
A BILL FOR AN ACT

RELATING TO COLLECTIVE BARGAINING.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that the establishment of
2 public employee collective bargaining units is a matter of
3 statewide concern pursuant to article X, section 6, of the
4 Hawaii State Constitution.

5 The purpose of this Act is to allow graduate assistants
6 employed by the university of Hawaii and community college
7 system to collectively bargain.

8 SECTION 2. Section 89-6, Hawaii Revised Statutes, is
9 amended as follows:

10 1. By amending subsection (a) to read:

11 "(a) All employees throughout the State within any of the
12 following categories shall constitute an appropriate bargaining
13 unit:

- 14 (1) Nonsupervisory employees in blue collar positions;
15 (2) Supervisory employees in blue collar positions;
16 (3) Nonsupervisory employees in white collar positions;
17 (4) Supervisory employees in white collar positions;



- 1 (5) Teachers and other personnel of the department of
- 2 education under the same pay schedule, including part-
- 3 time employees working less than twenty hours a week
- 4 who are equal to one-half of a full-time equivalent;
- 5 (6) Educational officers and other personnel of the
- 6 department of education under the same pay schedule;
- 7 (7) Faculty of the University of Hawaii and the community
- 8 college system;
- 9 (8) Personnel of the University of Hawaii and the
- 10 community college system, other than faculty;
- 11 (9) Registered professional nurses;
- 12 (10) Institutional, health, and correctional workers;
- 13 (11) Firefighters;
- 14 (12) Police officers;
- 15 (13) Professional and scientific employees, who cannot be
- 16 included in any of the other bargaining units;
- 17 (14) State law enforcement officers; [~~and~~]
- 18 (15) State and county ocean safety and water safety
- 19 officers[~~-~~]; and
- 20 (16) Graduate assistants employed by the university of
- 21 Hawaii and community college system."



1 2. By amending subsection (d) to read:

2 "(d) For the purpose of negotiating a collective
3 bargaining agreement, the public employer of an appropriate
4 bargaining unit shall mean the governor together with the
5 following employers:

6 (1) For bargaining units (1), (2), (3), (4), (9), (10),
7 (13), (14), and (15), the governor shall have six
8 votes and the mayors, the chief justice, and the
9 Hawaii health systems corporation board shall each
10 have one vote if they have employees in the particular
11 bargaining unit;

12 (2) For bargaining units (11) and (12), the governor shall
13 have four votes and the mayors shall each have one
14 vote;

15 (3) For bargaining units (5) and (6), the governor shall
16 have three votes, the board of education shall have
17 two votes, and the superintendent of education shall
18 have one vote; and

19 (4) For bargaining units (7) [~~and~~], (8), and (16), the
20 governor shall have three votes, the board of regents
21 of the University of Hawaii shall have two votes, and



1 the president of the University of Hawaii shall have
2 one vote.

3 Any decision to be reached by the applicable employer group
4 shall be on the basis of simple majority, except when a
5 bargaining unit includes county employees from more than one
6 county. In that case, the simple majority shall include at
7 least one county."

8 3. By amending subsection (f) to read:

9 "(f) The following individuals shall not be included in
10 any appropriate bargaining unit or be entitled to coverage under
11 this chapter:

12 (1) Elected or appointed official;

13 (2) Member of any board or commission; provided that
14 nothing in this paragraph shall prohibit a member of a
15 collective bargaining unit from serving on a governing
16 board of a charter school, on the state public charter
17 school commission, or as a charter school authorizer
18 established under chapter 302D;

19 (3) Top-level managerial and administrative personnel,
20 including the department head, deputy or assistant to
21 a department head, administrative officer, director,



- 1 or chief of a state or county agency or major
2 division, and legal counsel;
- 3 (4) Secretary to top-level managerial and administrative
4 personnel under paragraph (3);
- 5 (5) Individual concerned with confidential matters
6 affecting employee-employer relations;
- 7 (6) Part-time employee working less than twenty hours per
8 week, except part-time employees included in ~~[unit]~~
9 units (5) ~~[+]~~ and (16);
- 10 (7) Temporary employee of three months' duration or less;
- 11 (8) Employee of the executive office of the governor or a
12 household employee at Washington Place;
- 13 (9) Employee of the executive office of the lieutenant
14 governor;
- 15 (10) Employee of the executive office of the mayor;
- 16 (11) Staff of the legislative branch of the State;
- 17 (12) Staff of the legislative branches of the counties,
18 except employees of the clerks' offices of the
19 counties;
- 20 (13) Any commissioned and enlisted personnel of the Hawaii
21 national guard;



1 (14) Inmate, kokua, patient, ward, or student of a state
2 institution;

3 (15) Student help;

4 (16) Staff of the Hawaii labor relations board;

5 (17) Employees of the Hawaii national guard youth challenge
6 academy; or

7 (18) Employees of the office of elections."

8 SECTION 3. Section 89-11, Hawaii Revised Statutes, is
9 amended by amending subsection (d) to read as follows:

10 "(d) If an impasse exists between a public employer and
11 the exclusive bargaining representative of bargaining unit (1),
12 nonsupervisory employees in blue collar positions; bargaining
13 unit (5), teachers and other personnel of the department of
14 education; [~~6~~] bargaining unit (7), faculty of the University
15 of Hawaii and the community college system[~~7~~]; or bargaining
16 unit (16), graduate assistants employed by the university of
17 Hawaii and community college system, the board shall assist in
18 the resolution of the impasse as follows:

19 (1) Voluntary mediation. During the first twenty days of
20 the date of impasse, either party may request the
21 board to assist in a voluntary resolution of the



1 impasse by appointing a mediator or mediators,
2 representative of the public from a list of qualified
3 persons maintained by the board;

4 (2) Mediation. If the impasse continues more than twenty
5 days, the board shall appoint a mediator or mediators,
6 representative of the public from a list of qualified
7 persons maintained by the board, to assist the parties
8 in a voluntary resolution of the impasse. The board
9 may compel the parties to attend mediation, reasonable
10 in time and frequency, until the fiftieth day of
11 impasse. Thereafter, mediation shall be elective with
12 the parties, subject to the approval of the board;

13 (3) Report of the board. The board shall promptly report
14 to the appropriate legislative body or bodies the
15 following circumstances as each occurs:

16 (A) The date of a tentative agreement and whether the
17 terms thereof are confidential between the
18 parties;

19 (B) The ratification or failure of ratification of a
20 tentative agreement;

21 (C) The signing of a tentative agreement;



- 1 (D) The terms of a tentative agreement; or
- 2 (E) On or about the fiftieth day of impasse, the
- 3 failure of mediation.

4 The parties shall provide the board with the requisite
 5 information; and

- 6 (4) After the fiftieth day of impasse, the parties may
- 7 resort to [~~such~~] other remedies that are not
- 8 prohibited by any agreement pending between them,
- 9 other provisions of this chapter, or any other law."

10 SECTION 4. This Act does not affect rights and duties that
 11 matured, penalties that were incurred, and proceedings that were
 12 begun before its effective date.

13 SECTION 5. Statutory material to be repealed is bracketed
 14 and stricken. New statutory material is underscored.

15 SECTION 6. This Act shall take effect upon its approval.

16 INTRODUCED BY: Amy Peruso
 JAN 24 2024

H.B. NO. 2720

Report Title:

Collective Bargaining; Graduate Assistants; University of Hawaii; Community College System

Description:

Establishes a collective bargaining unit for graduate assistants employed by the University of Hawaii and community college system.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

