

**SB-3055**

Submitted on: 2/4/2026 11:01:03 AM

Testimony for LBT on 2/6/2026 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Pride at Work – Hawai‘i	Testifying for Pride at Work – Hawai‘i	Support	Remotely Via Zoom

Comments:

Aloha Senators,

Pride at Work – Hawai‘i is an official chapter of [Pride at Work](#) which is a national nonprofit organization that represents LGBTQIA+ union members and their allies. We are an officially recognized constituency group of the AFL-CIO that organizes mutual support between the organized Labor Movement and the LGBTQIA+ Community to further social and economic justice.

Pride at Work – Hawai‘i fully supports SB 3055.

We ask that you support this needed piece of legislation.

Mahalo,

Michael Golojuch, Jr. (he/him)

President

[Pride at Work – Hawai‘i](#)



The Senate Committee on Labor and Technology  
February 6, 2026  
Room 225  
3:00 PM

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

Attention: Chair Brandon J.C. Elefante, Vice Chair Rachele Lamosao and  
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 with amendments.**

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.

**Concern Regarding "Material Omission":** While UHPA supports the goal of this bill, we are concerned that the definition of "falsely impersonate" is overly broad. Specifically, the inclusion of "material omission" without a clear requirement of malicious intent could inadvertently penalize faculty members who are acting in good faith. In the context of passionate workplace discussions, a member might simply forget to issue a disclaimer that they are speaking in a personal capacity rather than on behalf of the union. Under the current language, this passive failure to clarify could be interpreted as a "material omission," exposing the member to civil action and damages despite having no malicious intent.

We believe this law should strictly target actions taken with the intent to deceive or defraud. To prevent any chilling effect on member speech and ensure honest mistakes do not become legal liabilities, we strongly suggest amending the bill to apply only when there is a specific intent to deceive.

**With this amendment, UHPA supports the passage of SB 3055.**

University of Hawaii  
Professional Assembly



Respectfully submitted,

A handwritten signature in black ink, appearing to read "C. L. Fern".

Christian L. Fern  
Executive Director  
University of Hawaii Professional Assembly

**University of Hawaii**  
**Professional Assembly**

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## HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Third Legislature, State of Hawaii  
The Senate  
Committee on Labor and Technology

Testimony by  
Hawaii Government Employees Association

February 6, 2026

### S.B. 3055 – RELATING TO FALSE IMPERSONATION OF UNION REPRESENTATIVES

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports S.B. 3055 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 where 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.

Respectfully submitted,

Randy Perreira  
Executive Director



## **HAWAII STATE AFL-CIO**

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February 6, 2026

The Thirty-Third Legislature  
The Senate  
Committee on Labor and Technology

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

Chair Elefante, Vice Chair Lamosao, and members of the committee:

The Hawaii State AFL-CIO is in strong support of SB3055 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 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 actually 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.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Randy Perreira".

Randy Perreira  
President



## UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

THE SENATE  
KA 'AHA KENEKOA

THE THIRTY-THIRD LEGISLATURE  
REGULAR SESSION OF 2026

### COMMITTEE ON LABOR AND TECHNOLOGY

Senator Brandon J.C. Elefante, Chair  
Senator Rachele Lamosao, Vice Chair

Friday, February 4, 2026, 3:00 PM  
Conference Room 225 & Videoconference

**Re: Testimony on SB3055 – FALSE IMPERSONATION OF UNION REPRESENTATIVES**

Chair Elefante, Vice Chair Lamosao, 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** SB3050, which prohibits a person from falsely impersonating an employee organization representative. 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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