

JAN 28 2026

A BILL FOR AN ACT

RELATING TO FALSE IMPERSONATION OF UNION REPRESENTATIVES.

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

1 SECTION 1. Chapter 89, Hawaii Revised Statutes, is amended
2 by adding a new section to be appropriately designated and to
3 read as follows:

4 "§89- Employee organization representative; false
5 impersonation; prohibited; cause of action; penalties. (a) No
6 person shall falsely impersonate an employee organization
7 representative.

8 (b) An employee organization alleging a violation of this
9 section may bring a civil action in a court of competent
10 jurisdiction for injunctive relief; payment of damages, which
11 may include punitive damages; or other appropriate relief.

12 (c) In addition to any other damages that may be claimed,
13 a plaintiff shall receive liquidated damages in an amount of
14 \$ per incident in any action in which the plaintiff
15 establishes that the defendant falsely impersonated an employee
16 organization representative.

17 (d) For the purposes of this section:



"Employee organization representative" means:

(1) An employee, staff member, or any agent of an employee organization;

(2) A member of an employee organization who serves in an elected or appointed position within the employee organization; or

(3) A public employee who is designated by the exclusive representative as a representative for the employees in an appropriate bargaining unit.

"Falsely impersonate an employee organization representative" means to use fraud, misrepresentation, material omission, or deceit in making a verbal or written communication that purports to be authorized or otherwise approved by an employee organization but has not been authorized or approved by the employee organization."

SECTION 2. New statutory material is underscored.

SECTION 3. This Act shall take effect upon its approval.

INTRODUCED BY: *Rashid Farooq*



S.B. NO. 3055

Report Title:

Public Employees; Employee Organization Representative; False Impersonation; Prohibition; Cause of Action; Penalties

Description:

Prohibits a person from falsely impersonating an employee organization representative. Establishes a cause of action and penalties.

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