

STAND. COM. REP. NO. **214** -24

Honolulu, Hawaii
FEB 08, 2024

RE: H.B. No. 2720
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 H.B. No. 2720 entitled:

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

begs leave to report as follows:

The purpose of this measure is to establish a collective bargaining unit for graduate assistants employed by the University of Hawaii and its community college system.

Your Committee received testimony in support of this measure from the United Public Workers, AFSCME Local 646, AFL-CIO; Hawai'i Nurses' Association, OPEIU Local 50; Academic Labor United; Democratic Party of Hawai'i; Democratic Party of Hawai'i Education Caucus; Democratic Party of Hawai'i Labor Caucus; Hawaii State Teachers Association; University of South Florida Graduate Assistants Union; National Education Association Graduate Committee; National Education Association; Graduate Assistants United; UNITE HERE Local 5; International Longshore & Warehouse Union Local 142; Hawai'i Workers Center; and numerous individuals. Your Committee received comments on this measure from the Department of Budget and Finance; University of Hawai'i System; and Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO.

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Your Committee finds that graduate student assistants are vital to the university community, performing instruction, research, and administrative work. This measure allows graduate assistants to participate in collective bargaining to provide greater employment incentives, stability, and promote higher education. However, your Committee notes that at this time, graduate assistants do not appear to be in a position to establish a bargaining unit and may need time to organize themselves before petitioning the Hawaii Labor Relations Board for a determination that they are ready.


Accordingly, your Committee has amended this measure by:

- (1) Exempting graduate assistants employed by the University of Hawaii and its community college system from collective bargaining until they petition the Hawaii Labor Relations Board and the Board determines the graduate assistants are ready to be placed in a bargaining unit;
- (2) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (3) 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 H.B. No. 2720, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2720, H.D. 1, and be referred to your Committee on Higher Education & Technology.



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



SCOT Z. MATSUMOTO, Chair



