



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
House of Representatives
Committee on Judiciary & Hawaiian Affairs

Testimony by
Hawaii State AFL-CIO

March 21, 2024

TESTIMONY ON SB2715 SD1 HD1 - RELATING TO UNFAIR LABOR PRACTICES

Chair Tarnas, Vice Chair Takayama, and members of the committee:

The Hawaii State AFL-CIO is a federation of 74 affiliate labor organizations that represent over 68,000 union members in the State of Hawaii. The 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 HD1, 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 workers' rights without fear of retribution or coercion from employers.

Respectfully submitted,

A handwritten signature in black ink that reads "Randy Perreira".

Randy Perreira
President



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

HAWAII DIVISION: 100 West Lanikoula 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

March 20, 2024

The Thirty-Second Legislature
Regular Session of 2024

HOUSE OF REPRESENTATIVES
Committee on Judiciary & Hawaiian Affairs

Rep. David A. Tarnas, Chair
Rep. Gregg Takayama, Vice Chair
State Capitol, Conference Room 325 & Videoconference
Thursday, March 21, 2024; 2:05 p.m.

**STATEMENT OF THE ILWU LOCAL 142 ON SB2715, SD1, HD1
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.

Mahalo for the opportunity to testify in strong support of **SB2715, SD1, HD1**.

Christian West
President, ILWU Local 142



Testimony to the House Committee on Judiciary and Hawaiian Affairs

Rep. Tarnas, Chair

Rep. Takayama, Vice Chair

Thursday, March 21, 2024 at 2:05 PM

RE: SB2715 SD1 HD1 Relating to Unfair Labor Practices

Aloha Chair Tarnas, Vice Chair Takayama, and Members of the Committee:

The Society of Human Resource Management (SHRM) Hawaii appreciates the opportunity to provide comments about SB2715 SD1 HD1 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 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 already well-established that an employer cannot require an employee to condone or agree with a particular political viewpoint. However, both employers and employees are free to express their viewpoints and employers may also require the attendance at meetings as long as all parties comply with existing labor laws and the provisions of the NLRA. 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.

Finally, this bill could have the unintended consequence of emboldening employees to refuse to attend standard employment anti-harassment training covering topics that have become increasingly politicized. Hawaii and federal antidiscrimination law prohibit harassment on a variety of bases including religious, sexual orientation and identity, ethnicity, etc. Employers must be able to ensure that all employees understand their obligations to refrain from engaging in harassment and discrimination on these bases. As currently proposed, we are concerned that employees with negative views towards these protected classes will rely on legislation such as this bill to refuse to attend this necessary training, claiming the employer is expressing political views in the form of training.

We appreciate and understand the intent of this bill to protect employees, however, we have concerns that this measure is neither necessary given current law nor does it present 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

Erin Kogan



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

Legislative Affairs Committee Co-Chair

Legislative Affairs Committee Co-Chair



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



MAUI

CHAMBER OF COMMERCE

VOICE OF BUSINESS

HEARING BEFORE THE HOUSE COMMITTEE ON JUDICIARY & HAWAIIAN AFFAIRS
HAWAII STATE CAPITOL, HOUSE CONFERENCE ROOM 325
Thursday, March 21, 2024 AT 2:05 P.M.

To The Honorable David A. Tarnas, Chair
The Honorable Gregg Takayama, Vice Chair
Members of the Committee on Judiciary & Hawaiian Affairs

OPPOSE SB2715 SD1 HD1 RELATING TO UNFAIR LABOR PRACTICES

The Maui Chamber of Commerce is **OPPOSED** to **SB2715 SD1 HD1**.

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 don't know of any cases where employees are being discharged for not participating in an employer-sponsored political meeting, but would like to understand if this is happening in Hawaii.

We want to ensure that if political matters are on a company meeting agenda, but before/after that, the meeting also includes important business matters, the employee should still be required to attend the rest of the meeting when political matters are not being discussed.

We are concerned that it may be difficult for an employer to keep track of to whom they should or should not send digital and/or paper political materials (see section 14B where employees "refuse to receive...a political communication".) The employer should be able to send an email with political matters or put a flyer dealing with political matters in an employee's pay stub/paycheck. That being said, an employee should not be punished if they choose to delete the email or throw the flyer away. Given this, we think section B is not needed.

We are very concerned with the expanded definition of employee as it goes beyond the standard definition from this chapter and includes those employed in domestic service of a family or at the family's/person's home (housekeepers, nannies, etc.) and more. These people are, generally, independent contractors and should not be considered employees. Also, by including this definition here, you set precedent to use that definition in other or all parts of the labor code. We find that unacceptable.

For this reason, we **OPPOSE SB2715 SD1 HD1** and respectfully ask that it be deferred.

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.

Chair David Tarnas
Vice Chair Gregg Takayama

House Committee on Judiciary & Hawaiian Affairs

Tuesday, March 21, 2024
2:05 PM

**TESTIMONY IN STRONG SUPPORT OF SB2715 SD1 HD1 RELATING TO
UNFAIR LABOR PRACTICES**

Aloha Chair Tarnas, Vice Chair Takayama, Members of the House Committee on Judiciary & Hawaiian Affairs,

My name is Jun Shin. I am a union service worker as well as a labor and social justice activist, testifying as an individual in **STRONG SUPPORT** of **SB2715 SD1 HD1**, 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 HD1** out of your committee.

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-HD-1

Submitted on: 3/20/2024 6:58:41 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Kona Makaula	Individual	Support	Written Testimony Only

Comments:

I support 2715

SB-2715-HD-1

Submitted on: 3/20/2024 6:58:44 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Anapuni Coleman	Individual	Support	Written Testimony Only

Comments:

In strong support.

SB-2715-HD-1

Submitted on: 3/20/2024 6:59:14 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Liam Wilmott	Individual	Support	Written Testimony Only

Comments:

I support Bill SB2715

SB-2715-HD-1

Submitted on: 3/20/2024 6:59:44 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Hopena Pokipala	Individual	Support	Written Testimony Only

Comments:

I strongly support SB2715

SB-2715-HD-1

Submitted on: 3/20/2024 7:00:21 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
anthony padilla	Individual	Support	Written Testimony Only

Comments:

Support sb2715

SB-2715-HD-1

Submitted on: 3/20/2024 7:00:22 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Aaron Miyashiro	Individual	Support	Written Testimony Only

Comments:

I support SB2715.

SB-2715-HD-1

Submitted on: 3/20/2024 7:00:43 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Alfonso Pitolo	Individual	Support	Written Testimony Only

Comments:

I strongly support this bill

SB-2715-HD-1

Submitted on: 3/20/2024 7:01:16 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Sierra Revilla	Individual	Support	Written Testimony Only

Comments:

I support this bill.

SB-2715-HD-1

Submitted on: 3/20/2024 7:01:30 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Robert Enriquez	Individual	Support	Written Testimony Only

Comments:

I strongly support SB2715.

SB-2715-HD-1

Submitted on: 3/20/2024 7:02:13 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Wade Terlep	Individual	Support	Written Testimony Only

Comments:

In very strong support

SB-2715-HD-1

Submitted on: 3/20/2024 7:02:27 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Jonovan Tuinei	Individual	Support	Written Testimony Only

Comments:

I stand in strong support.

SB-2715-HD-1

Submitted on: 3/20/2024 7:02:59 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Cameron kama'i	Individual	Support	Written Testimony Only

Comments:

I am in strong support of SB2715

SB-2715-HD-1

Submitted on: 3/20/2024 7:04:54 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Conan K Donahue	Individual	Support	Written Testimony Only

Comments:

I support SB2715

SB-2715-HD-1

Submitted on: 3/20/2024 7:05:37 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
nepo leutu jr	Individual	Support	Written Testimony Only

Comments:

In support

SB-2715-HD-1

Submitted on: 3/20/2024 7:06:37 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Alfred Horner	Individual	Support	Written Testimony Only

Comments:

Alfred Horner supports sb2715

SB-2715-HD-1

Submitted on: 3/20/2024 7:18:56 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
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-HD-1

Submitted on: 3/20/2024 7:43:12 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Al Savea	Individual	Support	Written Testimony Only

Comments:

Highly support SB2715.

SB-2715-HD-1

Submitted on: 3/20/2024 7:21:57 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Kaleo Buck	Individual	Support	Written Testimony Only

Comments:

I am in support of sb2715

SB-2715-HD-1

Submitted on: 3/20/2024 8:01:50 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Douglas Hiu	Individual	Support	Written Testimony Only

Comments:

I support this bill.

SB-2715-HD-1

Submitted on: 3/20/2024 8:09:23 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Corin kekua	Individual	Support	Written Testimony Only

Comments:

I strongly support

SB-2715-HD-1

Submitted on: 3/20/2024 8:18:47 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Dona Takamori	Individual	Support	Written Testimony Only

Comments:

I strongly support this bill.

SB-2715-HD-1

Submitted on: 3/20/2024 8:25:38 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Dillon Hullinger	Individual	Support	Written Testimony Only

Comments:

I am in strong support of SB2715.

SB-2715-HD-1

Submitted on: 3/20/2024 8:26:23 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Darby ventura	Individual	Support	Written Testimony Only

Comments:

Dear Committee,

I Darby Ventura fully support SB2715. Thank you.

SB-2715-HD-1

Submitted on: 3/20/2024 8:34:26 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Jimmy Barreras	Individual	Support	Written Testimony Only

Comments:

Strongly support SB2715

SB-2715-HD-1

Submitted on: 3/20/2024 9:02:35 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Ryan Dolan	Individual	Support	Written Testimony Only

Comments:

I am in support of SB2715

SB-2715-HD-1

Submitted on: 3/20/2024 9:06:44 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Dorothy A Sakamoto	Individual	Support	Written Testimony Only

Comments:

I am in support of SB2715

SB-2715-HD-1

Submitted on: 3/20/2024 9:10:47 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

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

Comments:

I stand in strong support of SB2715

SB-2715-HD-1

Submitted on: 3/20/2024 9:16:31 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Melvin Chang	Individual	Support	Written Testimony Only

Comments:

I support this bill. Employees should not be disciplined or discriminated against for refusing to attend meetings where the boss is putting forth their political opinions. Attendance should be purely voluntary.

SB-2715-HD-1

Submitted on: 3/20/2024 9:22:07 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Jarred Burns	Individual	Support	Written Testimony Only

Comments:

I strongly support SB2715

SB-2715-HD-1

Submitted on: 3/20/2024 9:32:54 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
jose miramontes jr	Individual	Support	Written Testimony Only

Comments:

I am full support of SB2715 to protect workers rights.

SB-2715-HD-1

Submitted on: 3/20/2024 9:35:24 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
jeffery Robert Ramos	Individual	Support	Written Testimony Only

Comments:

Support SB-2715

SB-2715-HD-1

Submitted on: 3/20/2024 9:35:54 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

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

Comments:

Support

SB-2715-HD-1

Submitted on: 3/20/2024 9:41:27 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Tyler Yuu	Individual	Support	Written Testimony Only

Comments:

I support SB2715

SB-2715-HD-1

Submitted on: 3/20/2024 9:48:16 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Robert Hewlen	Individual	Support	Written Testimony Only

Comments:

Support

SB-2715-HD-1

Submitted on: 3/20/2024 10:00:36 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
richard gideon	Individual	Support	Written Testimony Only

Comments:

I support sb2715

SB-2715-HD-1

Submitted on: 3/20/2024 10:26:26 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael EKM Olderr	Individual	Support	Written Testimony Only

Comments:

I support this common sense bill

SB-2715-HD-1

Submitted on: 3/20/2024 10:45:33 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Kerry Long	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Tarnas and Vice Chair Takayama,

I write as a resident of Hawai'i in strong support of SB2715.

Workers who are attempting to improve their working conditions in an organized manner cannot match the money that employers dish out to bust such attempts. This is where the law comes in. To protect the people and to take small steps to diminish immense power imbalances that skew democracy and self-determination.

This bill is such a breath of fresh air. It is both responsive to challenges that we've seen workers in Hawai'i face over the past couple of years and that thousands more will face in the near future. Let's trust workers to make the best decisions for themselves without coercive interference by their employer. Such values are in alignment with Hawai'i's working-class history.

Mahalo,

Ilima Long

SB-2715-HD-1

Submitted on: 3/20/2024 12:40:18 PM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael Yamaguchi	Individual	Support	Written Testimony Only

Comments:

I support SB2715.

Mahalo

SB-2715-HD-1

Submitted on: 3/20/2024 12:55:25 PM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Christopher Cook	Individual	Support	Written Testimony Only

Comments:

I strongly support SB2715

SB-2715-HD-1

Submitted on: 3/20/2024 2:28:33 PM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Cole B Kashimoto	Individual	Support	Written Testimony Only

Comments:

In strong support of bill SB2715

SB-2715-HD-1

Submitted on: 3/20/2024 2:28:57 PM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Bryson Wailehua-Hansen	Individual	Support	Written Testimony Only

Comments:

To Whom It May Concern,

I am writing to express my strong support for SB2715 HD1, a crucial piece of legislation aimed at protecting the rights of employees in Hawaii. As an advocate for fair labor practices and individual rights in the workplace, I believe this bill represents a significant step forward in ensuring that employees are not subjected to undue pressure or coercion regarding their political beliefs or affiliations.

The amendment to Section 377-6 of the Hawaii Revised Statutes effectively addresses a pressing issue by prohibiting employers from penalizing or threatening adverse employment actions against employees who choose not to participate in employer-sponsored meetings or communications regarding political matters. This protection is vital in safeguarding the freedom of individuals to exercise their own judgment and maintain their political autonomy without fear of repercussions in the workplace.

By defining terms such as "employee" and "political matters" within the legislation, SB2715 HD1 provides clarity and specificity, thereby enhancing its enforceability and ensuring consistent application across different contexts. Moreover, setting an effective date for the legislation demonstrates a commitment to prompt implementation and underscores the urgency of addressing this issue.

It is essential to recognize that fostering a workplace environment where employees feel empowered to express their views without fear of retribution is fundamental to upholding democratic principles and promoting a culture of inclusivity and respect. SB2715 HD1 aligns with these values by affirming the rights of employees to engage in political discourse on their own terms, free from coercion or intimidation.

In conclusion, I urge lawmakers to support and pass SB2715 HD1 as it represents a critical advancement in safeguarding the rights and freedoms of employees in Hawaii. By enacting this legislation, we can send a clear message that the state is committed to upholding the principles of fairness, equality, and individual autonomy in the workplace.

Sincerely,

Bryson Wailehua-Hansen

SB-2715-HD-1

Submitted on: 3/20/2024 4:56:11 PM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Ashlyn de la Cruz	Individual	Support	Written Testimony Only

Comments:

I support this

SB-2715-HD-1

Submitted on: 3/20/2024 5:16:29 PM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Joshua Mueller	Individual	Support	Written Testimony Only

Comments:

In support

SB-2715-HD-1

Submitted on: 3/20/2024 6:54:53 PM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Neill Amasaki	Individual	Support	Written Testimony Only

Comments:

I support this bill.

SB-2715-HD-1

Submitted on: 3/20/2024 9:03:33 PM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Julie Reyes Oda	Individual	Support	Written Testimony Only

Comments:

I support SB2715.

SB-2715-HD-1

Submitted on: 3/21/2024 11:28:09 AM

Testimony for JHA on 3/21/2024 2:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Stephen West	Individual	Support	Written Testimony Only

Comments:

Regarding Senate Bill 2715 I affirm & offer my testimony in strong support.

Please Pass This!

Mahalo