

STAND. COM. REP. NO. 1256-24

Honolulu, Hawaii

MAR 21, 2024

RE: S.B. No. 2991  
S.D. 2  
H.D. 1

Honorable Scott K. Saiki  
Speaker, House of Representatives  
Thirty-Second State Legislature  
Regular Session of 2024  
State of Hawaii

Sir:

Your Committee on Labor & Government Operations, to which was referred S.B. No. 2991, S.D. 2, entitled:

"A BILL FOR AN ACT RELATING TO COLLECTIVE BARGAINING UNIT  
CREATION,"

begs leave to report as follows:

The purpose of this measure is to:

- (1) Require the Hawaii Labor Relations Board to adopt rules establishing criteria for the creation of new bargaining units;
- (2) Require the Hawaii Labor Relations Board to, upon its approval of the application, submit a report to the Legislature, including proposed legislation to consider and create the new bargaining unit, accompanied by a decision and order issued by the Board; and
- (3) Appropriate funds for the development of the criteria and procedures for the creation of new bargaining units, including for staff.

Your Committee received comments on this measure from the Hawai'i Labor Relations Board; United Public Workers, AFSCME Local

2024-2474 SB2991 HD1 HSCR HMSO



646, AFL-CIO; and Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO.

Your Committee finds that despite interest from a number of groups seeking to form bargaining units, existing law does not set forth specific, clear procedures and criteria for when a new bargaining unit should be created. This measure requires the Hawaii Labor Relations Board to adopt rules establishing criteria for the creation of new bargaining units, providing an opportunity for additional prospective bargaining units to be established.


Your Committee has amended this measure by:

- (1) Clarifying that an employee who applies and petitions the Hawaii Labor Relations Board for a new bargaining unit shall not be in an existing bargaining unit and not be part of a category of individuals excluded from collective bargaining;
- (2) Clarifying language related to the Hawaii Labor Relations Board's actions upon making a determination of whether or not to approve a petition to establish a new bargaining unit;
- (3) Changing the expending agency of the appropriation to the Department of Labor and Industrial Relations;
- (4) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (5) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Labor & Government Operations that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 2991, S.D. 2, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 2991, S.D. 2, H.D. 1, and be referred to your Committee on Finance.



Respectfully submitted on  
behalf of the members of the  
Committee on Labor & Government  
Operations,



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SCOT Z. MATAYOSHI, Chair



