code: 96734  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

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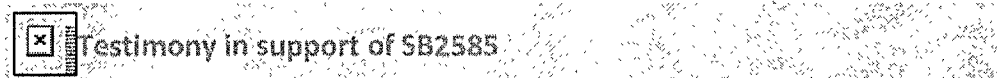
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Attending Hearing?

No

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**From:** Matthew Lorentz <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:01 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Matthew Lorentz  
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City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
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**Attending Hearing?**

**No**

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**From:** Devin Barney <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 10:43 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Testimony in support of SB2585**

**Name** Devin Barney  
**Email** barneyd14@gmail.com  
**Address** Street Address: 1342 Aala Street #205  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96817

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Kevin Landers <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 10:57 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Kevin Landers  
**Email** kvnplndrs@gmail.com  
**Address** Street Address: 2939E Park St  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96817  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

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**Attending Hearing?**

Yes

**Optional**

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**From:** Tim Martin <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 10:51 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Tim Martin  
**Email** teajmartin@hotmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

**No**

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**From:** Leslie Lopez <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:10 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Leslie Lopez  
**Email** lesliealopez@gmail.com  
**Address** Street Address: 2941 Koali Rd  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96826  
**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Optional

Attending Hearing?

No

I permit ALLU to use excerpts of my testimony on social media.

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## hashem2 - Michael

---

**From:** Jonathan Osorio <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:07 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Jonathan Osorio  
**Position/Organization** Interim Dean, Hawai'i inuiākea School of Hawaiian Knowledge  
**Email** osorio@hawaii.edu  
**Address** Street Address: 2575 Jasmine St  
City: Honolulu  
State / Province: HAWAII  
Postal / Zip Code: 96816  
Country: United States

#### Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Aloha

My name is Jonathan K. Osorio. I am a Professor of Hawaiian Studies at the University of Hawai'i Mānoa and currently the Interim Dean of the Hawaiinuiākea School of Hawaiian Knowledge and I am writing in strong support for SB 2585 allowing graduate assistants at the University of Hawai'i to collectively bargain and to create a bargaining unit for that purpose.

This legislation is long overdue and is supported by the Hawai'i Government Employees Association, The University of Hawai'i Professional Assembly and Academic Labor United. It is unreasonable for academic workers whose duties and responsibilities are not all that different from part time instructors, laborers, researchers and administrative staff to not have the right to advocate for

themselves collectively and it is one important reason that graduate assistant salaries have not kept pace with other employees raises. In 1987 as a graduate teaching assistant I was paid just under \$13,000 a year. This very month there is an advertisement for a teaching assistant in Pacific Island Studies that offers \$17, 502 per year. And salary is only one small part of the inequities facing a graduate assistant. There is little guidance as to what constitutes a half-time work load for a GA and the work load varies wildly from department to department. There is even less protection for a GA and that is probably the biggest reason that there are so few complaints.

In fact, one of the few controls there are on the work expectations for graduate assistants works against their interest. GAs are required to disclose other employment and remuneration and can be denied employment as a lecturer in another department or campus if Graduate Studies deems that their assistantship and additional employment compromises their course work.

I am thrilled that this bill has been introduced and believe it will right a long standing inequity. Please pass SB 2585

Attending Hearing?

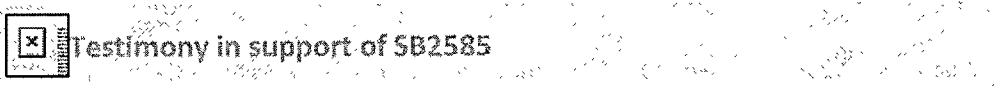
No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Alexandria Barkman <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 5:28 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Alexandria Barkman  
**Position/Organization** Graduate Student  
**Email** abarkman@hawaii.edu  
**Address** Street Address: 1126 3rd Ave. Apt G  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96816

**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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pursuing grievances.

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

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**From:** Helen Sung <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 5:19 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Helen Sung  
**Position/Organization** TA/Graduate Student  
**Email** hwsung@hawaii.edu  
**Address** Street Address: 2633D Nahaku Pl  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96826  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Optional

Attending Hearing?

No

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pursuing grievances.

I permit ALL to use excerpts of my testimony on social media.

**From:** Nou Revilla <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 5:07 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Nou Revilla  
**Email** no.u.revi@gmail.com  
**Address** Country: United States  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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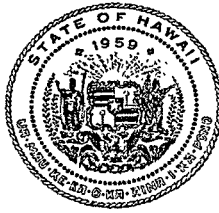
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**Attending Hearing?**

**No**

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**SEAN QUINLAN**  
DISTRICT 47



WAIALUA, HALEIWA, PUPUKEA,  
KAHUKU, LAIE, HAUULA,  
WAIHOLE, WAIKANE, SUNSET  
BEACH, PUNALUU, KAAWA

*March 14, 2018*

**MEMORANDUM**

**To:** Chair Richard Creagan and Vice-Chair Lynn Decoite, Committee on Agriculture  
Chair Angus McKelvey and Vice Chair Mark Hashem, Committee on Higher Education

**From:** Representative Sean Quinlan

**RE:** House Concurrent Resolution 166 & House Resolution 143 Request


I'd like to request your consideration of HCR166 & HR143-- Relating to Waialeale Livestock Experiment Station. It would be greatly appreciated.

If you have any questions, please contact my office at 586-6380. Thank you very much.

***Representative Sean Quinlan***

District 47  
415S. Beretania Street, Room 304  
Honolulu, Hawaii 96813/ (808)586-6380  
repquinlan@capitol.hawaii.gov

**From:** Stevie Kennedy-Gold <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 4:34 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Stevie Kennedy-Gold  
**Position/Organization** Graduate Student / University of Hawaii at Manoa  
**Email** steviekg@hawaii.edu  
**Address** Street Address: 1330 Wilder Avenue  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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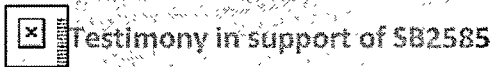
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**Attending Hearing?**

**No**

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**From:** Aissa Yazzie <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 4:23 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Aissa Yazzie  
**Email** aissayazzie@gmail.com  
**Address** Street Address: Keaahala Road  
City: Kaneohe  
State / Province: HI  
Postal / Zip Code: 96744

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?  No

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**From:** DAWN HOEWAA <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 4:01 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** DAWN HOEWAA  
**Position/Organization** GTA  
**Email** dnhoewaa@hawaii.edu  
**Address** Street Address: 803 KAWANANAKOA ST.  
City: WAILUKU  
State / Province: HI  
Postal / Zip Code: 96793

Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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## hashem2 - Michael

---

**From:** Chantrelle Waialae <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 3:11 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Chantrelle Waialae  
**Position/Organization** Graduate Research Assistant  
**Email** cwaialae@hawaii.edu  
**Address** Street Address: 98-837 Noelani St. #145  
City: Pearl City  
State / Province: HI  
Postal / Zip Code: 96782  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?


No

Optional

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**From:** Genelle Watkins <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 3:00 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Genelle Watkins  
**Position/Organization** Teaching Assistant  
**Email** genellew@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

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**From:** Megan Porter <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 2:47 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Megan Porter  
**Position/Organization** Assistant Professor  
**Email** mlporter@hawaii.edu  
**Address** Street Address: 854 Ailuna St  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96821  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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## hashem2 - Michael

---

**From:** Hannah Liebreich <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 2:40 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

### Testimony in support of SB2585

**Name** Hannah Liebreich  
**Position/Organization** GA Women's Studies  
**Email** hannahli@hawaii.edu  
**Address** Street Address: 3379 KILAUEA AVE APT A  
City: HONOLULU  
State / Province: Hawaii  
Postal / Zip Code: 96816  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

**No**

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**From:** Justin Jansen <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 2:35 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Justin Jansen  
**Position/Organization** Organizer/Democratic Socialists  
**Email** jansen.justin@gmail.com  
**Address** Street Address: 3258 Keahi St  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

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**From:** Talia Schwartz <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 2:33 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Talia Schwartz  
**Position/Organization** TAship  
**Email** taliasch@hawaii.edu  
**Address** Street Address: 2002 Oswald St  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96816  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

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**From:** Don Krasky <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 2:23 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Don Krasky  
**Position/Organization** RA UH Manoa  
**Email** don@math.hawaii.edu  
**Address** Street Address: 1641 Stillman Lane unit A  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96817

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

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**From:** Rachael Wade <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 2:04 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Rachael Wade  
**Position/Organization** PhD Candidate, University of Hawaii at Manoa  
**Email** rmwade@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Hannah Shelton <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 1:55 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Hannah Shelton  
**Position/Organization** Graduate Researcher - University of Hawaii at Manoa  
**Email** socksofdoom@gmail.com  
**Address** Street Address: 3111 Pualei Circle  
Street Address Line 2: APT 304  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96815  
Country: United States

Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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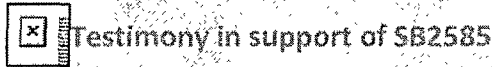
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Attending Hearing?

No

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**From:** Ida Peric <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 1:05 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Ida Peric  
**Email** peric.ida@gmail.com  
**Address** Street Address: 851 Kaluanui Rd  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96825  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

**No**

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**From:** Alealani Dudoit <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 12:54 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Alealani Dudoit  
**Position/Organization** Graduate Student  
**Email** al.dudoit@hawaii.edu  
**Address** Street Address: 95-895 Wikao st. E101  
City: Mililani  
State / Province: Hi  
Postal / Zip Code: 96789  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Christopher Gray <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 12:40 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Christopher Gray  
**Position/Organization** Teaching Assistant in The Math Department  
**Email** cgray@math.hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?


No

Optional

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**From:** Blaire Langston <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 12:39 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Blaire Langston  
**Position/Organization** UH Manoa  
**Email** blairej@hawaii.edu  
**Address** Street Address: 2618 Hillside Ave  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96822  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
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Attending Hearing?

No

Optional

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**From:** Liat Portner <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 12:37 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Liat Portner  
**Position/Organization** TA/UH Manoa  
**Email** portnerliat.ida@gmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Kate Feloy <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 12:24 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Testimony in support of SB2585**

**Name** Kate Feloy  
**Email** katefeloy@yahoo.co.uk  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual harassment, without a proper mechanism for pursuing grievances.

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

You can [edit this submission](#) and [view all your submissions](#) easily.

## hashem2 - Michael

---

**From:** Elise Dela Cruz -Talbert <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 12:10 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Elise Dela Cruz -Talbert  
**Position/Organization** Doctoral Student University of Hawaii  
**Email** eldavis@hawaii.edu  
**Address** Postal / Zip Code: 96816  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

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**From:** Michelle Brown <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 12:10 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Michelle Brown  
**Position/Organization** Graduate Assistant and PhD Student  
**Email** mbrown74@hawaii.edu  
**Address** Street Address: University of Hawai'i at Mānoa  
Street Address Line 2: 2424 Maile Way, Saunders  
632  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822

Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in very strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii.

At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. This negatively impacts not only

the quality of their undergraduate instruction, but also the caliber and volume of their own research.

Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual harassment, without a proper mechanism for pursuing grievances.

In 2016, the National Labor Relations Board reversed the decades-long ban on private university graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. If we are to compete as an R1 university - this is the best course of action. I urge you to pass SB2585.

Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Colleen Rost-Banik <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 12:01 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Colleen Rost-Banik  
**Position/Organization** Lecturer within UH system  
**Email** mcrb@hawaii.edu  
**Address** Street Address: 430 Lewers St, Unit 28A  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96815

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

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pursuing grievances.

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

**Attending Hearing?**

**No**

You can [edit this submission](#) and [view all your submissions](#) easily.

## hashem2 - Michael

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**From:** michael hoban <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:49 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** michael hoban  
**Position/Organization** Hawai'i Institute of Marine Biology  
**Email** hobanistan@gmail.com  
**Address**  
Street Address: 930 Spencer St  
Street Address Line 2: Apt B1  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96822  
Country: United States

#### Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions



and attacks from management, including sexual harassment, without a proper mechanism for pursuing grievances.

In 2016, the National Labor Relations Board reversed the decades-long ban on private university graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

**Attending Hearing?**

Yes

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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## hashem2 - Michael

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**From:** Keith Scott <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:47 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

### Testimony in support of SB2585

**Name** Keith Scott  
**Position/Organization** UH Manoa graduate student  
**Email** keithgs@hawaii.edu  
**Address**  
Street Address: 1028 Kinau St  
Street Address Line 2: Unit A  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96814  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

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and attacks from management, including sexual harassment, without a proper mechanism for pursuing grievances.

On a more personal level, as a graduate assistant and a parent I have struggled to provide the support my child needs. In particular, the fact that graduate assistants are not guaranteed leave means that those with children struggle to find affordable childcare when schools are on break. Moreover, the low wages have meant that graduate assistants with young children struggle to pay for their child's childcare or preschool tuition. This situation has become all the more precarious now that the current administration has eliminated federal grants that helped student parents pay for childcare. The result of all of this is that too many graduate assistant parents are faced with the difficult decision of paying for their keiki's preschool or paying rent:

In 2016, the National Labor Relations Board reversed the decades-long ban on private university graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.


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Attending Hearing?

No

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**From:** Randy Gonce <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:39 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Randy Gonce  
**Position/Organization** YPDA  
**Email** rgonce@my.hpu.edu  
**Address** Street Address: 46-420 Haiku Plantations Drive  
City: Kaneohe  
State / Province: Hawaii  
Postal / Zip Code: 96744  
Country: United States

**Testimony Message**

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

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Attending Hearing?


No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Heidi Needham <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:37 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Heidi Needham  
**Position/Organization** Graduate Assistant  
**Email** hneedham@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**


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## hashem2 - Michael

---

**From:** Ruben Campos <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:37 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Ruben Campos  
**Position/Organization** PhD. Candidate, Anthropology; Graduate Assistant, Department of Ethnic Studies; Boardmember, Ethnic Studies Student Association  
**Email** recampos@hawaii.edu  
**Address** Street Address: 1209 10th Ave #201  
City: Honolulu  
State / Province: Hi  
Postal / Zip Code: 96816

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

**Attending Hearing?**

**No**

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**From:** Lisa Grandinetti <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:34 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Testimony in support of SB2585**

**Name** Lisa Grandinetti  
**Email** lisanakagrand@gmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Elizabeth Monaghan <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:28 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Elizabeth Monaghan  
**Position/Organization** TA/University of Hawaii Manoa  
**Email** lizzy.monaghan@yahoo.com  
**Address** Street Address: 3259 Pinaoula St  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96822  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**


No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Nicole Grove <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 11:03 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** Nicole Grove  
**Position/Organization** Assistant Professor, UH Manoa Dept. of Political Science  
**Email** nsgrove@hawaii.edu  
**Address** Street Address: 2424 Maile Way  
Street Address Line 2: Saunders 6th Floor  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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**From:** Joshua Irvine <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:57 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** Joshua Irvine  
**Position/Organization** PhD Candidate in Civil Engineering  
**Email** joshuair@hawaii.edu  
**Address** Street Address: 84-156 Makau St.  
Street Address Line 2: Unit 1  
City: Waianae  
State / Province: HI  
Postal / Zip Code: 96792  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

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**Attending Hearing?**

**No**

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**From:** Donna Au <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:57 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Donna Au  
**Email** audonna@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**From:** Adam Dochin <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:48 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Adam Dochin  
**Email** adochin@hawaii.edu  
**Address** Street Address: 3241 Alani Drive  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Anamica Bedi <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:46 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** Anamica Bedi  
**Position/Organization** Graduate Assistant/ UH Dept of Oceanography  
**Email** nanakbd@gmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Optional

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**From:** Holly Arthur Arthur <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:45 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Holly Arthur Arthur  
**Email** hollyarthur5@gmail.com  
**Address** City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96816  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Rebecca Goldschmidt <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:43 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Rebecca Goldschmidt  
**Email** rmgoldsc@hawaii.edu

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Taylor Stacy <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:41 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Taylor Stacy  
**Email** taylorstacy64@gmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

**Chair:** Rep. Angus L.K. McKelvey  
**Vice Chair:** Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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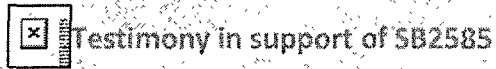
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Attending Hearing?

No

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**From:** Amy Sojot <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:37 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Amy Sojot  
**Position/Organization** Graduate Assistant/UHM  
**Email** amy.sojot@gmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Becca Lensing <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:35 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Becca Lensing  
**Position/Organization** Teaching Assistant/Microbiology/UH Manoa  
**Email** blensing@hawaii.edu  
**Address** Street Address: 1126 3rd Ave.  
Street Address Line 2: Apt. G  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96816

Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

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## hashem2 - Michael

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**From:** Susana Roman <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:33 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Susana Roman  
**Email** namoranasus@gmail.com  
**Address** Street Address: 1190 Wilder Avenue #105  
City: Honolulu  
State / Province: Hi  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Ashley McGuigan <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:33 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** Ashley McGuigan  
**Position/Organization** Graduate student/uhm botany  
**Email** aamcguig@hawaii.edu  
**Address** Street Address: 3190 maile way  
Street Address Line 2: St John 101  
City: Honolulu  
State / Province: Hi  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Kawehi Kina <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:33 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** Kawehi Kina  
**Position/Organization** Graduate Assistant  
**Email** kinak@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

**No**

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**From:** Becca Lensing <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:31 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Becca Lensing  
**Position/Organization** Teaching Assistant/Microbiology/UH Manoa  
**Email** blensing@hawaii.edu  
**Address** Street Address: 1126 3rd Ave.  
Street Address Line 2: Apt. G  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96816

**Testimony Message**

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual



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In 2016, the National Labor Relations Board reversed the decades-long ban on private university graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

Optional

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**From:** Cameron Ahia <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:30 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Cameron Ahia  
**Position/Organization** UhM English Dept GA/Instructor  
**Email** maheamoon40@gmail.com  
**Address** Street Address: 3041-A Manoa Road  
City: Honolulu  
State / Province: Hi  
Postal / Zip Code: 96816  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Matthew Lorentz <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:28 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Matthew Lorentz  
**Position/Organization** TA UH Manoa  
**Email** lorentzm@hawaii.edu  
**Address** Street Address: 1140 Lunalilo St Apt B  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?  No

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**From:** Borjana Lubura-Winchester <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:25 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Borjana Lubura-Winchester  
**Position/Organization** UH Manoa  
**Email** borjana@hawaii.edu  
**Address** Street Address: 1099 green street apt 407  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
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**Attending Hearing?**

No

**Optional**

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## hashem2 - Michael

---

**From:** Evan Barba <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:25 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Evan Barba  
**Position/Organization** GA - HIMB  
**Email** ebarba1992@gmail.com  
**Address** Street Address: 46-007 Lilipuna Rd  
City: Kaneohe  
State / Province: HI  
Postal / Zip Code: 96744  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Wendan Li <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:24 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Wendan Li  
**Position/Organization** GA/OSAS  
**Email** wendan@hawaii.edu  
**Address** Street Address: 581 Kamoku St. Apt. 2606  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96826  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

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**From:** Richard Barnes <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:23 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Richard Barnes  
**Position/Organization** History TA, UH Manoa  
**Email** richardbarnes.j@gmail.com  
**Address** Street Address: 1711 East-West Road, #691  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

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**From:** Nicholas Chagnon <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:23 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Nicholas Chagnon  
**Position/Organization** n/a  
**Email** nsurfecoast@gmail.com  
**Address** Street Address: 3132 Williams St.  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96816  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

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## hashem2 - Michael

---

**From:** Alex Miller <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:42 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Alex Miller  
**Position/Organization** Graduate Assistant, Center on Disability Studies,  
University of Hawai'i at Mānoa  
**Email** ajmiller93@gmail.com  
**Address** Postal / Zip Code: 96826  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Nicole Woo <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:35 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Nicole Woo  
**Email** woonicole@yahoo.com  
**Address** Street Address: 700 Richards Street  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96813  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309  
Tuesday, March 20, 2018 at 2:10 pm

Dear Chair McKelvey, Vice Chair Hashem, and members of the Committee,

Thank you for the opportunity testimony in SUPPORT of SB2585 SD2 HD1, which would allow graduate assistants at the University of Hawaii to collectively bargain.

Graduate assistant unions have existed for five decades; there are currently dozens of graduate unions across the country. Research has found that university faculty report that graduate assistant unionization does not inhibit their ability to advise, instruct, or mentor.

The university depends on the labor of graduate assistants to function successfully. These workers instruct undergraduates, conduct essential research, and operate campus facilities. Yet they are not being paid a living wage, especially when faced with the highest cost of living in the nation here in Hawaii.

Hawaii has the second-highest union membership rate in the nation, behind only New York, reflecting our state's long leadership in the labor movement.

Crucial workers, such as graduate assistants, deserve to be able to collectively bargain over the terms of their employment. It is long past time to give them that ability.

Mahalo for your consideration of my testimony. Please pass this important bill.

Attending Hearing?

No

Optional

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**From:** Chantell Balaan <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:26 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Chantell Balaan  
**Position/Organization** Teaching Assistant/ DRB program  
**Email** joy\_86@hotmail.com  
**Address** Country: United States  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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
Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

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**From:** Tina Grandinetti <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 7:48 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Tina Grandinetti  
**Position/Organization** PhD student/ Royal Melbourne Institute of Technology  
**Email** tinagrandi1@gmail.com  
**Address** Street Address: 94-630 Kuaie St.  
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State / Province: HI  
Postal / Zip Code: 96789

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii.

I earned my undergraduate degree and MA from UH Manoa and am a proud alumnus. I am currently a PhD student at the Royal Melbourne Institute of Technology in Australia, and a research assistant at RMIT's Center for Urban research. As someone who was born and raised in Hawaii, and whose research focuses on Hawaii issues, I miss the intellectual community I found at UH. Unfortunately, pursuing my doctorate there was not an option because of financial reasons. During my MA studies, I struggled to get by despite securing a GA position during my first year and a tuition waiver during my second year. Even with a GA position, nearly half of my income was spent on rent for a single room in Hawaii's inflated housing market. When the time came to consider options for a PhD, UH was out of

the question. My partner is a high school teacher, and even if I had managed to secure financial support and a GA position, our household income would have put us in a state of constant financial insecurity.

My father is a professor at UH Manoa, and an alumnus. Back when he was a grad student in the 80s, he also had a GA position. His wage was roughly half of what I earned as a GA 30 years later. But the kicker is that at the time, he paid just 1/10th of what I paid in rent, for a similar room in a share-house in Manoa. This comparison shows that grad assistant compensation has failed to keep up with the cost of living in Hawaii. It also shows the consequences. My father was able to stay in Hawaii, continue his research at UH, and contribute to UH's academic community for decades. I was not.

The only way to address this issue and to ensure that graduate workers have the support necessary to continue to enrich UH's teaching and research environment is to empower students to organize.

In 2016, the National Labor Relations Board reversed the decades-long ban on private university graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

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Attending Hearing?

No

Optional

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**From:** Rachel Dacks <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:23 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Rachel Dacks  
**Position/Organization** graduate research assistant  
**Email** rdacks@hawaii.edu  
**Address** Street Address: 3739 Mariposa Dr.  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96816

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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In 2016, the National Labor Relations Board reversed the decades-long ban on private university graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

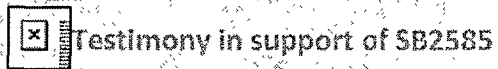
Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

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**From:** Yeonhee Kim <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:22 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Yeonhee Kim  
**Position/Organization** Lecturer  
**Email** ykim8@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

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## hashem2 - Michael

---

**From:** Paola Rodelas <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:22 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Paola Rodelas  
**Email** paolarodelas@gmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Katherine Achacoso <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 10:22 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Katherine Achacoso  
**Email** achacoso@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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**From:** Vânia Filipa Lima Fernandes <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 9:55 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Testimony in support of SB2585**

**Name** Vânia Filipa Lima Fernandes  
**Position/Organization** graduate student  
**Email** vflf@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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**From:** Anna Michelle Freed <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 9:45 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Anna Michelle Freed  
**Position/Organization** Prospective Graduate Student  
**Email** afreed@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

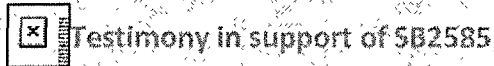
No

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## hashem2 - Michael

---

**From:** Jamaica Osorio <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 9:24 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Jamaica Osorio  
**Position/Organization** Graduate Student  
**Email** jamaicaosorio@gmail.com  
**Address** Street Address: 42-110 Aleka Place  
City: Kailua  
State / Province: HI  
Postal / Zip Code: 96734  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony, My name is Jamaica Heolimeleikalnai Osorio and I am a current PhD Candidate in English (UHM) and a current Faculty member in the Hawainuiākea School of Hawaiian Knowledge (UHM). I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

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universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual harassment, without a proper mechanism for pursuing grievances.

As a current Graduate student I know first hand of the way our university relies on graduates students to keep our campus going. Within the English Department alone, our core curriculum is taught overwhelmingly by graduate students; in fact, our english 100 program is almost entirely taught and administered by graduate student labor. This is staggering considering that english 100 is one of a handful of classes that every single undergraduate student must take in order to graduate. It is my honest belief that without the tireless commitment of UHM graduate students, the English Department would not be prepared to meet the great need of its current student enrollment. Should the English Department fail to meet this need, the University of Hawai'i would too fail at meeting the need of properly educating its undergraduate students on college level writing. As Academic writing is essential to all disciplines within our university, this is an impact that would ripple throughout the entire university, and deeply harm the overall standard of education offered at UHM.

Of course this is not unique to our department in English. In fact, these struggles are also shared in the Hawaiians Studies department where graduate student labor makes core curriculum like HWST 107 possible. Without the graduate students who teach and work as graders for the large enrollment classes, HWST would not be equipped to field the number of classes necessary to maintain this core class. With a closer study of other departments, im sure you would find similar issues in which Graduate students are invaluable to their departments.

Personally I know that many graduate students must take out additional student loans to meet the high cost of living in Hawaii. Graduate student labor is invaluable to the university and our labor is taken for granted and the university and the state of Hawai'i cannot afford to take for granted this invaluable labor any longer.

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**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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**From:** Kahala Johnson <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 9:23 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Kahala Johnson  
**Position/Organization** Graduate Research Assistant  
**Email** Kahalaj@hawaii.edu  
**Address** Street Address: 3041A Manoa Road  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Yaprak Onat <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 9:13 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Yaprak Onat  
**Position/Organization** Research Assistant  
**Email** yaprak@hawaii.edu  
**Address** Street Address: 2540 Dole St. Holmes Hall 402  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96822  
Country: United States

Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Patricia Sendao Sendao <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 9:07 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Patricia Sendao Sendao  
**Position/Organization** GA/UH Manoa  
**Email** sendao@hawaii.edu  
**Address** Street Address: 727 Mahiai Street #A1  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96826  
Country: United States

Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

Yes

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**From:** Hunter Heavilin <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 9:01 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Hunter Heavilin  
**Email** huntersh@hawaii.edu  
**Address** Street Address: 2861 Komaia Place  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96822  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Kawaipuna Kalipi <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 8:39 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Kawaipuna Kalipi  
**Position/Organization** Native Hawaiian Student Services  
**Email** kkalipi@hawaii.edu  
**Address** Street Address: 3781 Anuhea Street  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96816

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Optional

Attending Hearing?

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pursuing grievances.

## hashem2 - Michael

---

**From:** Kawena Elkington <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 8:05 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Kawena Elkington

**Email** kjelking@hawaii.edu

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual harassment, without a proper mechanism for pursuing grievances.

In 2016, the National Labor Relations Board reversed the decades-long ban on private university graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate

assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

**Attending Hearing?**

**No**

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## hashem2 - Michael

---

**From:** Brian Dawson <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 7:54 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Brian Dawson  
**Position/Organization** GA — American Studies  
**Email** brianpd@hawaii.edu  
**Address** Street Address: 1843 Liliha St  
Street Address Line 2: Apt A  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96817

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Maya Uemoto <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 7:00 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Maya Uemoto  
**Position/Organization** student/UHM  
**Email** uemotom@hawaii.edu  
**Address** Street Address: 1669 B. Palolo Ave.  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96816  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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## hashem2 - Michael

---

**From:** Kerry Long <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 6:49 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Kerry Long  
**Position/Organization** PhD Student, UHM  
**Email** kerryl@hawaii.edu  
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City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96816

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

Yes

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Brett Jones <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 5:58 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Brett Jones  
**Email** bjhoops1@gmail.com  
**Address** Street Address: 47-226 Kamehameha Hwy  
City: Kaneohe  
State / Province: HI  
Postal / Zip Code: 96744

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

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**From:** Ellen Meiser <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 2:57 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Ellen Meiser  
**Position/Organization** Graduate Student/ Lecturer at UH Manoa  
**Email** emeiser@hawaii.edu  
**Address** Street Address: 2424 Maile Way  
Street Address Line 2: Saunders 247  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822

Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585, and urge you to pass SB2585. The Graduate Students of Hawaii, who work as research assistants, teaching assistants, and more, should be give more autonomy and benefits by being allotted a new bargaining unit through this bill. Graduate students play a HUGE role in the university-- we teach undergraduates, we conduct fieldwork for our professors, we push administrative papers along the pipeline, and we create a sense of community and mentorship on the campus. The university system is highly reliant on our graduate labor to run. Therefore, we deserve a seat at the table when decisions are made that affect our livelihoods, especially when decisions our made to continue to keep our wages far below competitive standards of other universities.

It is imperative that SB2585 passes and gives us the rights to collective bargaining, so that we are able to have a say in our role at the university. I hope that you will do the right thing and pass SB2585.

Mahalo for your time and consideration.

Ellen Meiser  
PhD student, lecturer, and previously a Research  
Assistant @ UH Manoa

Attending Hearing?

No

I permit ALU to use excerpts of my testimony on  
social media.

Optional

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**From:** Mari Kita <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 1:09 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Mari Kita  
**Position/Organization** Graduate Student Lecturer/ UH Manoa  
**Email** marikita@hawaii.edu  
**Address** Street Address: 215 Paoakalani  
Street Address Line 2: #5  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96815

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Brooke Newell <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 11:57 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Brooke Newell  
**Position/Organization** Grad student  
**Email** Newell3@hawaii.edu  
**Address** Street Address: 1655 liholiho apt 401  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** MIRZA UZAIR BAIG <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 11:11 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** MIRZA UZAIR BAIG  
**Position/Organization** GRADUATE TEACHING ASSISTANT / DEPT OF ELECTRICAL ENGINEERING UH MANOA  
**Email** mub@hawaii.edu

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585 not for me (as I will unlikely not be able to benefit from it) but for OUR future! Yes, this small step you take today will certainly impact and turn around higher education in the state of Hawaii.

**Attending Hearing?**

**No**

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## hashem2 - Michael

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**From:** Amali Wedagedara <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 10:42 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Amali Wedagedara  
**Position/Organization** Graduate Assistant, Department of Political Science  
**Email** amali@hawaii.edu  
**Address** Street Address: 1711, East West Road, #517  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96848  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii.

I strongly felt the urgency to form a collective bargain unit and consolidate collective power as graduate assistants while we were battling the proposed tax on the graduate students' tuition waivers. The absence of a collective voice for graduate assistants at the UH, Manoa and the passive, indifferent and remote manner in which the UH as the administrative body responded to the proposed tax by asking GAs to lobby their local representatives individually created extreme fear and uncertainty about my life as a graduate assistant. As an international graduate assistant, I felt helpless and even wondered if I would have to give up my studies and return if the Tax gets implemented. Even though my Department and my adviser were helpful, I knew they are unable to assist proactively if the Tax gets executed.

This was a wakeup call and made it imperative for the graduate assistants to get together to form a collective bargaining unit. We can no longer expect the university administration to take care of our problems as they would not do so. As universities intensify casualization labour by replacing tenured faculty with contract lecturers and graduate assistants and as governments try to demolish public universities and try to tax ordinary people and vulnerable communities such as graduate assistants instead of taxing the corporate sector, it is crucial for the graduate assistants to be stronger. A collective bargain unit is a way towards that united power.

I urge you to pass SB2585.

Attending Hearing?

No

Optional

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## hashem2 - Michael

---

**From:** Kim Compoc <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 9:40 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Kim Compoc  
**Position/Organization** Lecturer, UH Manoa English department  
**Email** Kcompoc@gmail.com  
**Address** Street Address: 2965 Keoni Street  
Street Address Line 2: Apt A  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony on the legislation pertaining to graduate student unionization. I graduated from UH Manoa last year with my PhD in English. I was a graduate assistant for seven years and I gained so much from teaching. However, I now have over \$35,000 in debt because I could not live on the meager salary that UH provides. This is a great injustice. As I pay off these student loans, I realize that I was subsidizing the university through these loans. If we had had a union when I was a graduate student, we could have bargained for proper wages like other working people in the university. We have to stop balancing the education budget on the backs of our teachers!

You have the power to help make a positive change to help thousands of other students like me. I write in strong support of SB2585. This bill, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants

advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual harassment, without a proper mechanism for pursuing grievances.

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Mahalo for all you do!  
Dr. Kim Compoc  
Lecturer, English departments

Attending Hearing?


No

You can [edit this submission](#) and [view all your submissions](#) easily.





**From:** Halena Kapuni-Reynolds <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 9:34 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Halena Kapuni-Reynolds  
**Position/Organization** Graduate Assistane/ Museum Studies Graduate Certificate Program  
**Email** halena@hawaii.edu  
**Address** Street Address: 315 Baker Ave.  
City: Hilo  
State / Province: Hi  
Postal / Zip Code: 96720

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

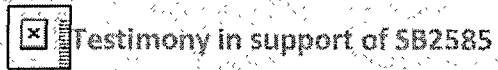
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## hashem2 - Michael

---

**From:** Jacy Miller <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 9:06 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Jacy Miller  
**Position/Organization** Graduate Assistant  
**Email** jacym@hawaii.edu  
**Address** Street Address: 1711 East West Center  
Street Address Line 2: #582  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96848

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

Yes

You can [edit this submission](#) and [view all your submissions](#) easily.

## hashem2 - Michael

---

**From:** Andrew Grandinetti <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:50 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Andrew Grandinetti  
**Position/Organization** Assoc. Prof./UH Manoa  
**Email** andrewg@hawaii.edu  
**Address** Street Address: 94-630 Kuaie Street  
City: Mililani  
State / Province: HI  
Postal / Zip Code: 96789

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Van Wishingrad <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 6:31 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Van Wishingrad  
**Position/Organization** Graduate Assistant / Dept. of Biology  
**Email** vanw@hawaii.edu  
**Address** Street Address: 2618 Hillside Ave  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822  
Country: United States

Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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## hashem2 - Michael

---

**From:** Mariana de Souza <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 6:29 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Mariana de Souza  
**Position/Organization** PhD student  
**Email** mrds@hawaii.edu  
**Address** Street Address: 46-078 Empela Pl A-109  
City: Kaneohe  
State / Province: HI  
Postal / Zip Code: 96744  
Country: United States

#### Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Sitara Palecanda <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 6:24 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Sitara Palecanda  
**Position/Organization** UH Manoa  
**Email** spalecan@hawaii.edu  
**Address** Street Address: 2618 Hillside Avenue  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Eric Tong <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 4:54 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Eric Tong  
**Position/Organization** TA/UHM Oceanography  
**Email** etong@hawaii.edu  
**Address** Street Address: P.O. Box 1346  
City: Kaneohe  
State / Province: HI  
Postal / Zip Code: 96744

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

Yes

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**From:** Wesley Sparagon <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 4:03 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Wesley Sparagon  
**Position/Organization** UH Manoa  
**Email** wesleysparagon@gmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Eric Dilley <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 3:59 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Eric Dilley  
**Position/Organization** Graduate Assistant TA  
**Email** edilley@hawaii.edu  
**Address** Street Address: 1858 Saint Louis Dr.  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96816  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?  No

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**From:** Erik Brush <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 2:38 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Erik Brush  
**Position/Organization** PhD Student / University of Hawai'i at Mānoa  
Department of Biology  
**Email** ebrush@hawaii.edu  
**Address** Street Address: 934 19th Avenue  
Street Address Line 2: Apartment A1  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96816

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Jessica Schaefer <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 1:47 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Jessica Schaefer  
**Position/Organization** Graduate Teaching Assistant, University of Hawaii at Manoa  
**Email** jschaef@hawaii.edu  
**Address** Postal / Zip Code: 96822  
Country: United States  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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## hashem2 - Michael

---

**From:** Iskandar Rabeendran <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 11:28 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Iskandar Rabeendran  
**Position/Organization** DSH  
**Email** kakaye@gmail.com  
**Address** Street Address: 600 queen st  
Street Address Line 2: APT 2207  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96813

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

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**From:** shelby fillinger <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 11:21 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** shelby fillinger  
**Position/Organization** RA- UH Manoa  
**Email** sgf@hawaii.edu  
**Address** Street Address: 2948 alphonse pl  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96822  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Madoka Nagado <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 11:10 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Madoka Nagado  
**Position/Organization** UHM  
**Email** muddy.123@hotmail.com  
**Address** Street Address: 2132 Wilder Avenue  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

Yes

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**From:** Cindy Aban <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:38 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Cindy Aban  
**Position/Organization** Medical Assistant, Unite Here Local 5  
**Email** caban54@gmail.com  
**Address** Street Address: 94-1178A Lumikula St  
City: Waipahu  
State / Province: Hawaii  
Postal / Zip Code: 96797  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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## hashem2 - Michael

---

**From:** Kirsten Moy <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:35 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged



### Testimony in support of SB2585

**Name** Kirsten Moy  
**Position/Organization** Graduate Research assistant  
**Email** kirstenvmoy@gmail.com  
**Address** Street Address: 44-740 Malulani St.  
City: Kaneohe  
State / Province: HI  
Postal / Zip Code: 96744  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**From:** Maria Diez Ortega <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:29 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Maria Diez Ortega  
**Position/Organization** UHM  
**Email** mdiez@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

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**From:** Ross Villiger <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:25 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Ross Villiger  
**Email** rossvilliger@gmail.com  
**Address** Street Address: 1483 Kiukee Place  
City: Kailua  
State / Province: Hawaii  
Postal / Zip Code: 96734  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Matthew Lorentz <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:01 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Matthew Lorentz  
**Position/Organization** TA UH Mānoa  
**Email** lorentzm@hawaii.edu  
**Address** Street Address: 1140 Lunalilo st  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Marie Alohalani Brown <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 6:43 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Marie Alohalani Brown  
**Position/Organization** Assistant Professor, UH Manoa  
**Email** mariealohalani@gmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii.

I am now an assistant professor, but during graduate school at UHM, I was a graduate teaching assistant, and therefore I have personally experienced some of the issues listed in the following paragraphs. Our graduate students deserve better.

At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

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**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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**From:** Michael Bland-Albrecht <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 11:59 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Michael Bland-Albrecht  
**Position/Organization** Teaching Assistant/UH Manoa  
**Email** mpba@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Tommie Laba <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 8:57 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Tommie Laba  
**Position/Organization** Graduate Assistant  
**Email** tommieyamamoto@gmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Optional**

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**From:** Paumalu Cassiday <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 6:55 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Paumalu Cassiday

**Email** prci@hawaii.edu

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**LATE**



Dear Chair McKelvey, Vice Chair Hashem, and Members of the Committee,

On behalf of our members, we testify in strong support of SB 2585. Far too many of my member graduate assistants barely get by. According to CNBC Hawaii is the most expensive place to live in the United States.<sup>1</sup> Too many graduate assistants must also take valuable time from their dissertations or course work to take up additional employment. According to one GA, "There are some nights where all I can afford for dinner is rice and ketchup." While stories like this are less common in fields where GA stipends are well funded, there are many non-economic reasons to allow graduate students to organize a union.

Collective bargaining units provide essential services that no ombudsman can accomplish. Unions provide a safe space where graduate assistants can express grievances without retribution from their supervisor. Unions can protect GAs from sexual harassment, unsafe working conditions, and abusive employers. Professors hold a lot of power in a lab which often makes it difficult to raise concerns to a department chair or dean. I have a friend who faced retribution from other researchers after filing a complaint against a different researcher, making it hard for her to find research to complete her thesis. This carried on to the point that she changed department. By allowing GAs to form Bargaining Unit 15, GAs would have the ability to see their concerns followed through.

Thank you for allowing us to testify.  
Cameron Sato  
Hawaii Chapter Co-Chair  
Young Progressives Demanding Action

---

<sup>1</sup> "American's 10 Most Expensive Places to Live in 2017," Cohn, Scott, July 17 2017, CNBC <https://www.cnbc.com/2017/07/11/americas-10-most-expensive-states-to-live-in-2017.html>

**From:** Kyle Kajihiro <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 12:19 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Testimony in support of SB2585**

**Name** Kyle Kajihiro  
**Email** kkajihir@hawaii.edu  
**Address** Street Address: 657 Hausten St, Apt. B  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96826  
Country: United States

**Testimony Message**

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Jesse Adams <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 1:10 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Jesse Adams  
**Position/Organization** Botanic Gardener/Lyon Arboretum  
**Email** jwadams@hawaii.edu  
**Address** Street Address: 3190 Maile Way  
Street Address Line 2: Room #101  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822

Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

You can [edit this submission](#) and [view all your submissions](#) easily.

## hashem2 - Michael

---

**From:** Erick Delgado <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 1:34 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Erick Delgado  
**Position/Organization** Grad student/ University of Hawaii at Manoa  
**Email** edelgado@hawaii.edu  
**Address** Street Address: 3355 Harding Ave  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96822  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Wendan Li <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 1:40 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Testimony in support of SB2585**

**Name:** Wendan Li  
**Position/Organization:** Graduate assistant/UHM  
**Email:** wendan@hawaii.edu  
**Address:** Street Address: 581 Kamoku st. Apt. 2606  
City: Honolulu  
State / Province: Hi  
Postal / Zip Code: 96826

**Testimony Message:** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

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Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Kate Feloy <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 1:47 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Kate Feloy  
**Email** katefeloy@yahoo.co.uk  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

**No**

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**From:** Bok-dong Yoon <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 2:58 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Bok-dong Yoon  
**Position/Organization** 1952  
**Email** aigoossi@gmail.com  
**Address** Street Address: 1450 A'ala St. #1705  
City: HONOLULU  
State / Province: Hawaii  
Postal / Zip Code: 96817  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Sam Pilgrim <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 4:41 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Testimony in support of SB2585**

**Name** Sam Pilgrim  
**Position/Organization** Graduate Student/UH Manoa  
**Email** spilgrim@hawaii.edu  
**Address** Street Address: 2065 Lanihuli Drive  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822  
Country: United States

**Testimony Message**

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Paumalu Cassiday <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 6:55 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Testimony in support of SB2585**

**Name** Paumalu Cassiday

**Email** prci@hawaii.edu

**Testimony Message** House Committee on Higher Education  
Conference Room 309

**Chair:** Rep. Angus L.K. McKelvey  
**Vice Chair:** Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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
Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

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**From:** Tommie Laba <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 8:57 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** Tommie Laba  
**Position/Organization** Graduate Assistant  
**Email** tommieyamamoto@gmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Optional

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## hashem2 - Michael

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**From:** Brian Crow <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 11:34 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Brian Crow  
**Position/Organization** Graduate Teaching Assistant/University of Hawaii  
**Email** brian.crow608@gmail.com  
**Address** Street Address: 3570 Akaka Pl  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822  
Country: United States

#### Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

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**From:** Michael Bland-Albrecht <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 11:59 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Michael Bland-Albrecht  
**Position/Organization** Teaching Assistant/UH Manoa  
**Email** mpba@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

**No**

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**From:** Marie Alohalani Brown <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 6:43 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Marie Alohalani Brown  
**Position/Organization** Assistant Professor, UH Manoa  
**Email** mariealohalani@gmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii.

I am now an assistant professor, but during graduate school at UHM, I was a graduate teaching assistant, and therefore I have personally experienced some of the issues listed in the following paragraphs. Our graduate students deserve better.

At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

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Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Matthew Lorentz <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:01 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Matthew Lorentz  
**Position/Organization** TA UH Mānoa  
**Email** lorentzm@hawaii.edu  
**Address** Street Address: 1140 Lunalilo st  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Ross Villiger <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:25 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Ross Villiger  
**Email** rossvilliger@gmail.com  
**Address** Street Address: 1483 Kiukee Place  
City: Kailua  
State / Province: Hawaii  
Postal / Zip Code: 96734  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Maria Diez Ortega <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:29 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Maria Diez Ortega  
**Position/Organization** UHM  
**Email** mdiez@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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**hashem2 - Michael**

---

**From:** Kirsten Moy <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:35 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** Kirsten Moy  
**Position/Organization** Graduate Research assistant  
**Email** kirstenvmoy@gmail.com  
**Address** Street Address: 44-740 Malulani St.  
City: Kaneohe  
State / Province: HI  
Postal / Zip Code: 96744  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Cindy Aban <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 8:38 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Cindy Aban  
**Position/Organization** Medical Assistant, Unite Here Local 5  
**Email** caban54@gmail.com  
**Address** Street Address: 94-1178A Lumikula St  
City: Waipahu  
State / Province: Hawaii  
Postal / Zip Code: 96797

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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**From:** Madoka Nagado <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 11:10 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Madoka Nagado  
**Position/Organization** UHM  
**Email** muddy.123@hotmail.com  
**Address** Street Address: 2132 Wilder Avenue  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

**Yes**

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## hashem2 - Michael

---

**From:** shelby fillinger <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 11:21 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

### Testimony in support of SB2585

**Name** shelby fillinger  
**Position/Organization** RA- UH Manoa  
**Email** sgf@hawaii.edu  
**Address** Street Address: 2948 alphonse pl  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96822  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Iskandar Rabeendran <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 11:28 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Testimony in support of SB2585**

**Name** Iskandar Rabeendran  
**Position/Organization** DSH  
**Email** kakaye@gmail.com  
**Address** Street Address: 600 queen st  
Street Address Line 2: APT 2207  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96813

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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**From:** Jessica Schaefer <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 1:47 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Jessica Schaefer  
**Position/Organization** Graduate Teaching Assistant, University of Hawaii at Manoa  
**Email** jschaef@hawaii.edu  
**Address** Postal / Zip Code: 96822  
Country: United States  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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## hashem2 - Michael

---

**From:** Erik Brush <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 2:38 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



### Testimony in support of SB2585

**Name** Erik Brush  
**Position/Organization** PhD Student / University of Hawai'i at Mānoa  
Department of Biology  
**Email** ebrush@hawaii.edu  
**Address** Street Address: 934 19th Avenue  
Street Address Line 2: Apartment A1  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96816

#### Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

**No**

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**From:** Eric Dilley <noreply@jotform.com>  
**Sent:** Sunday, March 18, 2018 3:59 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** Eric Dilley  
**Position/Organization** Graduate Assistant TA  
**Email** edilley@hawaii.edu  
**Address** Street Address: 1858 Saint Louis Dr.  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96816

**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

**No**

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**From:** Randy Ching <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 10:49 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Testimony in support of SB2585**

**Name** Randy Ching  
**Email** makikirandy@yahoo.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
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Optional

Attending Hearing?

No

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**From:** Tim Martin <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 10:51 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Testimony in support of SB2585**

**Name** Tim Martin  
**Email** teajmartin@hotmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

**Chair:** Rep. Angus L.K. McKelvey  
**Vice Chair:** Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Kevin Landers <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 10:57 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Kevin Landers  
**Email** kvnplndrs@gmail.com  
**Address** Street Address: 2939E Park St  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96817  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

Yes

Optional

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**From:** Megan Bent <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 11:01 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Megan Bent  
**Email** BentMeganM@gmail.com  
**Address** Street Address: 3220 Makini St  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96815  
Country: United States  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
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Attending Hearing?

No

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**From:** Patrick Nichols <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 11:10 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Patrick Nichols  
**Position/Organization** Graduate student, University of Hawaii at Manoa  
**Email** pkn@hawaii.edu  
**Address** Street Address: 1201 Wilder Ave  
Street Address Line 2: #3004  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822  
Country: United States

**Testimony Message**

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Katie Taladay <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 11:13 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** Katie Taladay  
**Position/Organization** Research Assistant/University of Hawaii  
**Email** taladay@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual harassment, without a proper mechanism for pursuing grievances.

In 2016, the National Labor Relations Board reversed the decades-long ban on private university



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Attending Hearing?


No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Will Cecil <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 11:38 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Will Cecil  
**Position/Organization** GA/CSS  
**Email** wececil@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Michelle Tong <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 12:03 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Michelle Tong

**Email** mtong89@hawaii.edu

**Testimony Message** House Committee on Higher Education  
Conference Room 309

**Chair:** Rep. Angus L.K. McKelvey  
**Vice Chair:** Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?  No

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**From:** nicole rhoton <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 4:56 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** nicole rhoton  
**Email** nicolerhoton@gmail.com  
**Address** Street Address: 2939 Park st  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96817

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**From:** Kamahuialani Barbett <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 6:57 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Testimony in support of SB2585**

**Name** Kamahuialani Barbett  
**Position/Organization** GTA Hawaiian Studies  
**Email** kamahuialani@gmail.com  
**Address** Street Address: 2143 Kauhana St Apt N  
City: Honolulu  
State / Province: Hi  
Postal / Zip Code: 96816

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

You can [edit this submission](#) and [view all your submissions](#) easily.

## hashem2 - Michael

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**From:** Mary Baker <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 7:11 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

### Testimony in support of SB2585

**Name** Mary Baker  
**Position/Organization** graduate student/UHM  
**Email** bakermary71@gmail.com  
**Address** Street Address: P.O. Box 644  
City: Waimanalo  
State / Province: HI  
Postal / Zip Code: 96795  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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harassment, without a proper mechanism for pursuing grievances.

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Shari Brown <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 7:39 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

<b>Name</b>	Shari Brown
<b>Position/Organization</b>	Graduate Student
<b>Email</b>	shariab@hawaii.edu
<b>Address</b>	Street Address: 1547 Alencastre Street City: Honolulu State / Province: Hawai'i Postal / Zip Code: 96816
<b>Testimony Message</b>	<p>House Committee on Higher Education Conference Room 309</p> <p>Chair: Rep. Angus L.K. McKelvey Vice Chair: Rep. Mark J. Hashem Tuesday, March 20, 2018 at 2:10 pm</p> <p>Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.</p> <p>Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual harassment, without a proper mechanism for</p>

pursuing grievances.

In 2016, the National Labor Relations Board reversed the decades-long ban on private university graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

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**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** BIANCA ISAKI <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 9:10 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** BIANCA ISAKI  
**Email** BIANCA@KAHEA.ORG  
**Address** Street Address: 46-379 KUMOO LOOP  
City: KANEOHE  
State / Province: HI  
Postal / Zip Code: 96744-3532

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Aloha Committee Members,

Mahalo for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawai'i.

For many years, I worked as a graduate teaching assistant and graduate research assistant. My experience was generally good. Once, however, my supervisor called me into her office to tell me that GSO had obtained a pay-step raise for graduate student research assistants, but it wasn't in her budget so would I be okay with her not giving me the raise? I declined her suggestion. Thereafter, the work environment was strained for reasons including that my supervisor took a research project I had put together and presented it at a conference in Europe without giving me credit. Then my position was not renewed. This is the kind of situation that a collective bargaining unit could have helped me address.

Hawai'i led the way in breaking ground for labor

unions. My grandfather was an ILWU labor organizer and stevedore on the docks and my granduncle was an ILWU chairman on Kahuku plantation. I never knew them when they were organizers, but have renewed appreciation for their efforts today. For the University's graduate students, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Bianca Kai Isaki, Ph.D., Esq.

Attending Hearing?

Yes

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Maria Costantini <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 9:43 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Maria Costantini  
**Position/Organization** Graduate assistant/ UH Manoa  
**Email** mariacos@hawaii.edu  
**Address** Street Address: 934A 19th Ave  
City: Honolulu  
State / Province: Hi  
Postal / Zip Code: 96816

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

**No**

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**From:** Scott Goldberg <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 9:47 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Scott Goldberg  
**Position/Organization** UH MBIO  
**Email** scottgol@hawaii.edu  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**


No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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**From:** Katherine Kazlauskas <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 9:59 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** Katherine Kazlauskas  
**Position/Organization** UHM graduate student  
**Email** kvk@hawaii.edu  
**Address** Street Address: 2948 East manoa Road  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Daniel Wilkie <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 10:17 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Daniel Wilkie  
**Position/Organization** Graduate Assistant / UH Manoa  
**Email** dpwilkie@gmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Devin Barney <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 10:43 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Devin Barney  
**Email** barneyd14@gmail.com  
**Address** Street Address: 1342 Aala Street #205  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96817

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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In 2016, the National Labor Relations Board reversed the decades-long ban on private university graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Eileen Nalley <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 10:58 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Eileen Nalley  
**Email** eileen.nalley@gmail.com  
**Address** City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96816  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

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Attending Hearing?

No

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**From:** Alex Miller <noreply@jotform.com>  
**Sent:** Saturday, March 17, 2018 11:45 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Alex Miller  
**Position/Organization** Graduate Assistant, Center on Disability Studies,  
University of Hawai'i at Mānoa  
**Email** ajmiller93@gmail.com  
**Address** Postal / Zip Code: 96826  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**From:** Julie Zill <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 9:54 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Julie Zill  
**Position/Organization** Graduate Student/UH Manoa  
**Email** jzill@hawaii.edu  
**Address** Street Address: 1692 Laukahi St  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96821  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

**No**

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**From:** Amy Perruso <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 10:00 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Testimony in support of SB2585**

**Name** Amy Perruso  
**Position/Organization** HSTA Secretary-Treasurer  
**Email** amyathomas@hotmail.com  
**Address** Street Address: 1488 Glen Ave  
City: Wahiawa  
State / Province: HI  
Postal / Zip Code: 96786  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Prateek Kunwar <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 10:01 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



Testimony in support of SB2585

**Name** Prateek Kunwar  
**Position/Organization** Graduate Assistant / Center of disability services,  
UH Manoa  
**Email** kunwarp@hawaii.edu  
**Address** Street Address: Hale Manoa Room #1207-D  
Street Address Line 2: 1711 East West Rd  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96848

Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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No

I permit ALLU to use excerpts of my testimony on social media.

Attending Hearing?

Optional

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**From:** Daniel Flores <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 10:03 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585



**Name** Daniel Flores  
**Position/Organization** Teaching Assistant  
**Email** dflores2@hawaii.edu  
**Address** Street Address: 2531 Kapiolani Blvd.  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96826

**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Kathleen Tatem Tatem <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 10:13 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Kathleen Tatem Tatem  
**Position/Organization** Graduate Research Assistant/Physics/Institute for Astronomy  
**Email** ktatem@hawaii.edu  
**Address** Street Address: UH, Institute for Astronomy, Maui  
Street Address Line 2: 34 'Ohi'a Ku Street  
City: Pukalani  
State / Province: HI  
Postal / Zip Code: 96768

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

**No**

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**From:** Jessica Perelman <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 10:21 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 **Testimony in support of SB2585**

**Name** Jessica Perelman  
**Position/Organization** Graduate RA/ UH Manoa  
**Email** jnperelm@hawaii.edu  
**Address** Street Address: 1843 Vancouver Place  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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
Attending Hearing?

No

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**From:** Sang-hyoun Pakk <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 10:24 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

<b>Name</b>	Sang-hyoun Pakk
<b>Email</b>	pahks@hawaii.edu
<b>Address</b>	Street Address: 404 Hao Street City: Honolulu State / Province: HI Postal / Zip Code: 96821 Country: United States
<b>Testimony Message</b>	<p>House Committee on Higher Education Conference Room 309</p> <p>Chair: Rep. Angus L.K. McKelvey Vice Chair: Rep. Mark J. Hashem Tuesday, March 20, 2018 at 2:10 pm</p> <p>Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.</p> <p>Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual harassment, without a proper mechanism for</p>

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**Attending Hearing?**

**No**

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Alealani Dudoit <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 10:31 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Alealani Dudoit  
**Position/Organization** Graduate Student UHM  
**Email** al.dudoit@hawaii.edu  
**Address** Street Address: 95-895 Wikao St E101  
City: Mililani  
State / Province: Hi  
Postal / Zip Code: 96789

**Testimony Message** House Committee on Higher Education  
Conference Room 309  
  
Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Jason Ellinwood <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 10:39 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Jason Ellinwood  
**Position/Organization** Teaching Assistant, UH-Mānoa  
**Email** jason.k.ellinwood@gmail.com  
**Address** Street Address: 46-074 Puulena St Apt 1126  
City: Kaneohe  
State / Province: Hawaii  
Postal / Zip Code: 96744-3751  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

**No**

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** David Stupplebeen <noreply@jotform.com>  
**Sent:** Tuesday, March 20, 2018 7:27 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

## Late Testimony



Testimony in support of SB2585

**Name** David Stupplebeen  
**Position/Organization** Graduate Student  
**Email** david.stupplebeen@gmail.com  
**Address** Street Address: 2319 Ala Wai #102  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96815  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

You can [edit this submission](#) and [view all your submissions](#) easily.



**From:** Ya-chu Chang <noreply@jotform.com>  
**Sent:** Tuesday, March 20, 2018 6:47 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

## Late Testimony



Testimony in support of SB2585

**Name** Ya-chu Chang  
**Position/Organization** GA  
**Email** chyana97@gmail.com  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual harassment, without a proper mechanism for pursuing grievances.

In 2016, the National Labor Relations Board reversed the decades-long ban on private university

graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

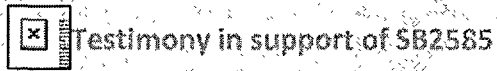
Attending Hearing?

No

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**From:** Veerle van Wijk <noreply@jotform.com>  
**Sent:** Tuesday, March 20, 2018 12:46 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

## Late Testimony



**Name** Veerle van Wijk  
**Position/Organization** Graduate Assistant at University of Hawai'i at Manoa  
**Email** v\_van\_wijk@hotmail.com  
**Address** Street Address: 3025 Woolsey Place  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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harassment, without a proper mechanism for pursuing grievances.

As an international student, having a union is important for multiple purposes. Now, Graduate Assistants do not even have a formal contract - which took quite some time to explain to the Dutch tax services. Why is there no obligations and rules on both sides? Why are jobs treated as scholarships? As an international student, not being able to work outside of the university due to visa regulations, creates a situation where we can only work without a living wage, without any protection from sexual harassment, without any collectively bargained contract and without having any say in the university's policies. In The Netherlands, my country of origin, (undergraduate and graduate) chosen student representatives have a say in every budget decision - I was shocked that that was not the case in the US/Hawai'i. Students need to have a say in policy, budget and need to have a fair contract. How are we going to build the future otherwise?

I urge you to pass SB2585.

**Attending Hearing?**

No

**Optional**

I permit ALU to use excerpts of my testimony on social media.

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**From:** Nathaniel Wehr <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 9:55 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

## Late Testimony



**Name** Nathaniel Wehr  
**Position/Organization** Graduate Assistant  
**Email** natewehr8@gmail.com  
**Address** Street Address: 2499 Kapiolani Blvd.  
Street Address Line 2: Apt 2401  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96826  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

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**From:** Tyler Greenhill <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 9:49 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

## Late Testimony



**Name** Tyler Greenhill  
**Position/Organization** Mr.  
**Email** tyler.greenhill@gmail.com  
**Address** Street Address: 553-1 Pepeekeo St  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96825  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

Yes

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**From:** Nanea Lo <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 9:26 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

## Late Testimony



Testimony in support of SB2585

**Name** Nanea Lo  
**Position/Organization** student  
**Email** naneaclo@gmail.com  
**Address** Street Address: 1017A 16th avenue  
City: honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96816  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Eréndira Aldana <noreply@jotform.com>  
**Sent:** Monday, March 19, 2018 6:40 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

## Late Testimony



Testimony in support of SB2585

**Name** Eréndira Aldana  
**Position/Organization** Graduate Assistant/Research and Evaluation in Public Safety  
**Email** ealdana@hawaii.edu  
**Address** Street Address: 922 B Pumehana St  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96826  
Country: United States

### Testimony Message

House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

Yes

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**From:** Megan McElligott <noreply@jotform.com>  
**Sent:** Tuesday, March 20, 2018 12:02 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

## Late Testimony



Testimony in support of SB2585

**Name** Megan McElligott  
**Email** meganmmcelligott@gmail.com  
**Address** Street Address: 1720 Ala Moana Blvd  
Street Address Line 2: D301  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96815

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

You can [edit this submission](#) and [view all your submissions](#) easily.

**From:** Shreya Yadav <noreply@jotform.com>  
**Sent:** Tuesday, March 20, 2018 8:48 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

## Late Testimony



Testimony in support of SB2585

**Name** Shreya Yadav  
**Email** shreyay@hawaii.edu  
**Address** Street Address: 661, 1711 East West Road  
City: Honolulu  
State / Province: Hawaii  
Postal / Zip Code: 96822  
Country: United States

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

Optional

I permit ALU to use excerpts of my testimony on social media.

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**From:** Richard Coleman <noreply@jotform.com>  
**Sent:** Tuesday, March 20, 2018 8:43 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

**Late  
Testimony**



Testimony in support of SB2585

Name Richard Coleman  
Position/Organization Student  
Email hettheru@hotmail.com  
Address Street Address: 1022 Prospect St Apt 404  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822  
Country: United States

Testimony Message House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Kaleonani Hurley <noreply@jotform.com>  
**Sent:** Tuesday, March 20, 2018 8:37 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

## Late Testimony



Testimony in support of SB2585

Name	Kaleonani Hurley
Position/Organization	Graduate research assistant
Email	hurleyk@hawaii.edu
Testimony Message	House Committee on Higher Education Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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Attending Hearing?

No

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**From:** Lucie Knor <noreply@jotform.com>  
**Sent:** Tuesday, March 20, 2018 9:10 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

## Late Testimony



Testimony in support of SB2585

**Name** Lucie Knor  
**Position/Organization** Graduate Assistant UH Manoa  
**Email** lucieknor@hotmail.de  
**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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**Attending Hearing?**

No

**Optional**

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**SB-2585-HD-1**

Submitted on: 3/17/2018 1:27:33 PM

Testimony for HED on 3/20/2018 2:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Janet Graham	Academic Labor United	Support	No

Comments:

House Committee on Higher Education

Conference Room 309

Chair: Rep. Angus L.K. McKelvey

Vice Chair: Rep. Mark J. Hashem

Tuesday, March 20, 2018 at 2:10 pm

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As a graduate assistant, I am a teacher and a student. The university relies on us to teach much of its lower division courses and doesn't put a ton of FTE into teaching us how to fulfill our duties. I am not saying our departments don't do enough. I am saying with fairly limited training, we do the work. I have taught 11 sections of Composition I as a Graduate Assistant since 2015. I create the syllabus, adjusting it as I continue to refine the course. I write and post my course descriptions. I teach all the lessons, meet with students, and email feedback to students on their writing. I grade the students and they evaluate me at the end of the course. Our department offers solid support to improve our pedagogy, but we are fully autonomous in the courses we teach.

I am also concerned about legal representation for us in the classroom that unions typically provide, which may be as important as pay. We are much more vulnerable than tenured and tenure-track professors if students bring grievance against us when we uphold student conduct codes that, according to some, impinge on free speech.

Our pay, conditions, and protections don't keep up with other schools, and Hawaii has one of highest costs of living. Unionizing has helped other graduate students improve pay, conditions and protections. We are asking for the same opportunity in Hawaii where unions have long been instrumental in securing workers' rights. For the cutting-

edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Sincerely, Janet Graham



**SB-2585-HD-1**

Submitted on: 3/17/2018 2:08:26 PM

Testimony for HED on 3/20/2018 2:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Theresa Chen	Individual	Support	No

Comments:

I am currently a graduate student at the University of Hawai'i at Mānoa, in the final semester of my Master's of Social Work program at the Myron B. Thompson School of Social Work. While I myself am not a graduate assistant, many of my friends are. Many of them would not be able to afford a graduate education without the tuition waiver many graduate assistantships offer.

Because of their status as students, it is often easy to forget that graduate students are in fact cheap labor. Currently, the base salary for graduate assistants University of Hawai'i at Mānoa is \$17,500, just over half of the calculated living wage for a single adult in Hawai'i, and a number that is far below the competitive standards of other universities. At this time, UH Mānoa has over 1,200 graduate student assistants who labor as research, administrative, and of course, teaching assistants.

The work these graduate assistants do is invaluable. At some point in their undergraduate careers, every UH student is taught by a graduate student; even at the graduate level, I have had instructors who were graduate teaching assistants. Many of the departments are run with the help of administrative assistants, and research assistants provide the university with valuable research that cannot be replicated elsewhere. The university flourishes on the backs of graduate student assistants. It cannot thrive without them.

Even so, graduate student assistants at the University of Hawai'i at Mānoa do not have representation or a formal mechanism to pursue grievances should they need to do so. These deficiencies leave graduate student assistants vulnerable to abuse, for which they have no legal recourse.

For these reasons, I support SB2585 SD2 HD1, which seeks to allow graduate student assistants in Hawai'i to form a collective bargaining unit. Graduate students should have the right to represent and advocate for themselves. Research has shown that unionized graduate assistants report higher levels of personal and professional support and of higher pay, resulting in improved educational outcomes. Faculty report that unionization at their institutions does not hinder their ability to instruct, advise, or mentor. In the last 50 years, more than 30 officially recognized graduate student unions have been established at both private and public universities in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, and Iowa. This list should

include Hawai'i. I urge you to support the rights of graduate student assistants and to pass SB2585 SD2 HD1.

**SB-2585-HD-1**

Submitted on: 3/18/2018 9:24:51 PM

Testimony for HED on 3/20/2018 2:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Mike Golojuch	Individual	Support	No

Comments:

It is time to recongize our graduate asistance as persons who need to be recognized and paid accordingly.

Mike Golojuch,Sr.

**SB-2585-HD-1**

Submitted on: 3/19/2018 11:17:02 AM

Testimony for HED on 3/20/2018 2:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Diliaur Tellei	Individual	Support	No

Comments:

My name is Diliaur Tellei and I'm a graduate assistant at the university. I'm writing in strong support of SB2585.

Throughout my time as a grad student I've been a participant at the East-West Center, which is how I've been able to afford to live on Oahu. Rent comes in at under \$500 a month. For this price, I have my own room, and a shared dorm-style bathroom and kitchen. I consider myself lucky in this arrangement. In October and November, when I was reapplying for a final year at the Center, I started also looking for rooms to rent (forget apartments in this housing market), just in case.

\$625 would get me a room just big enough to stretch my arms out in with a window into the living room. And that's the end of what I could afford on one paycheck. \$750 would get me a 6'x8' room (no closet) where the homeowner monitored visitors (out by 10pm or it's \$20 for the "night"), monitored alcohol use, and required weekly chores to be done (otherwise - \$20 charge there too). \$800 would get me my own room in a house full of strangers who were hopefully nice; unfortunately they never replied to my inquiry. \$900 would get me a room in MÄ• noa Valley with no washer or dryer (or laundromat within 2 miles), nor kitchen access or hot plate allowed -- as the ad said, "perfect for students who mostly eat out". I was at my wits' end. I ended up applying for a position with the Graduate Student Organization since there was a small stipend and it was on campus, a job that I've ended up loving but that I applied for out of desperation.

Doesn't this sound awful? A 27 year old who has to decide between dignity and a roof over their head? Who'd have to balance rent against meals they could afford to skip? I just thank heaven I was renewed at the East-West Center. For one more year.

The thing is, this is the kind of situation a collective bargaining unit could address from multiple points. One is to raise the wage of graduate assistants. Another is by bargaining for affordable rates in UH campus housing. I'm sure there are more. But right now, too many people like me are stuck, and I'm one of the lucky ones.

As researchers we learn about the fundamental principles of ethics in conducting research. One is the mandate that research participants be treated justly -- in a non-exploitative manner. We also learn that certain groups are vulnerable as research participants (such as children) because their agency is limited. Currently, graduate

student workers are an exploited, vulnerable group almost by definition. We have no bargaining power with which to protect ourselves. Too often, we are exploited by our superiors. All of us are exploited by a university that would collapse without our labor.

Because it's the ethical thing to do for graduate student workers, and because a bargaining voice could be the key to addressing so many issues that affect all grad students (affordable housing, food insecurity), I strongly support SB2585.

**SB-2585-HD-1**

Submitted on: 3/19/2018 11:54:50 AM

Testimony for HED on 3/20/2018 2:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Jonathan Valdez	Individual	Support	No

Comments:

Aloha Senators, My name is Jonathan Valdez, and I currently live in Manoa. I am a Ph.D. graduate student in the department of American studies. I am testifying today in support of SB 2585.

I was a graduate assistant for two and a half years for my department. During that time, I served as both a teaching assistant and solo instructor. I am thankful for those opportunities and funding, but as is the case today in education it pales in comparison to help students meet the standard of living, protect them in the face of abuse, and in some cases hinder their progress from finishing on time, if not finishing at all.

Being a graduate student is not glamorous. The running gag of graduate students voraciously eating free food at university functions is hilarious, but it should give you pause to remember that for some it because some can't make ends meet and that may be their only meal. It's also been popularized in the animated series Simpsons as making bad life decisions. I beg to differ. My decision to go to graduate school lies in what has been one of my life's maxims, "To be a listener and teller of stories."

As a scholar in the humanities, I don't think it is a bad life decision to dedicate myself to teaching. Moreover, I believe it is through exposing students to different stories from people from all walks of life that we begin to change the world. One example was when a student last semester in my pop culture class made the connection between the mining of coltan, the minerals found in our phones and computers was mined in the same conditions as diamonds in Sierra Leone. The blood coltan of Congo, as he put it, opened his eyes to the fact exploitation of children was integral to the creation of technology that we now believe we can't live without.

In essence, it is the same for graduate assistants and other graduate students working as adjunct lecturers or admin they are integral to making the university work.

Senators, my fellow graduate students and I are asking for more because of what we contribute to the reputation and the prestige of the University of Hawaii. We travel all over the world for conferences, contribute to pushing the boundaries of what we know across all disciplines. We publish articles and books. And like myself, we are teachers. We are ever a part of the beating heart that is education at UH.

While the UH Manoa administration has made attempts at addressing students' awareness of services offered at the campus these kinds of band-aid solutions fail to address the systemic issues faced by graduate students. A graduate student union will provide the protections for graduate students advocate and bargain for better protections, rights, and wages on campus. The recent success of the Graduate Employee's Organization at the University of Illinois at Urbana-Champaign illustrates this possible future. A graduate student union at UH Manoa will push for graduate students' personal and financial security so that they can entirely focus on their academic success and aspirations. Successes that only benefit UH Manoa.

As a scholar of popular culture, I leave you with a quote from Jon Jonz, the enigmatic Martian superhero from DC comics

"There isn't much justice in the world, perhaps that's why it is so satisfying to occasionally make some." (Justice League Task Force #1)

Just as we graduate students encourage our students to make Hawaii and the world a better place. I ask that you stand with the women and men who make UH a dynamic place of learning through their service.

I ask you to stand in support of SB 2585.

Mahalo.

**SB-2585-HD-1**

Submitted on: 3/19/2018 2:06:03 PM


Testimony for HED on 3/20/2018 2:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Melodie Aduja	Oahu County Committee on Legislative Priorities of the Democratic Party of Hawai'i	Support	No

Comments:



**From:** Noam Altman-Kurosaki <noreply@jotform.com>  
**Sent:** Friday, March 16, 2018 9:53 PM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

 Testimony in support of SB2585

**Name** Noam Altman-Kurosaki  
**Position/Organization** TA  
**Email** noama@hawaii.edu  
**Address** Street Address: 3259 Pinaoula Street  
City: Honolulu  
State / Province: HI  
Postal / Zip Code: 96822

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank you for the opportunity to provide testimony. I write in strong support of SB2585. SB2585, if passed, will create a new bargaining unit, 15, for graduate assistants in Hawaii. At some point every undergraduate student is taught by a graduate teaching assistant; graduate research assistants advance scientific frontiers; and graduate administrative assistants run key facilities on campus. The university increasingly relies on graduate labor to run. Graduate assistants deserve a seat at the table when decisions are made that affect their lives, those of their students, and the broader community.

Unfortunately, graduate assistants are poorly compensated, with wages that are far below a living wage and far below competitive standards of other universities. Graduate assistant compensation has neither kept up with inflation, the cost of living, or rising productivity. Additionally, graduate assistants are vulnerable to capricious and arbitrary decisions and attacks from management, including sexual harassment, without a proper mechanism for

pursuing grievances.

In 2016, the National Labor Relations Board reversed the decades-long ban on private university graduate unions at places such as the University of Chicago, Harvard, and Yale, declaring that graduate assistants are workers that deserve the right to unionize. There are currently dozens of graduate unions across the country at public and private institutions, in states such as California, Oregon, Washington, New York, Illinois, Montana, Massachusetts, Iowa, and many more. Graduate assistant unions have existed for 50 years, and all scholarly research has shown that unionized graduate assistants report higher levels of personal/professional support and higher pay that improves educational outcomes, and that faculty report that unionization does not inhibit their ability to advise, instruct, or mentor.

Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

You can edit this submission and view all your submissions easily.

## hashem2 - Michael

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**From:** Tom Iwanicki <iwanicki@hawaii.edu>  
**Sent:** Monday, March 19, 2018 11:20 AM  
**To:** HEDtestimony  
**Subject:** Testimony in support of SB2585

House Committee on Higher Education  
Conference Room 309



Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

Thank-you for the opportunity to provide testimony in **strong support** of SB2585. The current state of graduate assistantships at UH Manoa is a major disincentive for attracting and retaining our brightest minds at all levels. Undergraduates studying at UH are regularly encouraged to look elsewhere for graduate programs because of low wages and benefits. The Graduate Division at UH has acknowledged graduate assistant retention and time-to-completion is an issue of major concern. It is difficult to simply complete a degree, let alone in a timely manner, when you are working a second or third job to make ends meet. Current faculty members struggle to attract the best graduate assistant applicants. All this information is then made available to visiting prospective graduate assistants and faculty. An R1 university thrives only when it has a robust, healthy, and productive graduate assistant population. SB2585 will give graduate assistants a legal pathway to collective bargaining and strengthen higher education in the state of Hawai'i. **That is why I urge you to pass SB2585.**

Tom Iwanicki, BSc MSc  
PhD Student  
Department of Biology  
University of Hawai'i at Mānoa  
Honolulu, HI, USA

Testimony from the Democratic Party of Hawai'i Labor Caucus  
Tuesday, March 20th, 2018  
2:10 PM, Room 309

**LATE**

Attention: House Committee on Higher Education  
Representative Angus L.K. McKelvey, Chair  
Representative Mark J. Hashem, Vice Chair

Re: **Strong Support for SB2585 Relating to Collective Bargaining**

The Democratic Party of Hawaii Labor Caucus supports SB2585. SB2585 will create a bargaining unit for graduate assistants employed at the University of Hawai'i. Doing so will allow this class of workers to exercise their right to organize and join a union so that they can collectively negotiate a fair contract, address workplace concerns through a grievance process, and build solidarity. For these reasons the Democratic Party of Hawai'i Labor Caucus urges passage.

**LATE**

**SB-2585-HD-1**

Submitted on: 3/19/2018 8:28:57 PM

Testimony for HED on 3/20/2018 2:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Justin Keliipaakaua	Individual	Support	No

Comments:

## HOUSE COMMITTEE ON HIGHER EDUCATION

**LATE**

Rep. Angus McElvey, Chair  
Rep. Mark Hashem, Vice Chair

From: Bart Dame  
Date: Tuesday, March 20, 2018  
Time: 2:10 p.m.  
Place: Conference room 309

### **SB2585, RELATING TO COLLECTIVE BARGAINING**

#### **STRONGLY SUPPORT**

My name is Bart Dame and I am testifying as an individual in SUPPORT of SB2585.

I have known a lot of graduate student teaching assistants over the years and have been aware of both their working and living conditions. There is no question in my mind they function as essential employees of the University and, in that role, have a right to coordinate with their fellow grad students for improvement of their working conditions.

I do not see merit in the argument of University that workers whose jobs are not permanent have no right to collective bargaining. I would support the right of McDonald's and other fast food workers to organize to better negotiate with their employer as well, even though most of those employees are part time and do not lead to a permanent "career."

It appears the University management has a hard time seeing themselves as an "employer" and, for that reason, cannot believe workers might have to organize to win concessions from them rather than just rely upon the wisdom and benevolence of the University. How is this attitude different from that of any employer?

I am sympathetic to the difficulties of the University to try to fulfill its job on a very tight budget and can understand how they prefer the freedom to dictate wages and benefits to the least powerful among its employees. But their financial needs should not blind us to the financial needs of the graduate teaching assistants.

Finally, the University wants to argue that grad students are, first and foremost, STUDENTS and that over-ride any perception of them as also being EMPLOYEES.

I suggest recognizing the right to organize into unions as a fundamental right in a democratic society, despite the widespread amnesia that has been promoted by employer and conservative organizations. The University should accept, rather than resist, the importance of respecting, even encouraging students to learn the necessity exerting their rights, in combination with others, should recognize the importance of students learning the skills of self-organization as a basis for engaged citizenship.

If the University sees this too much from the perspective of an employer, or as a state agency trying to stretch every dollar in their budget, rather than as EDUCATORS, it is appropriate that the legislators, particularly those with Democratic values, support the more balanced view and compel the University management to accept collective bargaining for all their employees.

**From:** Cody Anderson <noreply@jotform.com>  
**Sent:** Tuesday, March 20, 2018 11:21 AM  
**To:** academiclaborunited@gmail.com; HEDtestimony  
**Subject:** In Support of SB2585

# Late Testimony

## Testimony in support of SB2585

**Name** Cody Anderson  
**Position/Organization** Graduate Assistant/ Art Department University of Hawaii at Manoa  
**Email** codyanderson993@gmail.com  
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State / Province: HI  
Postal / Zip Code: 96826

**Testimony Message** House Committee on Higher Education  
Conference Room 309

Chair: Rep. Angus L.K. McKelvey  
Vice Chair: Rep. Mark J. Hashem  
Tuesday, March 20, 2018 at 2:10 pm

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and attacks from management, including sexual harassment, without a proper mechanism for pursuing grievances.

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Hawaii led the way in breaking ground for labor unions. For the cutting-edge research and instruction graduate assistants do, the ability to collectively bargain over compensation, benefits, and working conditions is essential and long overdue. I urge you to pass SB2585.

Attending Hearing?

No

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