



745 Fort St. Mall  
17<sup>th</sup> Floor  
Honolulu, HI 96813

808-521-9500  
NFIB.com

February 22, 2024

TO: Senator Jarrett Keohokalole, Chair  
Senator Carol Fukunaga, Vice Chair  
Members of the Committee on Commerce  
and Consumer Protection

Senator Karl Rhoads, Chair  
Senator Mike Gabbard, Vice Chair  
Members of the Committee on Judiciary

FR: Michael Iosua, State Director  
NFIB, Hawaii Chapter

RE: **COMMENTS** on SB 2715, SD1 – RELATING TO UNFAIR LABOR PRACTICES  
Hearing date – February 23, 2024, at 10:15 AM

Aloha Chair Keohokalole, Chair Rhoads, and members of the committees,

Mahalo for the opportunity to provide comments on behalf of NFIB's Hawaii Chapter to SB 2715, SD1 – RELATING TO UNFAIR LABOR PRACTICES as currently drafted. NFIB is a nonprofit, nonpartisan, and member-driven organization exclusively dedicated to small and independent businesses. With members in all four counties, NFIB's Hawaii chapter advocates on issues that affect Hawaii's small and independent business owners.

SB 2715, SD1 would make it unlawful for an employer to penalize or threaten any adverse employment action against an employee if the employee does not participate in an employer-sponsored meeting regarding political matters, or declines to receive or listen to a communication from the employer that communicates the opinion of the employer about political matters.

While NFIB has no opposition to prohibiting required meetings on political or religious matters we do, however, oppose efforts to limit the employee's ability to hear from both employers and union representatives regarding joining or refraining to join a labor union. Such communication is currently protected under the National Labor Relations Act, which also prohibits an employer from acts of coercion, intimidation, or retaliation against an employee. Employers may also need to inform employees about policy issues affecting the company. We would suggest clarifying language to preserve this right. Mahalo for your consideration.



**Senate Committee on Commerce and Consumer Protection**  
**Sen. Jarrett Keohokalole, Chair**  
**Sen. Carol Fukunaga, Vice Chair**

**Senate Committee on Judiciary**  
**Sen. Karl Rhoads, Chair**  
**Sen. Mike Gabbard, Vice Chair**

**Friday, February 23, 2024 at 10:15 A.M.**

**RE: SB2715 SD1 Relating to Unfair Labor Practices**

Aloha Chairs, Vice Chairs, and Members of the Committees:

**The Society of Human Resource Management (SHRM) Hawaii appreciates the opportunity to provide comments about SB2715 SD1 Relating to Unfair Labor Practices**, which seeks to protect employees who decline to attend or participate in employer-sponsored meetings that communicate the employer's political opinions or decline to receive or listen to an employer's communication about the employer's political opinions.

We support the intent of the measure to prevent retaliation against an employee who may not align with an employer's political viewpoints, however, the bill requires refinement to address potential unintended consequences.

The bill does not require an employee to continue their normal job duties and does not address the ability of the employer to discipline an employee who does not do so. Rather, it seems the bill would encourage litigation over whether the employer is disciplining the employee for the failure to participate in the employer's political rallies or simply taking the afternoon off while the others attend the rally.

Additionally, while employees have the right to their own political beliefs and opinions, employers also have the right to conduct business in a manner that aligns with their company values and goals. Employers must also be well-informed regarding political events and trends in



SHRM Hawaii, P. O. Box 3175, Honolulu, Hawaii (808) 447-1581

order to make strategic decisions that are in the best interest of the company. This often requires employers to inform team members about political occurrences that influence company direction.

It is well-established that an employer cannot require an employee to condone or agree with a particular political viewpoint. Allowing employees to opt out of any meeting that may discuss political matters that are relevant to the strategic direction or viability of the overall organization, however, could lead to a lack of cohesion within the organization and hinder communication and decision-making processes.

Employers should have the ability to require attendance at such meetings to ensure that all employees are informed and engaged in discussions that may have an impact on the company. This would not require employees to conform to particular political viewpoints, rather, it would inform their understanding about the direction and priorities of the entire organization. This bill could potentially create disruptions in the workplace and compromise the efficiency and effectiveness of the organization.

We appreciate and understand the intent of this bill to protect employees, however, we have concerns that this measure is not a reasonable or manageable approach for employers.

SHRM Hawaii serves and represents nearly 600 members and employers' statewide and human resource management is a critical component to the success and survival of the many businesses that make up our local economy. HR professionals are responsible for evaluating and balancing the needs of both the employers and employees and caring for businesses' most valuable asset: the working people of our state.

Thank you for this opportunity to provide testimony.

Rosanne Nolan  
Legislative Affairs Committee Co-Chair

Erin Kogan  
Legislative Affairs Committee Co-Chair



SHRM Hawaii, P. O. Box 3175, Honolulu, Hawaii (808) 447-1581



**INTERNATIONAL LONGSHORE & WAREHOUSE UNION**  
LOCAL OFFICE • 451 ATKINSON DRIVE • HONOLULU, HAWAII 96814 • PHONE 949-4161

**HAWAII DIVISION:** 100 West Lanikaula Street, Hilo, Hawaii 96720 • **OAHU DIVISION:** 451 Atkinson Drive, Honolulu, Hawaii 96814  
**MAUI COUNTY DIVISION:** 896 Lower Main Street, Wailuku, Hawaii 96793 • **KAUAI DIVISION:** 4154 Hardy Street, Lihue, Hawaii 96766  
**HAWAII LONGSHORE DIVISION:** 451 Atkinson Drive, Honolulu, Hawaii 96814

## LOCAL 142

February 22, 2024

The Thirty-Second Legislature  
Regular Session of 2024

### THE SENATE

#### Committee on Commerce and Consumer Protection

Senator Jarrett Keohokalole, Chair  
Senator Carol Fukunaga, Vice Chair

#### Committee on Judiciary

Senator Karl Rhoads, Chair  
Senator Mike Gabbard, Vice Chair

### **STATEMENT OF THE ILWU LOCAL 142 IN STRONG SUPPORT OF SB2715 RELATING TO UNFAIR LABOR PRACTICES**

I am writing on behalf of the International Longshore and Warehouse Union Local 142, which represents 16,000 members who live and work in Hawai'i. The ILWU Local 142 is in **Strong Support** of Senate Bill 2715, which fortifies the existing Hawaii Revised Statutes (HRS) 377-6 pertaining to Unfair Labor Practices.

Notably, this legislation adds a provision (Section 14) that safeguards employees from adverse employment actions related to their participation in employer-sponsored meetings on political matters. This addition protects workers from coercive practices in the workplace and ensures their ability to engage in political activities on their own terms without fear of retaliation.

SB2715 addresses another issue not explicitly covered in HRS 377-6 by prohibiting employers from giving employment preference based on participation in a labor dispute. This provision (Section 13) is instrumental in protecting workers' rights to fairly and legally address problems with their working conditions, which we consider a definitive collective value for the State of Hawai'i.

ILWU Local 142 believes that SB2715 not only strengthens the existing laws governing unfair labor practices but also brings it in line with the evolving needs and challenges of the workforce. We appreciate the legislature's dedication to safeguarding the rights of workers and creating an environment that fosters just and equitable labor relations.

Thank you for the opportunity to voice our support for SB2715.

Christian West  
President, ILWU Local 142



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 Commerce and Consumer Protection  
Committee on Judiciary

**LATE**

Testimony by  
Hawaii State AFL-CIO

February 23, 2024

## TESTIMONY ON SB2715 SD1 - RELATING TO UNFAIR LABOR PRACTICES

Chairs Keohokalole and Rhoads, Vice Chairs Fukunaga and Gabbard, 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 **strong support** of SB2715 SD1, which would make it unlawful for an employer to discharge, discipline, or otherwise penalize or threaten any adverse employment action against an employee because the employee declines to attend or participate in an employer-sponsored meeting that communicates the opinion of the employer about political matters, or declines to receive or listen to a communication from the employer that communicates the opinion of the employer about political matters.

We commend the legislators who voted to pass and amend the bill, particularly for clarifying that these protections would extend to all employees, including those not covered under the definition of an "employee" under section 377-1 of the Hawaii Revised Statutes. This inclusive approach reinforces the importance of safeguarding employees' rights to free expression and autonomy in the workplace. In today's diverse and politically charged climate, it's essential to safeguard the rights of workers without fear of retribution or coercion from employers.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Randy Perreira".

Randy Perreira  
President



**International Union of Painters and Allied Trades  
District Council 50**

**LATE**

TO THE SENATE COMMITTEES ON COMMERCE AND CONSUMER PROTECTION  
AND JUDICIARY  
THIRTY-SECOND LEGISLATURE  
REGULAR SESSION OF 2024

**DATE/TIME: FRIDAY, FEBRUARY 23, 2024, 10:15 A.M.,  
CONFERENCE ROOM 229 & VIA VIDEOCONFERENCE STATE CAPITOL**

**TESTIMONY IN STRONG SUPPORT OF SENATE BILL NO. 2715, S.D. 1, -  
"RELATING TO RELATING TO UNFAIR LABOR PRACTICES."**

TO CHAIRS KEOHOKALOLE AND RHOADS AND MEMBERS OF THE SENATE  
COMMITTEES ON COMMERCE AND CONSUMER PROTECTION AND JUDICIARY:

The International Union of Painters and Allied Trades, District Council 50 (DC50), appreciates the opportunity to provide testimony in **STRONG SUPPORT** of Senate Bill No. 2715, S.D. 1 – "RELATING TO UNFAIR LABOR PRACTICES." My name is Lorna Woo, Director of Government Affairs, District Council 50. DC50 is an organization that represents five (5) local unions, the Painters, Local Union 1791; the Glaziers Architectural and Glass Metal Workers, Local Union 1889; the Carpet Linoleum and Soft Tile, Local Union 1926; the Drywall, Tapers Finishers, Local Union 1944 and the Pearl Harbor Metal Trades Specialty Workers, Local Union 1941 – approximately 2000 members statewide.

This measure makes it unlawful for an employer to discharge, discipline, penalize or threaten an employee for declining to participate in an employer's meeting or receive communications from the employer about political matters. Employees should not be coerced into attending meetings nor be required to read their employer's opinions about political matters. Employers can abuse such "captive audience" tactics to sway employees into supporting positions or voting for persons adverse to their own person beliefs and/or rights.

2240 Young Street  
Honolulu, HI 96826

Phone  
808.941.0991

Fax  
808.955.9091

Email  
info@dc50.org

Website  
www.dc50.org

PAINTERS  
808.941.0991

GLAZIERS,  
ARCHITECTURAL  
METAL AND  
GLASSWORKERS  
808.946.3329

CARPET, LINOLEUM  
AND SOFT TILE  
808.942.3938

DRYWALL TAPERS,  
FINISHERS  
808.946.6621

We therefore urge you in the strongest terms to pass Senate Bill No. 2715, S.D. 1 "as is." Thank you again for this opportunity to voice our **STRONG SUPPORT** for this measure.

---



**MAUI**  
CHAMBER OF COMMERCE  
VOICE OF BUSINESS

**LATE**

**HEARING BEFORE THE SENATE COMMITTEE ON COMMERCE & CONSUMER  
PROTECTION AND THE COMMITTEE ON JUDICIARY  
HAWAII STATE CAPITOL, SENATE CONFERENCE ROOM 229  
Friday, February 23, 2024 at 10:15 AM**

To The Honorable Senator Jarrett Keohokalole, Chair  
The Honorable Senator Carol Fukunaga, Vice Chair  
Members of the Committee on Commerce & Consumer Protection  
To The Honorable Senator Karl Rhoads, Chair  
The Honorable Senator Mike Gabbard, Vice Chair  
Members of the Committee on Judiciary

**OPPOSE SB2715 SD1 RELATING TO UNFAIR LABOR PRACTICES**

The Maui Chamber of Commerce is **opposed to SB2715**.

We understand and appreciate the intent of this bill. We all agree that everyone has a right to their own political opinions and should not be penalized for that, but believe this bill has negative unintended consequences.

We are concerned that this bill goes above and beyond to limit employees from hearing from both employers and union representatives regarding unionization and the pros and cons of joining the union. We understand this is already protected by the National Labor Relations Act.

Additionally, this bill may go further than the intent to prohibit any political discussions in the workplace. If this bill passes, would an employee be able to leave the job while an owner and other employee are discussing politics in their presence? We can also think of other circumstances where an employer may bring up politics in a meeting on business/economic decisions, customer service, and more, where it is critical for an employee to attend.

For these reasons, we ask that you defer SB2715.

Sincerely,

Pamela Tumpap  
President

To advance and promote a healthy economic environment for business, advocating for a responsive government and quality education, while preserving Maui's unique community characteristics.



**SB-2715-SD-1**

Submitted on: 2/17/2024 12:40:22 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jacob Wiencek	Individual	Support	Written Testimony Only

Comments:

Aloha Senators,

My name is Jacob Wiencek, Chairman of Hawaii Young Republicans, and in my personal capacity I urge the committee to **support** this legislation. We all have free speech but no one should be compelled to listen to someone else. Someone's employment should NOT be conditioned on listening to the political ramblings of an owner, manager, or other type of supervisor. I urge the committee to **PASS** this legislation NOW!

**Chair Jarrett Keohokalole**  
**Vice Chair Carol Fukunaga**

**Senate Committee on Commerce & Consumer Protection**

**Chair Karl Rhoads**  
**Vice Chair Mike Gabbard**

**Senate Committee on Judiciary**

**Friday, February 23, 2024**  
**10:15 AM**

**TESTIMONY IN STRONG SUPPORT OF SENATE BILL 2715 SD1 RELATING TO  
UNFAIR LABOR PRACTICES**

Aloha Chair(s) Keohokalole & Rhoads, Vice Chair(s) Fukunaga & Gabbard, Members of the Senate Committee(s) on Commerce & Consumer Protection and Judiciary,

My name is Jun Shin. I am a service worker as well as a labor and social justice activist, testifying as an individual in **STRONG SUPPORT** of **SB2715 SD1**, Relating to Unfair Labor Practices.

All workers shouldn't have to lose their jobs (their livelihoods!) or have said jobs become more difficult/frustrating because we don't agree with, just aren't interested, or are simply too busy to listen to our employer's opinions on the issues, which candidate to vote for in an election, or their opposition to a union organizing drive. Working people should have the right to independently express themselves politically and/or to organize a union, without having to experience repercussions at work.

Worker's civil, constitutional, and organizing rights should be protected in the place that they spend most of their lives in. Please **PASS Senate Bill 2715 SD1** out of your committees.

Mahalo for the opportunity to testify,

Jun Shin,  
State House District 23 | State Senate District 12  
Cell: 808-255-6663  
Email: junshinbusiness729@gmail.com



**SB-2715-SD-1**

Submitted on: 2/20/2024 4:02:47 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Sierra Revilla	Individual	Support	Written Testimony Only

Comments:

I support this bill

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:03:14 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Robert Enriquez	Individual	Support	Written Testimony Only

Comments:

Strongly support SB2715

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:03:27 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Liam Wilmott	Individual	Support	Written Testimony Only

Comments:

I strongly support bill SB2715

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:04:29 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Anapuni Coleman	Individual	Support	Written Testimony Only

Comments:

I support this bill.

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:04:31 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Joshua Mueller	Individual	Support	Written Testimony Only

Comments:

I support sb2715



**SB-2715-SD-1**

Submitted on: 2/20/2024 4:04:47 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Tyler Yuu	Individual	Support	Written Testimony Only

Comments:

I support SB2715

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:04:55 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Seth Holck	Individual	Support	Written Testimony Only

Comments:

In support of sb2715

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:05:55 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Keoni Mendiola	Individual	Support	Written Testimony Only

Comments:

I Keoni Mendiola as a individual Citizen, Supports Bill SB2715. Mahalo!

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:06:26 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Stephen Paling IV	Individual	Support	Written Testimony Only

Comments:

I support SB2715

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:06:30 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kia Kapana	Individual	Support	Written Testimony Only

Comments:

I am in strong support

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:06:31 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kelsey Beck	Individual	Support	Written Testimony Only

Comments:

I support

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:06:42 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Alfonso Pitolo	Individual	Support	Written Testimony Only

Comments:

I strongly support this bill.

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:10:32 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jay Amina III	Individual	Support	Written Testimony Only

Comments:

I support SB2715.



**SB-2715-SD-1**

Submitted on: 2/20/2024 4:11:19 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Justin Dunhour	Individual	Support	Written Testimony Only

Comments:

I support SB2715

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:11:40 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Brandon Parker	Individual	Support	Written Testimony Only

Comments:

I support this bill

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:14:31 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Conan K Donahue	Individual	Support	Written Testimony Only

Comments:

In support

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:17:43 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Travis Rabellizsa	Individual	Support	Written Testimony Only

Comments:

In strong support

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:19:40 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Wade Terlep	Individual	Support	Written Testimony Only

Comments:

Very strong support

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:19:43 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Zorich Palimoo	Individual	Support	Written Testimony Only

Comments:

I strongly support SB2715

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:21:10 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
anthony padilla	Individual	Support	Written Testimony Only

Comments:

In strong support

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:30:40 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jonovan Tuinei	Individual	Support	Written Testimony Only

Comments:

Strongly support.



**SB-2715-SD-1**

Submitted on: 2/20/2024 4:38:25 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Noah Campbell	Individual	Support	Written Testimony Only

Comments:

In support for SB2715

**SB-2715-SD-1**

Submitted on: 2/20/2024 4:42:37 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Makana Fronda	Individual	Support	Written Testimony Only

Comments:

I strongly support this bill.

**SB-2715-SD-1**

Submitted on: 2/20/2024 5:06:08 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Hunter Mako Morton	Individual	Support	Written Testimony Only

Comments:

I support this

**SB-2715-SD-1**

Submitted on: 2/20/2024 5:15:24 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Hopena Pokipala	Individual	Support	Written Testimony Only

Comments:

I support SB2715

**SB-2715-SD-1**

Submitted on: 2/20/2024 5:17:54 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Cameron kama	Individual	Support	Written Testimony Only

Comments:

I support SB2715

**SB-2715-SD-1**

Submitted on: 2/20/2024 7:18:26 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
B Hansen	Individual	Support	Written Testimony Only

Comments:

I Strongly **Support** SB2715! Individuals should be free from pressure to conform to their employer's political views. No employee should face punishment for disagreeing with their employer's political opinions. Forced attendance at opinion based political meetings can create an uncomfortable and potentially hostile work environment

**SB-2715-SD-1**

Submitted on: 2/20/2024 7:46:03 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kona Makaula	Individual	Support	Written Testimony Only

Comments:

I support SB2715

**SB-2715-SD-1**

Submitted on: 2/20/2024 7:48:46 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Lowen Tynanes	Individual	Support	Written Testimony Only

Comments:

I strongly support this bill



**SB-2715-SD-1**

Submitted on: 2/20/2024 9:39:42 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Aaron Miyashiro	Individual	Support	Written Testimony Only

Comments:

I support SB2715

**SB-2715-SD-1**

Submitted on: 2/21/2024 7:21:54 AM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Micah Kahumoku	Individual	Support	Written Testimony Only

Comments:

I am in strong support of SB2715

**SB-2715-SD-1**

Submitted on: 2/21/2024 9:09:55 AM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Alfred Horner	Individual	Support	Written Testimony Only

Comments:

I Alfred Horner support sb2715

**SB-2715-SD-1**

Submitted on: 2/21/2024 9:15:53 AM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Louis Mansanas jr	Individual	Support	Written Testimony Only

Comments:

I support this bill

**SB-2715-SD-1**

Submitted on: 2/21/2024 9:18:48 AM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kaleo Buck	Individual	Support	Written Testimony Only

Comments:

I Kaleo Buck support sb2715

**SB-2715-SD-1**

Submitted on: 2/21/2024 5:16:25 PM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Robbie Paikai	Individual	Support	Written Testimony Only

Comments:

I am in support of SB2715

**SB-2715-SD-1**

Submitted on: 2/22/2024 7:14:20 AM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Neill Amasaki	Individual	Support	Written Testimony Only

Comments:

I support this bill.

**LATE**

**SB-2715-SD-1**

Submitted on: 2/22/2024 10:59:00 AM

Testimony for CPN on 2/23/2024 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
richard gideon	Individual	Support	Written Testimony Only

Comments:

I support SB2715