

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA

February 28, 2024

To: The Honorable Donovan M. Dela Cruz, Chair,
The Honorable Sharon Y. Moriwaki, Vice Chair, and
Members of the Senate Committee on Ways and Means

Date: Wednesday, February 28, 2024
Time: 10:01 a.m.
Place: Conference Room 211, State Capitol

From: Jade T. Butay, Director
Department of Labor and Industrial Relations (DLIR)

Re: S.B. 2942 S.D.1 RELATING TO EMPLOYMENT OF A MINOR

I. OVERVIEW OF PROPOSED LEGISLATION

The **DLIR supports** this measure that seeks to provide greater protections under Child Labor Law for children working in theatrical employment. SB2942 SD1 proposes to add a new subsection 390-2(e), Hawaii Revised Statutes (HRS), to require a nurse certified in basic life support to accompany, supervise, and advocate on behalf of a minor under the age of one year working in theatrical employment.

The measure also requires a studio teacher to accompany, teach, and attend to the health, safety, and well-being of the minor whenever a minor between the ages of five and fifteen years of age is working in theatrical employment during periods when the minor is legally required to attend school.

"Nurse" and "Studio teacher" are also defined to not include the minor's parent or guardian.

II. CURRENT LAW

There is no current law requiring a nurse or studio teacher to be present on set when minors are employed in theatrical employment. Section 390-2, HRS, Employment of minors under eighteen years of age, and §§12-25-22 and 12-25-23, Hawaii Administrative Rules (HAR), contain hours and times provisions for minors that are 16-17, 14-15, and under 14 years of age.

III. COMMENTS ON THE SENATE BILL

Employment certificates for television or motion picture productions comprise the majority of the theatrical employment certificates issued by the DLIR. The duration of these productions ranges from a television commercial shooting for a few hours in one day only to a television series or motion picture production filming for several hours a day for several months.

Prior to the DLIR issuing a theatrical certificate of employment, the DLIR ensures that the minor is performing satisfactorily in school. Under §12-25-22, HAR, Theatrical employment permitted, whenever a minor under fourteen years of age works during a school year, the employer must submit to the DLIR a statement signed by an authorized school official indicating that the minor's attendance and schoolwork are satisfactory. When the minor's schoolwork or attendance is not satisfactory, the DLIR cannot issue the certificate of employment and the application is denied.

Currently, §12-25-22, HAR, requires that a minor under fourteen years of age employed in theatrical employment be accompanied by and under the immediate and direct control of the minor's parent or a responsible adult designated by the parent. The primary purpose of this is to ensure that the employment does not injuriously affect the minor's health, safety, or well-being.

This bill expands the requirement to be accompanied by a parent, guardian, or responsible adult to minors ages fourteen and fifteen years of age (Pg 4, lines 5 to 8). The DLIR notes that under §390-2(c), HRS, a minor age fourteen or fifteen may be employed in non-hazardous occupations without being accompanied by a parent, guardian, or responsible adult.

§12-25-23, HAR, Hours and conditions of employment, addresses issues pertaining to adequate rest periods, rest facilities, transportation, compensation, safety, supervision, and tutoring. §12-25-23, HAR, also permits variances for "good cause" including practical difficulties and undue hardship by the employer in complying with the work hour restrictions.

SB-2942-SD-1

Submitted on: 2/24/2024 9:28:47 AM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Michael Golojuch Jr	Testifying for Stonewall Caucus of the Democratic Party of Hawai'i	Support	Written Testimony Only

Comments:

Aloha Senators,

The Stonewall Caucus of the Democratic Party of Hawai'i; Hawai'i's oldest and largest policy and political LGBTQIA+ focused organization fully supports SB 2942 SD 1.

We hope you all will support this important piece of legislation.

Mahalo nui loa,

Michael Golojuch, Jr. (he/him)
Chair and SCC Representative
Stonewall Caucus for the DPH

SB-2942-SD-1

Submitted on: 2/24/2024 9:31:05 AM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Pride at Work - Hawaii	Testifying for Pride at Work - Hawai'i	Support	Written Testimony Only

Comments:

Aloha Senators,

Pride at Work – Hawai'i is an official chapter of Pride at Work which is a national nonprofit organization that represents LGBTQIA+ union members and their allies. P@W-HI fully supports SB 2942 SD 1.

We ask that you support this needed piece of legislation.

Mahalo,

Pride at Work – Hawai'i

SB-2942-SD-1

Submitted on: 2/25/2024 2:52:29 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Michael Golojuch	Testifying for Rainbow Family 808	Support	Written Testimony Only

Comments:

Rainbow Family 808 supports SB2942. Please pass this bill.

Mike Golojuch, Sr., Secretary/Board Member



IATSE Local 665 HAWAII'S TECHNICIANS



for
FILM, TELEVISION, STAGE AND PROJECTION
Since 1937

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS
OF THE UNITED STATES, ITS TERRITORIES AND CANADA, AFL-CIO, CLC**

The Thirty-Third Legislature, State of Hawai'i
Hawai'i State Senate
Committee on Ways and Means (WAM)

HEARING DATE, TIME AND ROOM: Wed., 02/28/24 at 10AM – ROOM 211

RE: SB2942 SD1 - Relating to Employment of a Minor (Theatrical Employment)

Aloha, Chair Donovan Dela Cruz, Vice Chair Sharon Moriwaki and WAM Committee Members:

MAHALO for allowing us to provide testimony in **STRONG SUPPORT** of **SB2942 SD1**. The IATSE is the largest entertainment union in the world, and Local 665 is its Hawai'i Chapter, representing nearly 800 members and 700 future members across all Hawaiian Islands.

SB2942 SD1 would require that a Studio Teacher (for school-aged children) and a Registered Nurse (for infants) be hired every day that a minor is working in theatrical employment, as long as they have obtained a valid certificate from DLIR and are accompanied by a guardian or parent. Currently, California is the only state that has this requirement, and we would like to have the same level of care and protection for our keiki.

There are currently no agreements that require a Studio Teacher on the film set every day. The SAG-AFTRA agreement requires a Studio Teacher every three consecutive days. This means that the child could be without a Studio Teacher for two consecutive days. In fact, production companies have intentionally scheduled the child's work in such a way so as to avoid having a Studio Teacher on set at all. One employer did this for three years. It is our opinion that a Hawai'i school-aged child working on set should have some form of education every day they are working to keep up with their studies and their peers when they return to school.

A film set is a fast-paced, often dangerous, adult environment that focuses on staying on schedule and staying on budget. Minors and their starstruck parents are thrown into this environment, not wanting to "rock the boat" and not knowing what their rights are. Our Studio Teachers are professionally trained to navigate and guide the child actor and their guardians through the quagmire of a film set and keep them on schedule.

Regarding the role of a Studio Teacher:

- **There is no cost to the State.** The Studio Teacher is an IATSE Local 665 worker, certified teacher with the DOE and hired by the employer.
- The Studio Teacher is the only person on set who is tasked to ensure the **employer complies with Hawai'i Child Labor Law, Chapter 390, HRS (attached).**

- A Studio Teacher is **professionally trained** to keep the child safe, will ensure the child takes necessary **meal and rest breaks**, has the **required amount of schooling**, and follows the terms of the SAG-AFTRA Agreement for the safety and welfare of the child.
- Shows come to Hawai'i to film in our beautiful locations. As such, our **working children are often exposed to rough weather and terrain**. – in the surf, in the sun, on the beach, in the jungle, trudging through mud, etc. Our Studio Teachers live here and they know how to adapt to adverse conditions, **assess the abilities of the child and deem whether a situation is safe**.
- Our Studio Teachers are trained in set protocol, knowledgeable in child labor laws and are adept in anticipating potential problems. They know that our **sets are dangerous**. For example, California Labor Law prohibits an infant to be exposed to the intensity of our movie lights for more than 30 seconds at a time so as **not to burn the sensitive skin or eyes of the baby**. A parent or guardian, and even most crew members, would not know that these lights are that harmful. Studio Teachers act as an intermediary for the guardians and the production company to be sure the family feels safe and informed. They help to temperr overzealous parents and help the child to **manage ambitious production schedules**.
- To **protect the child's privacy and modesty**, a Studio Teacher is required to escort the child through make-up, hair and wardrobe fittings. They are also there during the placement of microphones under the child's clothing. The Studio Teacher knows to ask questions to determine whether a situation is unsafe or inappropriate and work with the director on how to adjust accordingly.

In conclusion, MAHALO NUNUI for your support of Hawai'i's keiki actors and film workers. Please **pass SB2942 SD1**.

Respectfully submitted,



Irish Barber

Business Representative

Mobile (808) 479-1770

alohairish@iatse665.org

SB-2942-SD-1

Submitted on: 2/26/2024 5:37:50 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Kathleen Muller	Testifying for Kathy Muller Agency	Support	Written Testimony Only

Comments:

To whom it may concern

I am the president of Kathy Muller Agency. We are one of the primary sources for the Production companies for securing talent on all union and non Union Productions in Hawaii. I feel strongly that it is mandatory that all children working in theatrical work have qualified teachers to accompany, supervise and tutor while the child is not able to be at school on behalf of the minor. We get great feedback from our parents and teachers when this system is in place and we know our young talent are safe and being taken care of. This service is very important to all the local Talent Agents and will provide a safe work environment for our young talent as well as keep us in line with State child labor laws.

Mych Aloha

Kathy Muller

President/ owner

Kathy Muller Agency



Randy Perreira
President

HAWAII STATE AFL-CIO

888 Mililani Street, Suite 501 • Honolulu, Hawaii 96813

Telephone: (808) 597-1441
Fax: (808) 593-2149

The Thirty-Second Legislature
The Senate
Committee on Ways & Means

Testimony by
Hawaii State AFL-CIO

February 28, 2024

TESTIMONY ON SB2942 SD1 – RELATING TO THE EMPLOYMENT OF A MINOR

Chair Dela Cruz, Vice Chair Moriwaki, and members of the committee:

The Hawaii State AFL-CIO is a federation of 74 affiliate labor organizations who represent over 68,000 union members within the State of Hawaii. The Hawaii State AFL-CIO serves its affiliates by advocating for workers and their families before the state legislature and other branches of state and county government.

The Hawaii State AFL-CIO is in **support** of SB2942 SD1, which would allow minors under the age of sixteen to be permitted to work in theatrical employment, provided that the employer secures a valid certificate of employment and ensures the presence of a responsible adult, such as a parent, guardian, or designated individual. Additionally, the bill mandates the presence of a nurse certified in basic life support to accompany and advocate for infants under the age of one on set, along with a studio teacher for minors aged five and above who are excused from attending school.

We believe that these provisions are crucial in ensuring the safety and well-being of young performers in the entertainment industry. By requiring the presence of trained professionals such as nurses and studio teachers, we can mitigate risks and provide essential support for minors navigating the challenges of a fast-paced and often demanding work environment.

This bill aligns with our commitment to upholding labor standards and protecting the rights of workers, including our youngest members. By establishing clear guidelines and accountability measures for employers, this bill promotes a culture of responsibility and care within the entertainment industry.

In conclusion, the Hawaii State AFL-CIO fully supports this bill and urges its passage for the benefit of our young performers and the integrity of our labor laws. Thank you for your consideration of our testimony.

Respectfully submitted,

Randy Perreira
President

February 28, 2024

Committee on Ways and Means
Chair Dela Cruz
Vice Chair Moriwaki

The Senate
The Thirtieth-Second Legislature
Regular Session of 2024

RE: SB 2942 SD1 - RELATING TO THE EMPLOYMENT OF A MINOR
DATE: Wednesday, February 28, 2024
TIME: 10:01 AM, PLACE: Conference Room 211
State Capitol 415 South Beretania Street, Honolulu HI
VIA Videoconference

Aloha Chairs Dela Cruz, Vice Chairs Moriwaki, the Members of the Committees,

We **support** this measure. The proposed additions to HRS 320-2 will protect our youngest and most vulnerable members on set.

[SAG-AFTRA](#) represents over 1400 actors, recording artists, and media professionals in our state. We are the professional performers working in front of the camera and behind the microphone.

The protection of all performers working in front of the camera or behind the microphone is central to our mission. Concerning minors, we take special care to ensure:

- (a) The environment in which the performance is to be produced is proper for the minor;
- (b) The conditions of employment are not detrimental to the health, morals, and safety of the minor; and
- (c) The minor's education will not be neglected or hampered by his or her participation in such performance.

The above language and our provisions protecting minors can be found in our SAG-AFTRA Theatrical Basic Agreement, Section 50, accessible [here](#). Additionally, here is a link to our [Young Performer's Handbook](#).

Because our state laws are silent about specific safeguards for infants, amending HRS 390, to explicitly protect infants, is a necessary addition to the law, and will truly protect the most vulnerable workers on set, babies. We are grateful this measure addresses that issue.

Thank you again for your continued support and please don't hesitate to contact the SAG-AFTRA Hawaii Local office for more information on this issue.

Respectfully,

Mericia Palma Elmore

Mericia Palma Elmore

SB-2942-SD-1

Submitted on: 2/25/2024 8:21:14 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Keahi Kuikahi	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee:

My name is Keahi S Kuikahi, and I live in the town of Waianae. I work in the film industry or know someone who does.

I am a member of IATSE Local 665, the union behind Entertainment. I am writing in SUPPORT of SB2942 SD 1 which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. As Hawai'i is ranked at 49th lowest GPA in the nation (D+ rating <https://www.alecreportcard.org/state/hi/>), we need to require that our keiki receive tutoring while away from school to give them the best opportunity for a prosperous and stable life.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants. Please PASS SB2942 SD1.

Respectfully,

Keahi S Kuikahi

Member of IATSE Local 665

SB-2942-SD-1

Submitted on: 2/25/2024 8:28:43 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Talisua niko	Individual	Oppose	Written Testimony Only

Comments:

I oppose employment of minors, adults need the jobs much more . Adults have adult bills/responsibilities.

SB-2942-SD-1

Submitted on: 2/25/2024 8:40:05 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Laura Toterò	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee:

My name is Laura Toterò, and I live in the town of Hawai'i Kai, District 25. I work in the film industry.

I am a member of IATSE Local 665, the union behind Entertainment. I am writing in **SUPPORT** of **SB2942 SD 1** which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. As Hawai'i is ranked at 49th lowest GPA in the nation (D+ rating <https://www.alecreportcard.org/state/hi/>), we need to require that our keiki receive tutoring while away from school to give them the best opportunity for a prosperous and stable life.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants. Please **PASS SB2942 SD1**.

Respectfully,

Laura Toterò

Member of IATSE Local 665

SB-2942-SD-1

Submitted on: 2/25/2024 8:54:38 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Mariann Tesauro	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki, and Members of the Committee:

My name is Mariann Tesauro, and I live in the town of Waikiki.

I am a member of IATSE Local 665, the union behind Entertainment. I am writing in **SUPPORT** of **SB2942** which, if enacted, would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

It is alarming to witness our Hawaii minors being released from school to repeatedly work in the film industry without any education or supervision.

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants.

Respectfully,

Mariann Tesauro

Mariann Tesauro

Studio Teacher IATSE 665

mt4hawaii@gmail.com

SB-2942-SD-1

Submitted on: 2/25/2024 9:08:55 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Kapala Novikoff	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee:

My name is Kapala Novikoff, and I live in the town of Hana, Maui. I work in the film industry.

I am a member of IATSE Local 665, the union behind Entertainment. I am writing in **SUPPORT** of **SB2942 SD 1** which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. As Hawai'i is ranked at 49th lowest GPA in the nation (D+ rating <https://www.alecreportcard.org/state/hi/>), we need to require that our keiki receive tutoring while away from school to give them the best opportunity for a prosperous and stable life.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants. Please **PASS SB2942 SD1**.

Respectfully,

Kapala Novikoff

Member of IATSE Local 665

SB-2942-SD-1

Submitted on: 2/26/2024 4:53:08 AM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Raimar Bylaardt II	Individual	Support	Written Testimony Only

Comments:

<https://www.alecreportcard.org/state/hi/>

SB-2942-SD-1

Submitted on: 2/26/2024 6:23:31 AM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Alice Abellanida	Individual	Support	Written Testimony Only

Comments:

I support this bill.

SB-2942-SD-1

Submitted on: 2/26/2024 7:36:50 AM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Ron Evans	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee:

My name is Ron Evans and I live in the town of wahiawa on Makaweo Ave. I work in the film industry.

I am a member of IATSE Local 665, the union behind Entertainment. I am writing in **SUPPORT** of **SB2942 SD 1** which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. As Hawai'i is ranked at 49th lowest GPA in the nation (D+ rating <https://www.alecreportcard.org/state/hi/>), we need to require that our keiki receive tutoring while away from school to give them the best opportunity for a prosperous and stable life.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants. Please **PASS SB2942 SD1**.

Respectfully,

Ronald k Evans

Wahiawa resident and member of IATSE Local 665

SB-2942-SD-1

Submitted on: 2/26/2024 7:50:33 AM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Vincent Totero	Individual	Support	Written Testimony Only

Comments:

My name is Vincent Totero, and I live in the town of Hawaii Kai. I am a retired Iolani School teacher.

My daughter is a member of IATSE Local 665, the union behind Entertainment. I am writing in **SUPPORT** of **SB2942 SD 1** which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. As Hawai'i is ranked at 49th lowest GPA in the nation (D+ rating <https://www.alecreportcard.org/state/hi/>), we need to require that our keiki receive tutoring while away from school to give them the best opportunity for a prosperous and stable life.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants.
Please **PASS SB2942 SD1**.

Respectfully,

Vincent Totero

SB-2942-SD-1

Submitted on: 2/26/2024 7:53:45 AM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Ka'ena Paikai	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee:

My name is Ka'ena and I live in the town of Ewa Beach. I work in the film industry or know someone who does.

I am a member of IATSE Local 665, the union behind Entertainment. I am writing in **SUPPORT** of **SB2942 SD 1** which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. As Hawai'i is ranked at 49th lowest GPA in the nation (D+ rating <https://www.alecreportcard.org/state/hi/>), we need to require that our keiki receive tutoring while away from school to give them the best opportunity for a prosperous and stable life.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants. Please **PASS SB2942 SD1**.

Respectfully,

kaena paikai

SB-2942-SD-1

Submitted on: 2/26/2024 9:17:10 AM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Jennifer Lopes	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee:

My name is Jennifer Lopes, and I live in the town of Hauula. I am a studio teacher and also the parent of minors who have worked on set multiple times.

As a mother of four children that have been on tv and movie sets I strongly agree with this bill. A set can have easily over a hundred adults between background and crew members bustling around at any given time. It's easy for the minors to get lost in the confusion of a working production. A studio teacher continually keeps the minors together, is available for their tutoring and physical needs, as well as monitors the hours they are allowed to work and their required breaks. As a studio teacher I've worked with children as young as the age of 5 who cannot advocate for themselves, and parents cannot always be with them. For the safety, education, and well being of these children I ask that you please pass bill SB2942.

I am writing in **SUPPORT** of **SB2942 SD 1** which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants. Please **PASS SB2942 SD1**.

Respectfully,

Jennifer Lopes

SB-2942-SD-1

Submitted on: 2/26/2024 10:33:20 AM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Terri Ewton	Testifying for IATSE665	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee:

My name is Terri Ewton and I live in the town of Princeville. I work in the film industry as a Makeup Artist/Hair Stylist and a Registered State Teacher.

I am a member of IATSE Local 665, the union behind Entertainment. I am writing in SUPPORT of SB2942 SD 1 which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. As Hawai'i is ranked at 49th lowest GPA in the nation (D+ rating <https://www.alecreportcard.org/state/hi/>), we need to require that our keiki receive tutoring while away from school to give them the best opportunity for a prosperous and stable life.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants. Please PASS SB2942 SD1.

Respectfully,

Terri Ewton

Member of IATSE Local 665

SB-2942-SD-1

Submitted on: 2/26/2024 10:58:38 AM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Sonny Ortiz	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee:

My name is _SonnyOrtiz____, and I live in the town of ___Makakilo_____. I work in the film industry or know someone who does.

I am a member of IATSE Local 665, the union behind Entertainment. I am writing in **SUPPORT** of **SB2942 SD 1** which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

SB-2942-SD-1

Submitted on: 2/26/2024 12:31:34 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Travis Hoover	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee:

My name is Travis Hoover, and I live in the town of Kaaawa. I work in the film industry or know someone who does.

I am a member of IATSE Local 665, the union behind Entertainment. I am writing in **SUPPORT** of **SB2942 SD 1** which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. As Hawai'i is ranked at 49th lowest GPA in the nation (D+ rating <https://www.alecreportcard.org/state/hi/>), we need to require that our keiki receive tutoring while away from school to give them the best opportunity for a prosperous and stable life.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants. Please **PASS SB2942 SD1**.

Respectfully,

Travis Hoover

Member of IATSE Local 665

SB-2942-SD-1

Submitted on: 2/26/2024 12:56:41 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Angie Hamilton-Lowe	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee:

My name is Angie Hamilton-Lowe, and I live in Makiki-Tantalus. My son has been hired as a background actor for television productions that were shot in California and in Hawai'i. I have also worked as an actor on commercial and television sets. The work days are long, and it is a fast-paced, sometimes frantic environment.

I am writing in **SUPPORT** of **SB2942 SD 1** which bears no cost to the State. If enacted, it would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants.

Respectfully,

Angie Hamilton-Lowe

SB-2942-SD-1

Submitted on: 2/26/2024 1:10:49 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Renee Rabb	Individual	Support	Written Testimony Only

Comments:

Dear Chair Dela Cruz, Vice-Chair Moriwaki, and Members:

Thank you for allowing me the opportunity to testify in support of SB2942 by Senator Aquino, which allows minors under 16 years old to work in theatrical employment. We want to support our much needed film industry in Hawaii. This will provide young actors with more opportunities and contains safeguards to protect them.

Mahalo,

Renee Rabb

Hawaiian Paradise Park

Keaau, HI 96749

SB-2942-SD-1

Submitted on: 2/26/2024 1:25:39 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Leilani Freitas	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki, and Members of the Committee:

As a friend of someone who works in the film industry, I am writing in SUPPORT of SB2942 SD 1, which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

Minors employed in theatrical work must have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise, and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. As Hawai'i is ranked at 49th lowest GPA in the nation (D+ rating <https://www.alecreportcard.org/state/hi/> (<https://www.alecreportcard.org/state/hi/>)), we need to require that our keiki receive tutoring while away from school to give them the best opportunity for a prosperous and stable life.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way and a nurse for infants.

Please PASS SB2942 SD1.

Respectfully,

Leilani Freitas

SB-2942-SD-1

Submitted on: 2/26/2024 2:21:57 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Alika Lopes	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee: My name is Alika Lopes, and I work in the film industry or know someone who does. I am also the father of four minors that have worked on the set of tv and movie productions. I am writing to ask that bill SB2942 be heard. This bill requires a studio teacher to be on set when minors are working. As a father of 4 children that have been on tv and movie sets I strongly agree with this bill. A set can have easily over a hundred adults between background and crew members bustling around at any given time. It's easy for the minors to get lost in the confusion of a working production. A studio teacher continually keeps the minors together, checks on their schooling and physical needs, as well as monitors the hours they are allowed to work and their required breaks. Parents are not always allowed to be with the children so I recognize and appreciate that studio teachers protect, tutor, and advocate for my minors. For the safety, education, and well being of these children I ask that you please pass bill SB 2942.

Please

PASS SB2942 SD1

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Respectfully,

Alika Lopes

SB-2942-SD-1

Submitted on: 2/26/2024 2:49:49 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Meg Thomander	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee: My name is Meg Thomander and I am a mother of minors who have worked on set for both tv and movie productions. I am writing in SUPPORT of SB2942 SD 1 which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian. It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. As Hawai'i is ranked at 49th lowest GPA in the nation (D+ rating <https://www.alecreportcard.org/state/hi/> (<https://www.alecreportcard.org/state/hi/>)), we need to require that our keiki receive tutoring while away from school to give them the best opportunity for a prosperous and stable life.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants. Please
PASS SB2942 SD1

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Respectfully,
Meg Thomander

SB-2942-SD-1

Submitted on: 2/26/2024 5:19:53 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Joy Kam	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee:

My name is Joy Kam. I work with many young actors and many other's who do so as well.

I am writing in SUPPORT of SB2942 SD 1 which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent or guardian.

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor laws and union agreements.

This bill will protect and nurture Hawaii's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants. Please pass SB2942 SD1

Respectfully,

Joy Kam

SB-2942-SD-1

Submitted on: 2/26/2024 7:47:07 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Susan Totero	Individual	Support	Written Testimony Only

Comments:

My name is Susan Totero, and I live in the town of Hawaii Kai. One of my family members works in the film and TV industry and is a member of IATSE Local 665. I am writing in SUPPORT of SB2942 SD 1. It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers to accompany, supervise and advocate on their behalf.

As a former educator, I believe that children who work must be provided a safe environment which is compliant with State child labor law and union agreements. Keiki require tutoring when away from school, which only an experienced teacher can provide.

Please PASS SB2942 SD 1!

Respectfully,

Susan Totero, Ed.D.

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SB-2942-SD-1

Submitted on: 2/26/2024 8:44:53 PM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Melissa Kreutner	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee:

My name is Melissa Kreutner, and I live in the town of Ewa Beach. I work in public education and in the film industry.

I am a Hawai'i Teacher Standards Board Licensed Teacher, a member of SAG-AFTRA, a referral member of IATSE Local 665, the union behind Entertainment, and a parent of minor actors. I am writing in SUPPORT of SB2942 SD 1 which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. As Hawai'i is ranked at 49th lowest GPA in the nation (D+ rating <https://www.alecreportcard.org/state/hi/>), we need to require that our keiki receive tutoring while away from school to give them the best opportunity for a prosperous and stable life.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants. Please PASS SB2942 SD1.

Respectfully,

Melissa Kreutner, MAEd.

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee:

My name is Patricia Maryanne Coughlin, and I have lived in Hawaii Kai for decades. I have worked in the film industry and know others who do.

I am a supporter of IATSE Local 665, the union behind Entertainment. I am writing in **SUPPORT** of **SB2942 SD 1** which bears no cost to the State. If enacted, the bill would allow a Hawaii State Certified Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

I am a certified teacher in the state of Hawaii, with a graduate degree from the University of Hawaii, and it is most important to have a CERTIFIED TEACHER when children are on the film set and out of their usual classroom, so that children receive educational PROFESSIONAL instruction, and also be well looked after for their safety and well-being, as there are many many dozens of different people on the set and around the area. Children don't need just any unprofessional person only to baby-sit them. They need to receive education to keep current in their studies! Their education and their safety and well-being is important!

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. As Hawai'i is ranked at 49th lowest GPA in the nation (D+ rating <https://www.alecreportcard.org/state/hi/>), we need to require that our keiki receive tutoring while away from school to give them the best opportunity for a prosperous and stable life.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants. Please **PASS SB2942 SD1**.

Respectfully,

Patricia Maryanne Coughlin

Supporter of IATSE Local 665

SB-2942-SD-1

Submitted on: 2/27/2024 9:36:14 AM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
Kari	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Donovan Dela Cruz, Vice-Chair Sharon Moriwaki and Members of the Committee: My name is Kari and I work in the film industry or know someone who does.

I am writing in SUPPORT of SB2942 SD 1 which bears no cost to the State. If enacted, the bill would allow a Studio Teacher (and Registered Nurses for infants) to be on the film set every day a minor is employed in theatrical work, provided the minor has obtained a valid certificate from the Department of Labor and Industry Relations (DLIR) and are accompanied by a parent/guardian.

It is imperative that minors employed in theatrical work have qualified and certified Studio Teachers (and Registered Nurses for infants) to accompany, supervise and advocate on behalf of the infant or child to ensure the employer has provided a safe work environment for minors and is compliant with state child labor law and union agreements.

The Studio Teacher ensures the child actor is tutored and works within the legal limits of Hawai'i State Law. As Hawai'i is ranked at 49th lowest GPA in the nation (D+ rating <https://www.alecreportcard.org/state/hi/> (<https://www.alecreportcard.org/state/hi/>)), we need to require that our keiki receive tutoring while away from school to give them the best opportunity for a prosperous and stable life.

This bill will protect and nurture Hawai'i's child performers by having a certified Studio Teacher with them every step of the way, and a nurse for infants. Please

PASS SB2942 SD1

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Respectfully,
Kari Uluave

SB-2942-SD-1

Submitted on: 2/27/2024 10:17:19 AM

Testimony for WAM on 2/28/2024 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
KIM TRIPP	Individual	Support	Written Testimony Only

Comments:

I strongly agree that the Studio Teacher must be certified to qualify as a studio teacher. We don't need babysitters at the studio, we need teachers. If they are not certified, it is just a job for them. If they are certified, it's a career for them and they are there for the best interest of the child. A certified teacher will go above and beyond to teach a child and work all day with them. A non-certified teacher (babysitter) will allow the child to leave the set early so that her/his job is over for the day.

We need educated Studio Teachers on set! This is the future we are designing. KT