



**TESTIMONY OF  
THE DEPARTMENT OF THE ATTORNEY GENERAL  
KA 'OIHANA O KA LOIO KUHINA  
THIRTY-SECOND LEGISLATURE, 2024**

---

**ON THE FOLLOWING MEASURE:**

S.B. NO. 2715, RELATING TO UNFAIR LABOR PRACTICES.

**BEFORE THE:**

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

**DATE:** Monday, February 5, 2024 **TIME:** 3:10 p.m.

**LOCATION:** State Capitol, Room 224 and Videoconference

**TESTIFIER(S):** Anne E. Lopez, Attorney General, or  
Robert L. Rawson, Deputy Attorney General, or  
James E. Halvorson, Deputy Attorney General

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Chair Aquino and Members of the Committee:

The Department of the Attorney General provides the following comments.

The bill 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.

Subparagraph (B) of section 377-6(14) on page 5, line 16, begins with "[d]eclines to." This is duplicative wording already found in paragraph (14) on page 5, line 11.

Therefore, we recommend that section 337-6(14)(B) be amended as follows:

- (B) ~~[Declines to receive]~~ Receive or listen to a communication from the employer that communicates the opinion of the employer about political matters, . . .

Thank you for the opportunity to present this testimony.

**SB-2715**

Submitted on: 2/4/2024 7:42:51 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
jeffery Robert Ramos	Testifying for ILWU LOCAL 142	Support	Written Testimony Only

Comments:

Important bill must protect worker this bill is very important to all workers must pass



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, Hawaii  
The Senate  
Committee on Labor and Technology

Testimony by  
Hawaii State AFL-CIO

February 5, 2024

## TESTIMONY ON SB 2715 - RELATING TO UNFAIR LABOR PRACTICES

Chair Aquino, Vice Chair Moriwaki, 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 **supports SB 2715 with amendments** to ensure that these protections are expanded to all employees including those who are not covered in the definition of an "Employee" under Hawaii Revised Statutes, Section 377-1. This would include any individual employed in the domestic service of a family or person at the family's or person's home or any individual employed by the individual's parent or spouse, or any person employed in an executive or supervisory capacity, or any individual employed by any employer employing less than two individuals, or any individual subject to the jurisdiction of the Federal Railway Labor Act or the National Labor Relations Act (NLRA).

We believe that this amendment will enhance the bill's ability to provide equitable protection for all employees from adverse employment actions related to political matters.

Respectfully submitted,

/s/ Randy Perreira  
Randy Perreira  
President

**SB-2715**

Submitted on: 2/2/2024 1:28:18 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Kawenaulaokala Kapahua	Individual	Support	Written Testimony Only

Comments:

Aloha,

Mahalo for the opporunity to testify on this bill. I want to state my **strong support for SB2715** relating to unfair labor practices. In the union world we call the types of meetings this bill is addressing, "captive audience" meetings. This is because workers have little to no legal protections for their rights in these meetings, their employment can be terminated for refusing to be subjected to the employers arbitrary political motives, union busting topics, and other workplace violations. This expansion of workers rights is clearly necessary as more and more employers resort to these tactics to wear down and break their employees and coerce their employees into their political agenda. Workers should never be captives of their employers and as these meetings rarely are ever relevant to workplace matters they are an unnecessary burden on the workers.

Mahalo for supporting this bill,

Kawena'ulaokalā Kapahua

**SB-2715**

Submitted on: 2/2/2024 2:08:38 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kerry Long	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Aquino, Vice Chair Moriwaki, and committee members.

This is a great and forward-looking bill that protects workers from employer-mandated meetings that have a political agenda. One way companies use their coercive power over employees is through "captive audience meetings", which direct employees to meetings that use scare tactics to deter employees from engaging in certain political work on their own time - work such as union organizing. As someone who was raised in a strong union family, and who enjoyed many basic human needs that were made possible by my dad's union, I strongly support any legislation that keeps a company from meddling with their employees work to self-advocate. I strongly support SB2715.

Mahalo for your time,

Ilima Long, Mō'ili'ili

**SB-2715**

Submitted on: 2/2/2024 4:04:39 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Luke Shinsato	Individual	Support	Written Testimony Only

Comments:

I support bill

**SB-2715**

Submitted on: 2/3/2024 9:29:30 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Meagan Harden	Individual	Support	Written Testimony Only

Comments:

My name is Meagan Harden and I am a resident of Manoa. I support SB2715.

**SB-2715**

Submitted on: 2/3/2024 2:15:08 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<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 undue pressure to conform to their employer's political views. No employee should face punishment for disagreeing with their employer's political opinions, and forcing attendance at opinion based political meetings creates an uncomfortable and potentially coercive environment.

**SB-2715**

Submitted on: 2/3/2024 4:05:18 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Walter Walker	Individual	Support	Written Testimony Only

Comments:

I strongly support

**SB-2715**

Submitted on: 2/3/2024 4:05:38 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I strongly support this bill

**SB-2715**

Submitted on: 2/3/2024 4:07:03 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<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**

Submitted on: 2/3/2024 4:08:08 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I strongly support bill SB2715.

**SB-2715**

Submitted on: 2/3/2024 4:08:44 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<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**

Submitted on: 2/3/2024 4:09:06 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kekoa Bruhn	Individual	Support	Written Testimony Only

Comments:

I support bill SB2715

**SB-2715**

Submitted on: 2/3/2024 4:09:33 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I strongly support of bill SB2715

**SB-2715**

Submitted on: 2/3/2024 4:09:46 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<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**

Submitted on: 2/3/2024 4:12:28 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Christopher Finau	Individual	Support	Written Testimony Only

Comments:

I support this Bill

**SB-2715**

Submitted on: 2/3/2024 4:16:22 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I support SB2715

**SB-2715**

Submitted on: 2/3/2024 4:16:22 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<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, Strongly support Bill SB2715. Mahalo!

**SB-2715**

Submitted on: 2/3/2024 4:31:06 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Keenan Luke	Individual	Support	Written Testimony Only

Comments:

I strongly support bill SB 2715.

**SB-2715**

Submitted on: 2/3/2024 4:31:51 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I support this bill.

**SB-2715**

Submitted on: 2/3/2024 4:31:53 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jason Yoshimura	Individual	Support	Written Testimony Only

Comments:

I strongly support SB2715

**SB-2715**

Submitted on: 2/3/2024 4:43:00 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<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**

Submitted on: 2/3/2024 4:44:41 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Levi Archuleta	Individual	Support	Written Testimony Only

Comments:

I support this bill

**SB-2715**

Submitted on: 2/3/2024 4:48:05 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<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**

Submitted on: 2/3/2024 5:05:16 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Rodney Choy Foo	Individual	Support	Written Testimony Only

Comments:

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I strongly support bill sb2715 Aloha 🙌

**SB-2715**

Submitted on: 2/3/2024 6:00:39 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Paris Fernandez	Individual	Support	Written Testimony Only

Comments:

I am in support of this bill.

**SB-2715**

Submitted on: 2/3/2024 6:01:56 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I am in full support of this bill

**SB-2715**

Submitted on: 2/3/2024 6:04:21 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

In strong support

**SB-2715**

Submitted on: 2/3/2024 6:07:12 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Michael Yamaguchi	Individual	Support	Written Testimony Only

Comments:

I support SB2715.

Mahalo

**SB-2715**

Submitted on: 2/3/2024 6:07:41 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Dillon Hullinger	Individual	Support	Written Testimony Only

Comments:

I am in support of this bill

**SB-2715**

Submitted on: 2/3/2024 6:10:19 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
jeffery higa	Individual	Support	Written Testimony Only

Comments:

i support

**SB-2715**

Submitted on: 2/3/2024 6:13:41 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
James Duh	Individual	Support	Written Testimony Only

Comments:

In support of SB2715 IN FAIR WAGES

WE LOST IT WHEN A MAIN LAND COMPANY TOOK OVER WITH OUT A CHOICE

**SB-2715**

Submitted on: 2/3/2024 6:27:56 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I fully support SB2715

# IATSE LOCAL 665

FILM, TELEVISION, STAGE, PROJECTION AND TRADESHOWS  
Since 1937

INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
OF THE UNITED STATES, ITS TERRITORIES AND CANADA, AFL-CIO, CLC

**LATE**

Thirty-Second Legislature, State of Hawai'i  
Regular Session of 2024  
Senate Committee on Labor and Technology

Testimony by IATSE 665  
February 5th, 2024

## **S.B. 2715 - RELATING TO UNFAIR LABOR PRACTICES**

Aloha Chair Aquino, Vice Chair Moriwaki, and members of the Senate Committee,

My name is Tuia'ana Scanlan, International Trustee and president of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i. **Local 665 strongly supports SB 2715**, relating to unfair labor practices.

Local 665 is a proud supporter of the rights of workers. And while we believe that participation in the political arena is a necessary endeavor so that we may advocate for initiatives that benefit the working families of Hawai'i, we find it unconscionable that employers would make discussions and meetings regarding their political agendas compulsory for employees. Furthermore, penalizing employees for declining attendance at such meetings is repulsive. We thank the authors of SB 2715 for their foresight and courage in codifying these protections for the working families of Hawai'i.

**IATSE 665 asks for your committee's support of SB 2715.** Thank you for the opportunity to testify.

In Solidarity,



Tuia'ana Scanlan  
International Trustee  
President, IATSE 665  
(he/him/his)

**SB-2715**

Submitted on: 2/3/2024 6:33:09 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jerry Calixtro	Individual	Support	Written Testimony Only

Comments:

Support SB2715

**SB-2715**

Submitted on: 2/3/2024 6:33:44 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Belinda Ayson	Individual	Support	Written Testimony Only

Comments:

Who an employee supports politically is none of the business of the employer. If they want to participate in an event to support a candidate it should not be held against them. This is the USA, not Russia or China

**SB-2715**

Submitted on: 2/3/2024 6:48:41 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Randall Tenn	Individual	Support	Written Testimony Only

Comments:

I am in support of this bill

**SB-2715**

Submitted on: 2/3/2024 7:24:54 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I support passage of SB2715.

**SB-2715**

Submitted on: 2/3/2024 7:35:48 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

Aloha,

I am in support of this bill.

mahalo!

**SB-2715**

Submitted on: 2/3/2024 7:36:56 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Sy Delizo	Individual	Support	Written Testimony Only

Comments:

I strongly support this bill.

**SB-2715**

Submitted on: 2/3/2024 8:23:35 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Aitulagi E. Ala	Individual	Support	Written Testimony Only

Comments:

I whole heartedly SUPPORT this Bill. No Employee should be reprimanded, nor coerced to attend a Work Related-Political Meeting as part of their work performance, duties, job descriptions. Furthermore Employee should NOT have any disciplinary actions (written or verbal) nor should they be penalized as such.

**SB-2715**

Submitted on: 2/3/2024 8:28:17 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I support this bill because

Its unfair for a employee to be punished because he or she has declined to attend any meeting

**SB-2715**

Submitted on: 2/3/2024 8:28:28 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Lisa Goo	Individual	Support	Written Testimony Only

Comments:

I support

**SB-2715**

Submitted on: 2/3/2024 8:36:21 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Dural Duenas	Individual	Support	Written Testimony Only

Comments:

I support SB2715

**SB-2715**

Submitted on: 2/3/2024 8:37:14 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Andrew De Leon	Individual	Support	Written Testimony Only

Comments:

I support SB2715

**SB-2715**

Submitted on: 2/3/2024 8:39:16 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Hubert Pruett	Individual	Support	Written Testimony Only

Comments:

I support.

**SB-2715**

Submitted on: 2/3/2024 9:15:00 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Herman J Perreira III	Individual	Support	Written Testimony Only

Comments:

In support of this bill.

**SB-2715**

Submitted on: 2/3/2024 9:17:33 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Lailani Allagonez	Individual	Support	Written Testimony Only

Comments:

I support

**SB-2715**

Submitted on: 2/3/2024 9:21:16 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Cisco Valeho	Individual	Support	Written Testimony Only

Comments:

I support SB2715

**SB-2715**

Submitted on: 2/3/2024 9:56:00 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Chantel Quinores	Individual	Support	Written Testimony Only

Comments:

Support

**SB-2715**

Submitted on: 2/3/2024 10:14:59 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
chad Failma	Individual	Support	Written Testimony Only

Comments:

I support this bill

**SB-2715**

Submitted on: 2/3/2024 10:16:42 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Whitney Broekstra	Individual	Support	Written Testimony Only

Comments:

I support this bill.

**Chair Henry Aquino**  
**Vice Chair Sharon Moriwaki**

**Senate Committee on Labor & Technology**

**Monday, February 5, 2024**  
**3:10 PM**

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

Aloha Chair Aquino, Vice Chair Moriwaki, Members of the Senate Committee on Labor & Technology,

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**, Relating to Unfair Labor Practices.

This bill is important because working people's lives are hard enough as it is. We shouldn't have to lose our jobs or have said jobs become even 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 or which candidate to vote for in an election. Working people's civil and constitutional rights should be protected in the place that they spend most of their lives in. Please **PASS Senate Bill 2715** 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**

Submitted on: 2/4/2024 7:14:16 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Darren Chow	Individual	Support	Written Testimony Only

Comments:

I support this bill.

**SB-2715**

Submitted on: 2/4/2024 7:56:20 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Burton Chun	Individual	Support	Written Testimony Only

Comments:

I support this bill.

**SB-2715**

Submitted on: 2/4/2024 8:20:16 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I for the bill

**SB-2715**

Submitted on: 2/4/2024 8:48:38 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I support SB2715.

**SB-2715**

Submitted on: 2/4/2024 8:54:03 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Grant Kawamoto	Individual	Support	Written Testimony Only

Comments:

I am in support of this bill

**SB-2715**

Submitted on: 2/4/2024 9:56:39 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Edward Klaneski	Individual	Support	Written Testimony Only

Comments:

I support this bill

**SB-2715**

Submitted on: 2/4/2024 11:38:51 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I support SB2715

**SB-2715**

Submitted on: 2/4/2024 12:33:52 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kaiqing Su	Individual	Support	Written Testimony Only

Comments:

My name is Kaiqing Su. I am a graduate worker at UH Mānoa. I strongly support SB2715. The power dynamic between employers and employees makes the latter susceptible to threats that violate employees' freedom of speech and expression. Worker's participation in these conversations and meetings should be wholly voluntary.

Stephen West  
964 Makani Rd.  
Makawao Hawaii 96768  
[stephenwwest@icloud.com](mailto:stephenwwest@icloud.com)  
(808) 856-6687  
February 3, 2024

**COMMITTEE ON LABOR AND TECHNOLOGY**

Senator Henry J.C. Aquino, Chair  
Senator Sharon Y. Moriwaki, Vice Chair  
All Committee Members

Subject: Support for Senate Bill 2715 - Urging Passage to Protect Employees

All Members of the Committee on Labor & Technology.

I am writing to express my strong support for Senate Bill 2715 and to urge you to pass this crucial legislation. This bill aims to protect employees from adverse employment actions for exercising their right to decline participation in employer-sponsored meetings or communication that express the employer's opinion on political matters. I firmly believe that employees should be able to freely express their political beliefs without fear of reprisal in the workplace.

Senate Bill 2715 is of utmost importance as it addresses the fundamental right of employees to maintain their political independence and freedom of expression. By prohibiting employers from penalizing or threatening adverse employment actions against employees who choose not to attend or participate in meetings that communicate the employer's opinion on political matters, this bill upholds the principles of democracy and individual autonomy.

Employees should have the right to hold their own political views and opinions, separate from those of their employer. It is crucial to protect employees from any form of coercion or pressure to conform to their employer's political beliefs. By safeguarding employees' rights to decline participation in such employer-sponsored activities, Senate Bill 2715 will foster a more inclusive and respectful work environment that values diverse perspectives.

Furthermore, this bill also protects employees' rights to decline receiving or listening to communications from their employer that communicate an opinion about political matters. This provision ensures that employees are not subjected to unwanted political influence within the workplace. It is essential to establish clear boundaries between an employee's professional responsibilities and their personal political beliefs.

Passing Senate Bill 2715 will send a strong message that our state values and protects the political rights and freedoms of its citizens. It will promote a culture of tolerance, respect, and diversity within the workplace, fostering an environment where employees feel safe to express their political beliefs without fear of retaliation.

In conclusion, I urge you to support Senate Bill 2715 and take the necessary steps to pass this legislation. By doing so, you will uphold the principles of democracy, protect employees' political rights, and create a more inclusive and respectful work environment. Thank you for your attention to this matter, and I trust that you will consider the importance of this bill in protecting the rights of employees.

Sincerely,

*Stephen West*

Stephen West

**SB-2715**

Submitted on: 2/4/2024 2:49:20 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Alex Miller	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Aquino, Vice Chair Moriwaki, Committee Members,

Mahalo for the opportunity to submit testimony on this bill. I am in strong support of SB2715. Employers have a right to free speech just like all citizens. However, they should not be able to use their power over employees to coerce them to listen to or participate in meetings regarding the employer's political opinion. Participation in meetings about political opinions should be voluntary, and any penalization or retaliation against an employee for choosing not to participate should be illegal.

Respectfully submitted,

Alex Miller

**SB-2715**

Submitted on: 2/4/2024 3:06:18 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Donavan Kamakani Albano	Individual	Support	Written Testimony Only

Comments:

Aloha,

My name is Donavan Kamakani Albano. I am a Kanaka ‘Ōiwi from Kalihi, O‘ahu. I am writing to express my *support for SB2715*. This bill is a step towards protecting workers and labor rights, and workers should be protected from having to attend employer-mandated political meetings. Mahalo for the opportunity to testify.

**SB-2715**

Submitted on: 2/4/2024 3:12:13 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Tamara Paltin	Individual	Support	Written Testimony Only

Comments:

I support SB2715 I do not believe employees should be subject to political leanings of their employer.

Mahalo,

Tamara Paltin

**LATE**

**SB-2715**

Submitted on: 2/4/2024 7:37:50 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I strongly support SB2715

**LATE**

**SB-2715**

Submitted on: 2/4/2024 7:39:19 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Olivia Carter Meyer	Individual	Support	Written Testimony Only

Comments:

As a graduate student worker in Hawai'i, I support SB 2715 because it improves worker protection and labor rights. Thank you for considering this bill.

**LATE**

**SB-2715**

Submitted on: 2/4/2024 8:50:17 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jordan Kapono Nakamura	Individual	Support	Written Testimony Only

Comments:

My name is Jordan Kapono Nakamura, I'm a kama'aina worker and I support SB 2715. The role of employers should be to ensure the logistical and material longevity of the labor it relies on, and coercing their employees to hear their opinion on political matters has little to do with this goal. Furthermore, seeing as most employers exist in an entirely different economic class than that of their employees, this fundamentally increases the likelihood that political divisions will exist between bosses and workers. Bosses therefore retain economic and political power over workers and should not be allowed to exercise coercive methods to pushing their political views if their workers find they do not have relevance to their roles as employees or their political goals as working class citizens.

**LATE**

**SB-2715**

Submitted on: 2/4/2024 10:54:25 PM

Testimony for LBT on 2/5/2024 3:10:00 PM

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

Comments:

I am in strong support

**LATE**

**SB-2715**

Submitted on: 2/5/2024 6:18:22 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Michael Freitas	Individual	Support	Written Testimony Only

Comments:

In Support og Bill SB2715

**LATE**

**SB-2715**

Submitted on: 2/5/2024 8:19:18 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Denise Sherman	Individual	Support	Written Testimony Only

Comments:

Strongly support

**LATE**

**SB-2715**

Submitted on: 2/5/2024 10:03:19 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Siavao Muliau	Individual	Support	Written Testimony Only

Comments:

I strongly support

**LATE**

**SB-2715**

Submitted on: 2/5/2024 10:23:30 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Korey Wetherell	Individual	Support	Written Testimony Only

Comments:

My name is Korey Wetherell, and I am resident of Honolulu living in Manoa and attending UH Manoa as a grad student. I stand in full support of HB2715 and in solidarity with all workers in Hawai'i. Personal political opinions should hold no sway over a persons right to work, and further promulgates the sharing of false information and narratives that directly harm Hawaiian citizens.

**LATE**

**SB-2715**

Submitted on: 2/5/2024 10:44:41 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Sape Tupuola	Individual	Support	Written Testimony Only

Comments:

STRONGLY SUPPORT

**LATE**

**SB-2715**

Submitted on: 2/5/2024 11:15:34 AM

Testimony for LBT on 2/5/2024 3:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Julie Reyes Oda	Individual	Support	Written Testimony Only

Comments:

I support continued worker protection from employer-mandated political meetings.

**Vote YES on SB2715!**