



The House Committee on Labor
March 19, 2026
Room 309
9:35 AM

RE: SB 3055 SD2, Relating to False Impersonation of Union Representatives

Attention: Chair Jackson D. Sayama, Vice Chair Mike Lee, Members of the
Committee

The University of Hawaii Professional Assembly (UHPA), the exclusive bargaining representative for all University of Hawai'i faculty members across Hawai'i's statewide 10-campus system, **supports SB 3055 SD2.**

As the exclusive bargaining representative for faculty members, UHPA relies on clear, trusted communication channels to inform our members about their rights and benefits. Individuals who fraudulently hold themselves out as union representatives can cause significant harm by spreading misinformation, creating confusion regarding representation rights, and potentially disrupting labor relations. Establishing a clear statutory prohibition against such deceitful conduct is a necessary step to protect the integrity of the collective bargaining process and ensure that public employees are not misled by unauthorized actors.

Support for the "Intent to Deceive" Language. UHPA strongly supports the retention of the language in the current SD2 draft, which clarifies that a material omission must be made "with the specific intent to deceive". We appreciate that this prior amendment was preserved in the measure, as it successfully ensures that this law will strictly target bad actors and fraudsters, rather than inadvertently penalizing faculty members who may simply forget to issue a disclaimer during passionate workplace discussions. The current SD2 draft strikes the right balance by protecting our members' speech while addressing this critical issue.

UHPA supports the passage of SB 3055 SD2.

Respectfully submitted,

Christian L. Fern
Executive Director
University of Hawaii Professional Assembly

**University of Hawaii
Professional Assembly**



UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

**HOUSE OF REPRESENTATIVES
THE THIRTY-THIRD LEGISLATURE
REGULAR SESSION OF 2026**

COMMITTEE ON LABOR
Rep. Jackson D. Sayama, Chair
Rep. Mike Lee, Vice Chair

Thursday, March 19, 2026, 9:35 AM
Conference Room 309 & Videoconference

Re: Testimony on SB3055, SD2 – FALSE IMPERSONATION OF UNION REPRESENTATIVES

Chair Sayama, Vice Chair Lee, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO (“UPW”) is the exclusive bargaining representative for approximately 12,000 public employees, which includes blue collar, non-supervisory employees in Bargaining Unit 1 and institutional, health, and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties.

UPW **strongly supports** SB3055, SD2, which prohibits a person from falsely impersonating an employee organization representative and establishes a cause of action and penalties.

This bill is intended to address ongoing campaigns by anti-union organizations, encouraging employees to opt out of their unions through deceptive tactics. In the past year, these third-party entities have utilized mailing campaigns to mislead public employees and exploit the trust that they place in their union representatives.

Like the other public sector unions, UPW provides our Bargaining Unit 1 and 10 members with contract enforcement, workplace advocacy, training, and legal support. Misleading workers to opt out of their unions, because of these deceptive campaigns, can strip them of protections and benefits they would not be eligible for if they opt out. If these organizations want to advocate against unions, they should do so without deceiving workers.

Mahalo for the opportunity to testify in support of this measure.

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The Thirty-Third Legislature, State of Hawaii
House of Representatives
Committee on Labor

Testimony by
Hawaii Government Employees Association

March 19, 2026

S.B. 3055, S.D. 2 – RELATING TO FALSE IMPERSONATION OF UNION REPRESENTATIVES

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports S.B. 3055, S.D. 2, which prohibits a person from falsely impersonating an employee organization representative.

Since the Janus v. AFSCME Supreme Court ruling in 2018, the Freedom Foundation and other anti-worker groups have sent deceptive mailers to our members with the intent to get them to walk away from the union by dropping their union dues and membership. Their goal is to weaken worker protections, and ultimately end collective bargaining at the benefit of big corporations and the ultra-wealthy. These mailers are misleading and may imply to the recipient that it's from us. We appreciate the intent of this measure as it looks to begin the conversation about this issue, especially at a time when worker rights are under unprecedented attack from bad actors within our federal government, and big corporations.

Thank you for the opportunity to testify in strong support of S.B. 3055, S.D. 2.

Respectfully submitted,

Randy Perreira
Executive Director



HAWAII STATE AFL-CIO

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March 19, 2026

The Thirty-Third Legislature
House of Representatives
Committee on Labor

SUBJECT: TESTIMONY IN SUPPORT OF SB3055 SD2 – RELATING TO FALSE IMPERSONATION OF UNION REPRESENTATIVES

Chair Sayama, Vice Chair Lee, and members of the committee:

The Hawaii State AFL-CIO is in strong support of SB3055 SD2 because it is a targeted and common-sense measure to prevent deception and protect workers from being misled. This bill does not regulate opinions about unions or restrict advocacy. It simply prohibits individuals from falsely claiming to represent an employee organization when they do not.

Workers regularly receive mailers, emails, and other communications that appear official and are designed to look authoritative. When those communications falsely imply authorization from a union or its representatives, workers can be misled into making decisions without accurate or complete information. That conduct undermines trust, creates unnecessary confusion in the workplace, and interferes with employees' ability to make informed choices about their rights and representation.

SB3055 SD2 addresses this problem narrowly and responsibly. It focuses on impersonation and misrepresentation, conduct the public already recognizes as unacceptable in other contexts such as financial fraud or identity theft. The bill does not silence critics of unions or prevent anyone from encouraging workers to opt out of membership. It requires honesty about who is speaking and whether that speech is authorized.

Clear rules about representation benefit everyone. Workers deserve to know whether a communication comes from their certified representative. Employers benefit from stability and clarity in labor-management relations. The public benefits when workplace disputes are not fueled by deception.

For these reasons, we respectfully urge the committee to pass SB3055 SD2.

Respectfully submitted,

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

Randy Perreira
President