



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
Senate Committee on Higher Education
Monday, April 15, 2019 at 2:00 p.m.

By

Joyce Najita, Director

Industrial Relations Center

Dr. Monica Ghosh, Interim University Librarian
University of Hawai'i Library Services

And

Dr. Michael Bruno

Provost

University of Hawai'i at Mānoa

HCR 179 – REQUESTING THE UNIVERSITY OF HAWAII BOARD OF REGENTS TO CONTINUE TO SUPPORT AND FUND THE INDUSTRIAL RELATIONS CENTER AS A VALUABLE LABOR-MANAGEMENT RELATIONS RESOURCE FOR THE PUBLIC AND PRIVATE SECTORS.

Chair Kim, Vice Chair Kidani and members of the committee:

The Industrial Relations Center (IRC), University of Hawai'i at Mānoa provides the following comments in support of HCR 179 for your consideration. My name is Joyce M. Najita, Director of the Industrial Relations Center, University of Hawai'i at Mānoa.

There is a genuine concern among members of the greater labor relations community in Hawai'i from both the human resources management and organized labor communities over the steady decline in support for the fields of human resources management and industrial relations both locally and nationally. It is the spirit of this concern that was the primary motivation for the Resolution. This specific resolution is designed to support the Industrial Relations Center as we move into the future. The issues that the IRC addresses involve the very future of work, the future of labor, and the future of labor-management relations. The University of Hawai'i Board of Regents founded the Industrial Relations Center in 1948 for these purposes. For these reasons, the Industrial Relations Center supports the approval of this Resolution, which requests that the University of Hawai'i Board of Regents continue to support and fund the Industrial Relations Center as we move into the future.

The Industrial Relations Center (IRC) has provided service to the private and public sectors, including both management and labor in Hawai'i for 70 years. In 2020, the 50th anniversary of the Hawai'i Collective Bargaining in Public Employment law will have been reached. Both management and labor in the field of labor relations needs a research arm that is impartial to the respective interests of both sides of human resources/labor. The neutrality of the Industrial Relations Center with respect to labor-management relations has been at the core of the IRC's founding mission since 1948.

It is evident that labor relations has not faced such grave problems since the 1930s. This current climate of concern for and problems facing industrial relations as a whole comes from all levels: the United States Supreme Court, the National Labor Relations Board, additional federal and state/county agencies, labor unions and human resources management staff. It is within this context that questions over the survival of the Industrial Relations Center have been raised. Interested parties in the local community have been so concerned that they have sought to strengthen the commitment to preserve the Industrial Relations Center so that it is available to all parties that have a vested interest in preserving a strong and viable labor-management community in Hawai'i.

The IRC's mission is to promote understanding of labor-management problems, techniques, and policies; and to provide for labor, management, and the community sources of information in the field of industrial relations.

Originally established in the College of Business Administration, the IRC is now an independent organized research unit administered under Library Services. The value of the IRC's neutral position was aptly described in 1970 by J. B. Ferguson, former Director of the IRC, when he said that having separate education programs for labor and management "...tends to perpetuate the polarization between management and labor by emphasizing the differences between them rather than emphasizing their mutual interdependence in today's world. Techniques for easing and avoiding conflict seem to be of greater importance, given present laws and existing attitudes, than do techniques which perpetuate antagonism...."

Over the years, the IRC has established a reputation as an impartial and trusted resource agency in the highly adversarial field of labor-management relations in both the public and private sectors.

The IRC is a member of a national organization of professionals in the industrial relations field called the Labor and Employment Relations Association (LERA), as well as its Hawai'i Chapter. LERA was previously known as the Industrial Relations Research Association (IRRA), and the Hawai'i Chapter of LERA has maintained the IRRA designation. As a service to the industrial relations community, the IRC provides administrative services to the IRRA-Hawai'i Chapter.

Thank you for your time and consideration of the IRC's comments in support of HCR 179.

DAVID Y. IGE
GOVERNOR

JOSH GREEN
LIEUTENANT GOVERNOR



SCOTT T. MURAKAMI
DIRECTOR

LEONARD HOSHIO
DEPUTY DIRECTOR

**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

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April 12, 2019

To: The Honorable Donna Mercado Kim, Chair,
The Honorable Michelle N. Kidani, Vice Chair, and
Members of the House Committee on Higher Education

Date: Monday, April 15, 2019

Time: 2:00 p.m.

Place: Conference Room 414, State Capitol

From: Scott T. Murakami, Director
Department of Labor and Industrial Relations (DLIR)

**Re: H.C.R. 179 REQUESTING THE UNIVERSITY OF HAWAII BOARD OF REGENTS
TO CONTINUE TO SUPPORT AND FUND THE INDUSTRIAL RELATIONS CENTER AS
A VALUABLE LABOR-MANAGEMENT RELATIONS RESOURCE FOR THE PUBLIC
AND PRIVATE SECTORS**

I. OVERVIEW OF PROPOSED LEGISLATION

HCR179 requests the University of Hawaii Board of Regents to continue to support and fund the Industrial Relations Center as a valuable labor-management resource for the public and private sectors.

DLIR supports this measure.

II. COMMENTS ON THE HOUSE RESOLUTION

DLIR supports the invaluable services that the Industrial Relations Center (IRC) provides. The IRC's mission is to promote understanding of labor-management problems, techniques, and policies; and to provide for labor, management, and the community sources of information in the field of industrial relations. For 71 years, the IRC's workshops, forums, and impartial research activities have educated the community and helped facilitate understanding and productive collaboration between labor and management. As DLIR prepares to celebrate its 80th anniversary next year, the Department looks forward to many more years of the IRC's positive work in pursuit of its mission of promoting understanding between labor and management.



UNIVERSITY
of HAWAII®
MĀNOA

Testimony Presented Before the
Senate Committee on Higher Education
Monday, April 15, 2019 at 2:00 p.m.

By
Michael F. Miller
Senior Labor Relations Research Assistant
Industrial Relations Center

HCR 179/HR 161 – REQUESTING THE UNIVERSITY OF HAWAII BOARD OF REGENTS TO CONTINUE TO SUPPORT AND FUND THE INDUSTRIAL RELATIONS CENTER AS A VALUABLE LABOR-MANAGEMENT RELATIONS RESOURCE FOR THE PUBLIC AND PRIVATE SECTORS.

Chair Donna Mercado Kim, Vice Chair Michelle N. Kidani, and members of the committees:

This submittal is in support of HCR 179.

The Industrial Relations Center (IRC), University of Hawai'i at Mānoa provides the following comments in support of HCR 179/HR 161 for your consideration. My name is Michael F. Miller. I am the Senior Labor Relations Research Assistant with the Industrial Relations Center, University of Hawai'i at Mānoa. I have been employed in this capacity since December 1, 2006. My involvement with the IRC dates back to 1980. Prior to joining the IRC staff, I worked for 25 years in the field of labor relations in Hawai'i.

There is a genuine concern among members of the greater labor relations community in Hawai'i from both the human resources management and organized labor communities over the steady decline in support for the fields of human resources management and industrial relations both locally and nationally. It is the spirit of this concern that was the primary motivation for the Resolution. This specific resolution is designed to support the Industrial Relations Center as we move into the future. The issues that the IRC addresses involve the very future of work, the future of labor, and the future of labor-management relations. The University of Hawai'i Board of Regents founded the Industrial Relations Center in 1948 for these purposes. For these reasons, the Industrial Relations Center supports the approval of this Resolution, which requests that the University of Hawai'i Board of Regents continue to support and fund the Industrial Relations Center as we move into the future.

The Industrial Relations Center (IRC) has provided service to the private and public sectors, including both management and labor in Hawai'i for 70 years. In 2020, the 50th anniversary of the Hawai'i Collective Bargaining in Public Employment law will have been reached. Both management and labor in the field of labor relations needs a research arm that is impartial to the respective interests of both sides of human resources/labor. The neutrality of the Industrial Relations Center with respect to labor-management relations has been at the core of the IRC's founding mission since 1948.



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

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

The Thirtieth Legislature, State of Hawaii
The Senate
Committee on Higher Education

Testimony by
Hawaii Government Employees Association

April 15, 2019

H.C.R. 179 – REQUESTING THE UNIVERSITY OF HAWAII
BOARD OF REGENTS TO CONTINUE TO SUPPORT AND FUND
THE INDUSTRIAL RELATIONS CENTER AS A VALUABLE
LABOR-MANAGEMENT RELATIONS RESOURCE FOR THE
PUBLIC AND PRIVATE SECTORS

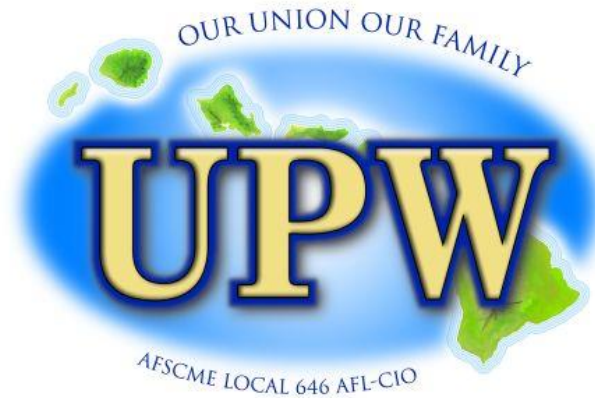
The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports H.C.R. 179 which requests the University of Hawaii Board of Regents to continue to support and fund the Industrial Relations Center as a valuable labor-management relations resource for both the public and private sectors.

The Industrial Relations Center has provided critical services to both management and organized labor in the public and private sectors for 70 years. The mission of the Center is to promote the understanding of labor-management issues and policies and to serve both sides of the bargaining table as an impartial research arm. We are very pleased with the work of the Center and its staff, as they have become an unparalleled and trusted resource for all parties and we are confident that Center will continue to serve this critical function in the future. It is for these reasons that we strongly support the passage of H.C.R. 179 and request that the University of Hawaii Board of Regents continue to support and fund the Industrial Relations Center.

Thank you for the opportunity to submit testimony in support of H.C.R. 179.

Respectfully submitted,

Randy Perreira
Executive Director



THE HAWAII STATE SENATE

The Thirtieth Legislature
Regular Session of 2019

Committee on Higher Education

Senator Donna Mercado Kim, Chair
Senator Michelle N. Kidani, Vice Chair
Members of the Committee

Date of Hearing: Monday, April 15, 2019
Time of Hearing: 2:00 p.m.
Place of Hearing: Conference Room 414

**TESTIMONY ON HCR 179 RELATING TO THE UNIVERSITY OF HAWAII
INDUSTRIAL RELATIONS CENTER**

By DAYTON M. NAKANELUA,
State Director of the United Public Workers,
AFSCME Local 646, AFL-CIO ("UPW")

The UPW is the exclusive bargaining representative for approximately 14,000 public employees, which include blue collar, non-supervisory employees in Bargaining Unit 01 and institutional, health and correctional employees in Bargaining Unit 10, in the State of Hawaii and four counties. The UPW also represents about 1,500 members in the private sector.

HCR 179 requests the University of Hawaii Board of Regents to continue to support and fund the Industrial Relations Center as a valuable labor management relations source for the public and private sectors. This center has been a valuable information resource for public sector labor unions over the years including students in the College of Business. The UPW strongly encourages and appreciates the Legislature and the University of Hawaii to support and fund the Industrial Relations Center.

Thank you for the opportunity to submit this testimony.

HCR-179

Submitted on: 4/12/2019 11:39:56 AM

Testimony for HRE on 4/15/2019 2:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Eric Tanigawa	Individual	Support	No

Comments:

I support the passage of H.C.R. 179 and request that the University of Hawaii Board of Regents continue to support and fund the Industrial Relations Center. Thank you for the opportunity to submit testimony in support of this matter.

HCR-179

Submitted on: 4/12/2019 12:50:38 PM

Testimony for HRE on 4/15/2019 2:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Thomas Cestare	Individual	Support	No

Comments:

Our state is comprised of perhaps the most diverse population in the United States. Since World War II we have been hugely successful in our labor relations. Much of our success is directly attributable to the fact that the Board of Regents recognized the importance of addressing potential labor - management conflicts, addressing issues, and examining the very future of work. They started the Industrial Relations Center in 1948 to help labor and management resolve problems in a spirit of cooperation. Clearly the IRC has been incredibly successful in helping the public and private sectors avoid conflicts that have ruined other places in our country. This research arm has been available to all parties for 70 years and it should be funded so that can continue to provide impartial information essential to the economic well being of our state.

HCR-179

Submitted on: 4/12/2019 12:51:19 PM

Testimony for HRE on 4/15/2019 2:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Walter Benavitz Jr.	Individual	Support	No

Comments:

The IRC exudes professionalism and, as a neutral, stands "at the ready" to support all persons and entities involved in the labor arena.

Walter Benavitz, Arbitrator

HCR-179

Submitted on: 4/12/2019 5:53:29 PM

Testimony for HRE on 4/15/2019 2:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Mike Golojuch	Individual	Support	No

Comments:

I strongly support HCR179 and HR161. I have personally been involved with Industrial Relations Center (IRC) since 1997. It is an excellent University of Hawai'i program that needs to be continued. It allows management and labor to gather together and work on issues that affect employees and employers.

I have taken advantage of their training and other programs. It is imperative that IRC is maintained to allow labor and management to work together.

Please pass both HCR179 and HR161. Thank you.

Mike Golojuch, Sr.

LATE

HCR-179

Submitted on: 4/14/2019 7:47:31 PM
Testimony for HRE on 4/15/2019 2:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Amy Ejercito	Testifying for IBEW Local 1260	Support	No

Comments:

HCR 179/HR 161 – REQUESTING THE UNIVERSITY OF HAWAII BOARD OF REGENTS TO CONTINUE TO SUPPORT AND FUND THE INDUSTRIAL RELATIONS CENTER AS A VALUABLE LABOR-MANAGEMENT RELATIONS RESOURCE FOR THE PUBLIC AND PRIVATE SECTORS.

Chair Donna Mercado Kim, Vice Chair Michelle N. Kidani, and members of the committees:

This submittal is in support of HCR 179.

1. is a genuine concern among members of the greater labor relations community in Hawai'i from both the human resources management and organized labor communities over the steady decline in support for the fields of human resources management and industrial relations both locally and nationally. It is the spirit of this concern that was the primary motivation for the Resolution. This specific resolution is designed to support the Industrial Relations Center as we move into the future. The issues that the IRC addresses involve the very future of work, the future of labor, and the future of labor-management relations. The University of Hawai'i Board of Regents founded the Industrial Relations Center in 1948 for these purposes. For these reasons, the Industrial Relations Center supports the approval of this Resolution, which requests that the University of Hawai'i Board of Regents continue to support and fund the Industrial Relations Center as we move into the future.

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LATE

HCR-179

Submitted on: 4/14/2019 10:38:26 PM

Testimony for HRE on 4/15/2019 2:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Susan M. Hashimoto	Individual	Support	No

Comments:

As a member of the labor relations community since the early 1990s, I have found the Industrial Relations Center to be a valuable resource. I support the continuation of the Industrial Relations Center wholeheartedly. Labor relations expertise is very difficult to obtain and we have been fortunate in Hawaii to have the IRC and an IRRA within our community.

Testimony Presented Before the
Senate Committee on Higher Education
Monday, April 15, 2019 at 2:00 p.m.

LATE

By

Norman K. Kato

Attorney at Law

HCR 179/HR 161 – REQUESTING THE UNIVERSITY OF HAWAII BOARD OF REGENTS TO CONTINUE TO SUPPORT AND FUND THE INDUSTRIAL RELATIONS CENTER AS A VALUABLE LABOR-MANAGEMENT RELATIONS RESOURCE FOR THE PUBLIC AND PRIVATE SECTORS.

Madam Chair Donna Mercado Kim and Madam Vice Chair Michelle N. Kidani, and members of the committee:

This submittal is in strong support of HCR 179.

I am an attorney and have been licensed to practice law in Hawai'i for over twenty-six (26+) years.

- For over sixteen and a half (16 ½+) years, I served as General Counsel of the State of Hawai'i Organization of Police Officers (SHOPO), which is the exclusive representative for BU 12 – Police. Shortly after I was hired in 1999, I was invited by Ms. Joyce Najita to join the Industrial Relations Research Association (IRRA) – Hawai'i Chapter, which is run by the Industrial Relations Center (IRC). Through the IRRA and their quarterly luncheon presentations by highly respected guest speakers, I have always been afforded unprecedented and invaluable access to noted IRRA members and guest speakers – remarkable individuals who comprise the very essence of “Labor” and “Management” in Hawai'i. Nowhere else but at the unique IRRA events, have I encountered the friendly interaction and the free-flow of ideas between the two sides.
- In 2010 to 2011, I had the distinct privilege to serve the public as a board member on the Hawai'i Labor Relations Board (HLRB) as the representative of Labor. Among other things, the HLRB has exclusive, original jurisdiction on all matters arising out of Hawai'i Revised Statutes (HRS) Chapter 89 – Collective Bargaining in Hawai'i. The rulings of the HLRB have, in many cases, broad-reaching impact upon the people of Hawai'i, unbeknownst by most. Also unbeknownst to most, the IRC is the only organization who makes a concerted effort to archive HLRB cases. Without knowing the past, it is virtually impossible for the future leaders to learn the true history of labor-management relations and practices in Hawai'i. Thus, the IRC is simply irreplaceable.
- Currently, as a labor attorney in private practice, I still, and always will, maintain my membership in the IRRA. Above all else, I will always ardently support the tremendous work and largely silent contributions that Ms. Najita and her staff at the IRC make to this community.

Thank you very much for your time and consideration.

Testimony Presented Before the
Senate Committee on Higher Education
Monday, April 15, 2019 at 2:00 p.m.

By
Sean Kim, Attorney At Law



REGARDING HCR 179/HR 161

Chair Donna Mercado Kim, Vice Chair Michelle N. Kidani, and members of the committees:

I have been practicing in the area of labor-management relations since 1976. I represent labor organizations and their members. The Industrial Relations Center (“IRC”) provides an important source of information for both labor and management. It is a resource that I have used in the past and will use in the future. The IRC is important to working men and women in the State of Hawaii, whether they are union members or not. I fully support the IRC and HRC 179.

The Thirtieth Legislature
Regular Session of 2019

THE SENATE
Committee on Higher Education
Senator Donna Mercado Kim, Chair
Senator Michelle N. Kidani, Vice Chair
State Capitol, Conference Room 414
Monday, April 15, 2019; 2:00 p.m.



STATEMENT OF THE ILWU LOCAL 142 ON H.C.R. 179/H.R. 161

The ILWU Local 142 **supports** H.C.R. 179/H.R. 161, which requests the University of Hawaii Board of Regents to continue to support and fund the Industrial Relations Center as a valuable labor-management relations resource for the public and private sectors.

There is a genuine concern among members of the greater labor relations community in Hawai‘i from both the human resources management and organized labor communities over the steady decline in support for the fields of human resources management and industrial relations both locally and nationally. It is the spirit of this concern that was the primary motivation for the Resolution. This specific resolution is designed to support the Industrial Relations Center as they move into the future. The issues that the IRC addresses involve the very future of work, the future of labor, and the future of labor-management relations. The University of Hawai‘i Board of Regents founded the Industrial Relations Center in 1948 for these purposes. For these reasons, the ILWU Local 142 supports the approval of this Resolution, which requests that the University of Hawai‘i Board of Regents continue to support and fund the Industrial Relations Center as they move into the future.

The ILWU Local 142 recommends the passage of H.C.R. 179/H.R. 161. Thank you for the opportunity to testify.

DAVID Y. IGE
GOVERNOR

JOSH GREEN
LIEUTENANT GOVERNOR

SCOTT T. MURAKAMI
INTERIM DIRECTOR, DLIR

LEONARD HOSHIJO
DEPUTY DIRECTOR, DLIR



MARCUS R. OSHIRO
BOARD CHAIR

SESNITA A.D. MOEPONO
BOARD MEMBER

J N. MUSTO, Ph. D
BOARD MEMBER

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April 15, 2019

Chair Kim, Vice Chair Kidani, and Members of the Committee on Higher Education,

Thank you for the opportunity to **testify in support of HCR 179 and HR 161**, which requests the University of Hawai‘i Board of Regents to continue to support and fund the Industrial Relations Center (IRC), as it is a valuable labor-management relations resource for the public and private sectors.

The Hawai‘i Labor Relations Board (HLRB or Board) is a quasi-judicial agency that oversees collective bargaining and unfair labor practices in the State of Hawai‘i under Chapters 89 and 377 of the Hawai‘i Revised Statutes (HRS). In this capacity, the Board has had a great deal of interaction with the IRC and its Director, and many Board members have been members of the state chapter of the national organization of the Labor and Employment Relations Association (LERA or previously known as IRRA), for which the IRC provides valuable administrative services.

For over 70 years, the IRC at the University of Hawai‘i at Mānoa has served to promote a better understanding of both State and federal labor management issues and to be the community resource of information in the field of industrial relations. The IRC has the unique position of being the only neutral organization in the State of Hawai‘i that researches the polarized field of public and private sector labor-management relations and is an impartial and trusted resource for employers and both private and public sector labor unions as well as for researchers in this field and practitioners in the labor-management area. The IRC facilitates positive dialogue and helps to bring management and labor together to enable greater appreciation of each party’s positions on a variety of issues in labor and industrial relations.

In its role assisting IRRA-Hawai‘i, the IRC hosts regular monthly programs and meetings that are attended by members from diverse areas of the industrial relations field. These monthly programs and meetings include a wide range of topics focusing on issues and topics that the community expresses interest in and that practitioners believe they could benefit from.

Additionally, Ms. Joyce Najita, who is the current IRC Director has been in that position for close to 50 years. In addition to her duties as IRC Director and IRRRA-Hawai'i Treasurer, Ms. Najita is a well-respected arbitrator in the community. Her unique insight into the relationship between management and labor has allowed the IRC to grow and develop as a neutral research center for labor in Hawai'i and to provide significant work products to assist the community.

The metrics typically used to review the work of faculty members at research universities cannot be easily applied to the researchers at the IRC. The IRC does not offer credit courses or have a degree program; however, in addition to its research, the IRC provides invaluable support by, among other things, offering workshops to labor practitioners, hosting discussions between management and unions, and serving as a neutral organization promoting education. The IRC provides technical expertise and assistance to public and private groups wishing to explore topics and issues related to collective bargaining or industrial relations. In this role, the IRC has responded to queries by the Legislature, labor unions, and employers from the private and public sectors, arbitrators, mediators HLRB, the media, and the public on labor relations matters.

In short, the Board believes that IRC's productivity is measured in terms of its impact, not its work products. If the IRC and its positions are not properly funded, the State of Hawai'i would lose a valuable resource for labor in Hawai'i. The Hawai'i Labor Relations Board fully supports the IRC and would respectfully request that the state legislature and the University of Hawai'i's Board of Regents do so as well.

Thank you for the opportunity to testify today.