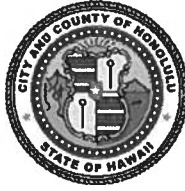


CITY AND COUNTY OF HONOLULU

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KIRK CALDWELL
MAYOR



CAROLEE C. KUBO
DIRECTOR

NOEL T. ONO
ASSISTANT DIRECTOR

January 28, 2020

LATE

The Honorable Aaron Ling Johanson, Chair
The Honorable Stacelynn K.M. Eli, Jr., Vice Chair
and Members of the Committee on Labor & Public Employment
House of Representatives, Room 309
State Capitol
415 South Beretania Street
Honolulu, Hawaii 96813

Dear Chair Johanson, Vice Chair Eli, and Members of the Committee:

SUBJECT: House Bill No. 1698
Relating to Collective Bargaining

The City and County of Honolulu supports HB 1698, which would create a separate bargaining unit (Bargaining Unit 15) for Water Safety and Ocean Safety Officers in the State of Hawaii. The Water Safety Officers of the City and County of Honolulu provide year round lifeguard services for the island of Oahu. A separate bargaining unit would be appropriate because of their unique job duties that are unlike any of the other 14 bargaining units.

Thank you for the opportunity to testify on this measure.

Sincerely,

A handwritten signature in black ink, appearing to read "Carolee C. Kubo".

Carolee C. Kubo
Director



HAWAIIAN LIFEGUARD ASSOCIATION

January 27, 2020

The Honorable Aaron Ling Johanson, Chair,
The Honorable Stacelynn K.M. Eli, Vice Chair,
and Members
Committee on Labor and Public Employment
House of Representatives
The Thirtieth Legislature
Regular Session of 2020

Dear Chair Johanson, Vice Chair Eli, and Members:

Re: HB 1698 RELATING TO COLLECTIVE BARGAINING

The Hawaiian Lifeguard Association (HLA) is the non-profit statewide organization that supports the interests of the 400 professional Ocean and Water Safety Officers employed in the State of Hawaii. The goals of the HLA are to maintain the highest standards of training and performance for the lifeguards who ensure the safety of the millions of visitors and residents who visit Hawaii's beaches. The HLA also supports and promotes drowning and injury prevention programs statewide to reduce the number of incidents that occur in the ocean environment every year.

Hawaii's lifeguards are recognized internationally as among the best in the world, having to deal with the biggest and most dangerous surf conditions, pioneering the use of personal watercraft for surf rescue, and for implementing innovative and effective prevention programs.

In November of 2013, the Hawaii Labor Relations Board approved the creation of HGEA Bargaining Unit 14. This significant decision was the result of recognizing the public safety functions of the State's lifeguards, sheriffs, harbor patrol, and DLNR enforcement officers.

Unit 14 was the first new bargaining unit formed in the HGEA in over 30 years, and was a welcome improvement in labor representation for the included public safety employees.

However, during biennial contract negotiations, it has become increasingly apparent that there are significant differences in the job functions of the four classes of employees in the unit.

P.O. Box 283324 • Honolulu, Hawaii 96828 • (808) 922-3888
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Sheriffs, DOCARE Enforcement Officers and Harbor Patrol Officers are trained and armed law enforcement personnel, whereas lifeguards have no enforcement authority duties, and focus their attention on prevention, rescue, and emergency medical response. These differences in job duties and expectations result in differing labor negotiation issues for the water and ocean safety officers in the state.

The HLA strongly supports HB 1698, which would create a separate bargaining unit (15) for state and county ocean and water safety officers. Bargaining Unit 15 will more appropriately represent the unique employment issues related to the State of Hawaii's professional lifeguards.

Thank you for the opportunity to submit this testimony on HB 1698.

Sincerely,

A handwritten signature in dark ink, appearing to read "Ralph S. Goto", with a stylized flourish at the end.

Ralph S. Goto
For the Board of Directors

HB-1698

Submitted on: 1/27/2020 10:55:20 AM

Testimony for LAB on 1/28/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
eugene teixeira	Ocean safety	Support	No

Comments:

I am here in support of this bill to create a separate bargaining unit for state and county ocean and water safety officers BU15. This will greatly benefit both lifeguards and LEO's and not to mention the employer and public at large. By allowing separate bargaining units we can focus on the unique needs of LEO's and water safety officers separately as they are so different than one another and that will greatly improve our ability to make improvements to our services and help us better serve the public. Mahalo for supporting this bill and hope u can see all of the great benefits this will have. Aloha!



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
House of Representatives
Committee on Labor and Public Employment

LATE

Testimony by
Hawaii Government Employees Association
January 28, 2020

H.B. 1698 – RELATING TO COLLECTIVE BARGAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.B. 1698 which amends bargaining unit 14 to be composed of state law enforcement officers (LEOs) and creates a new bargaining unit 15 to be composed of state and county ocean safety and water safety officers (OSOs).

Bargaining unit 14 is currently composed of deputy sheriffs, conservation and resource enforcement officers, harbor enforcement officers, and county ocean and water safety officers who previously belonged to bargaining unit 3, white collar employees. At the time of creation, the Legislature recognized and understood that the unique needs of the LEOs and OSOs could not be addressed if they remained in the largest, and one of the most diverse units.

During the 2013 legislative session, we asserted that through a separate bargaining unit the specialized needs of LEOs and OSOs, including mandatory trainings and certifications, uniform and equipment allowances, and terms and conditions of employment, would be more directly and uniformly addressed with the Employer. Although this remains true, after the completion of two rounds of contract negotiations, it is apparent that the two groups of employees are too incongruous to be in the same unit. LEOs are armed personnel who are trained to execute law enforcement services statewide, handle detained persons, serve arrest warrants, and ensure the compliance of state law in a variety of areas, including airports, courts, harbors, and state lands. OSOs are not armed and do not provide law enforcement services, but rather are trained for ocean rescues, emergency medical first response, and injury prevention programs. Combining the specialized needs of law enforcement and ocean safety in one unit has proven to be impractical as they are two distinct occupational classes, similar to the differences between police officers, firefighters, and nurses.

We wholeheartedly believe that creating a new bargaining unit is necessary for us to best address the different needs of our government employees. Thank you for the opportunity to testify in strong support of H.B. 1619.

Respectfully submitted,

Randy Perreira
Executive Director



LATE

PO BOX 646, HALEIWA, HI 96712
NORTHSHORELIFEGUARDS.ORG | 501 (c)(3)

January 27, 2020

In SUPPORT of HB 1698

The North Shore Lifeguard Association (NSLA), a non-profit 501c3, was founded in 1996 by Honolulu City and County Lifeguards who work and live on the North Shore of Oahu. The NSLA was founded to help fulfill the need for ocean safety and lifesaving education within Hawaii's ocean community.

BU 14 was created in 2013 which is composed of state law enforcement officers (LEOs) and Ocean Safety Officers/Lifeguards (OSO). The LEOs are armed officers who carry out law enforcement duties, serve warrants, make arrests, escort criminals and provide security for our state capital, airports and courthouses. The Hawaii Division of Conservation and Resources Enforcement (DOCARE) is tasked with full state police powers to enforce all state laws with their primary jurisdiction involving State lands, State Parks, historical sites, forest reserves, aquatic life and wildlife areas, and coastal zones.

OSOs provide ocean safety lifeguarding services for about 500 miles of coastline across the whole state. OSOs services include ocean rescue prevention, ocean rescue, emergency medical first response, dispatched mobile patrol, education, and injury prevention programs related to ocean safety.

The NSLA strongly supports HB 1698 which amends bargaining unit 14 to be composed of state law enforcement officers and creates a new bargaining unit 15 to be composed of lifeguards. The creation of BU 15 will allow the highly trained and skilled LEOs and OSOs the ability to focus on the unique nature of their jobs through separate negotiations.

Mahalo nui loa,

BRYAN PHILLIPS

NSLA President // @northshorelifeguardassociation // northshorelifeguards.org

HB-1698

Submitted on: 1/27/2020 10:46:27 AM

Testimony for LAB on 1/28/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
jared jover	Individual	Support	No

Comments:

I support this and think it is very important that water safety officers are in their own bargaining unit. Thank you

HB-1698

Submitted on: 1/27/2020 11:45:35 AM

Testimony for LAB on 1/28/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Noland Tamashiro	Individual	Support	Yes

Comments:

As a lifeguard I strongly support this bill and the creation of a separate bargaining unit for law enforcement officers and lifeguards. While the creation of unit 14 was a great step forward, the two jobs vary so drastically and have such different needs that both sides need their own representation when to bargaining. Thank you.

HB-1698

Submitted on: 1/27/2020 12:00:41 PM

Testimony for LAB on 1/28/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
theodore davis	Individual	Support	No

Comments:

I believe that ocean safety having their own bargaining unit will greatly increase the safety of the local citizens as well as visitors to our islands.