

1 LAB 2014-01 **Automatic Adjustments of Minimum Wage to Keep Its Value Despite Inflation**

2  
3 Whereas, The Hawai'i State Legislature passed a long overdue adjustment to the minimum wage after a  
4 delay of eight years, during which time low-wage employees saw significant losses in the value of their  
5 already low wages due to legislative inaction; and

6  
7 Whereas, The main vehicle bills in both the House and the Senate included provisions which would Have  
8 automatically adjusted the minimum wage each year after 2018 to reflect the change in the Consumer  
9 Price Index for the state of Hawai'i; and

10  
11 Whereas, The states of Arizona, Colorado, Florida, Missouri, Montana, Nevada, Ohio, Oregon, Vermont  
12 and Washington all have such CPI adjustment provisions in their minimum wage laws; and

13  
14 Whereas, Most of those states are so-called "Red States," run by Republicans, who make no pretense of  
15 being a political party sympathetic to working people, unlike Hawaii's legislature; and

16  
17 Whereas, This last eight-year period when the value of the minimum wage deteriorated in the face of  
18 inflation was not unusual, as the Hawai'i legislature delayed raising it for 6 years between 1981 and 1987  
19 and let it erode in value for 9 years between 1993 and 2002; and

20  
21 Whereas, The ability of struggling low-wage workers to feed their families, pay their bills and buy the  
22 necessities of life should not be subject to the difficulties of organizing every few years to press their  
23 argument for a wage hike when the need to have a wage keep its steady value is obvious, and this CPI  
24 adjustment mechanism has been used in several other states for over a dozen years and is easy to  
25 implement; now, therefore, be it

26  
27 *Resolved*, The Democratic Party of Hawai'i calls upon its candidates and legislators holding office under  
28 our party banner to pass legislation to implement an annual adjustment of the minimum wage to preserve  
29 its value as the Cost of Living changes; and be it ,

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31 *Resolved*, Such legislation should be in place to take effect in 2019, the first year after the final scheduled  
32 incremental hike of the minimum wage passed in the 2014 session; and be it

33  
34 *Ordered*, That copies of this resolution be transmitted to Democratic members of the Hawai'i State  
35 Legislature, the Governor of the State of Hawai'i, the Lt. Governor of the State of Hawai'i, and the  
36 members of Hawai'i 's Congressional Delegation.

1 LAB 2014-02 **Supporting Good, Sustainable Jobs for Americans**

2  
3 Whereas, One of purposes and promise of the Democratic Party of Hawai'i is to build a fair, equitable  
4 society where all people can find jobs in a growing full-employment economy; and

5 Whereas, Past regional trade agreements such as the North American Free Trade Agreement (NAFTA)  
6 have demonstrably resulted in the export of thousands of living wage jobs; and  
7 Whereas, Further export of living-wage jobs undermines the physical and economic security of the United  
8 States by weakening our manufacturing base; and

9  
10 Whereas, Export of living-wage blue and white collar jobs further divides Americans into ever smaller  
11 numbers of "haves" and ever growing numbers of "have-nots"; and

12  
13 Whereas, The Trans-Pacific Partnership, called "NAFTA on steroids", as proposed does not safeguard  
14 U.S. jobs; and

15  
16 Whereas, Highly profitable corporations have paid extremely low wages requiring poverty assistance  
17 programs to spend \$7 billion in 2012 alone to help these corporations' workers survive; and

18  
19 Whereas, These poverty programs are now being targeted for elimination in the GOP budget conference  
20 committee proposals which preclude an increase in government revenues and therefore force a decrease  
21 in vital government assistance, making our society even more unfair; now, therefore, be it

22 *Resolved*, That the Democratic Party of Hawai'i vigorously opposes provisions in the Trans-Pacific  
23 Partnership that would result in the net export of living-wage jobs and vigorously supports global  
24 agreements that respect workers; and be it

25 *Resolved*, That the Democratic Party of Hawai'i supports immediate legislation to include sustainable  
26 infrastructure renewal throughout the United States, with jobs training and re-training programs funded by  
27 corporations; and be it

28 *Resolved*, That the Democratic Party of Hawai'i supports raising the minimum wage to a real living wage  
29 which will stop subsidizing major corporations through public assistance programs; and be it

30 *Resolved*, That the Democratic Party calls for revisions in the tax code to incentivize corporations to  
31 locate jobs in the U.S. and de-incentivize exporting jobs, and be it

32 *Ordered*, That copies of this resolution be transmitted to the Democratic members of the Hawai'i State  
33 Legislature, the Governor of the State of Hawai'i, the Lt. Governor of the State of Hawai'i and all members  
34 of Hawai'i 's Congressional Delegation.

1 LAB 2014-03 **Repeal Act 167/Act 52**

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3 Whereas, Since the passage of Act 167, schools across Hawai'i have been working towards  
4 implementing a bell schedule to conform to Act 167 which required; 2011-12 school year, 50 percent of all  
5 public elementary schools in State ... shall implement a school year that includes 915 student  
6 instructional hours (1,525 instructional minutes per week), and beginning with 2012-2013 school years, all  
7 public secondary school ... shall implement a school year that includes 915 student instructional hours,  
8 for the 2016-2018 school years, all public schools ... shall implement a school year of one hundred eighty  
9 days ... that include one thousand eighty student instructional hours for both elementary and secondary  
10 schools; and

11  
12 Whereas, school administrators and teachers have made a good faith effort to implement the  
13 requirements of Act 167 including spending a great amount of time on numerous meetings and  
14 developing plans; and

15  
16 Whereas, Despite this good faith effort, many secondary schools are having difficulty in implementing  
17 their bell schedules to comply with Act 167; and

18  
19 Whereas, Many elementary and secondary schools are also forced to use opening, closing, homeroom  
20 and study hall time to count as student instructional time under Act 167; and

21  
22 Whereas, Act 52 amended Act 167; and

23  
24 Whereas, Act 167/ACT 52 should be repealed because it is an unfunded mandate that causes bigger  
25 class sizes and is not being implemented by some schools with fidelity; and

26  
27 Whereas, The Legislature feels that decisions regarding instructional time are best accomplished through  
28 a process that includes input from teachers and school administrators; now, therefore, be it

29  
30 *Resolved*, The Democratic Party of Hawai'i shall urge the Legislature to repeal ACT 167/ACT 52 and  
31 support that instructional hours should remain subject to the collective bargaining process and negotiated  
32 between the Hawai'i State Teachers Association and the Board of Education; and be it

33  
34 *Ordered*, That copies of this resolution be transmitted to the Chairperson and members of the Board of  
35 Education, the Governor of the State of Hawai'i, the Lt. Governor of the State of Hawai'i, the  
36 Superintendent for the Department of Education for the State of Hawai'i, and all Democratic members of  
37 the State of Hawai'i 's Legislature.

1 LAB 2014-05 **Teacher Pay in Hawai'i Should Not Be The Worst In The Country**

2  
3 Whereas, When factoring in the cost of living, teachers in Hawai'i are paid the worst in the country; and

4  
5 Whereas, The Hawai'i State Department of Education previously spent twenty million dollars annually to  
6 train and recruit teachers to move to Hawai'i, yet 60% of them left within three years; and

7  
8 Whereas, Competitive salary is essential to the recruitment and retention of highly qualified teachers; and

9  
10 Whereas, According to data from the U.S. Census Bureau, the average salary for a public teacher in  
11 Hawai'i is \$51,922, but after adjusting for cost of living, that average plummets to just \$31,854. Cost of  
12 living is measured by the ACCRA Cost of Living Index which accounts for housing, utilities, transportation,  
13 groceries, health care, and miscellaneous consumer products. The average public teacher salary in  
14 Hawai'i is consistently the lowest; and

15  
16 Whereas, Teaching positions are being filled with emergency hires, from July 2013-January 2014 the  
17 DOE hired 1741 teacher with no State Approved Teacher Education Program and 725 teachers who had  
18 yet to pass the statewide praxis exam; and

19  
20 Whereas, Unlike the mainland, teachers in Hawai'i are not recognized for their experience through annual  
21 increments, gaining a yearly boost in pay for every year of experience; an

22  
23 Whereas, Pay is synonymous with respect, many teachers simply to do not feel respected in this State  
24 with the salary they receive; and

25  
26 Whereas, Numerous teachers are dependent on a second job to enable them to pay bills, which has  
27 turned the teaching profession in Hawai'i into a part-time job; and

28  
29 Whereas, Students have to go into substantial debt to become teachers, unlike other professions who  
30 now with overtime are able to go straight into their profession with the ability to make upwards of a six-  
31 figure salary; and

32  
33 Whereas, Finland has been regarded as the country with the best education in the world. Their teachers  
34 do not go into debt for college and can receive a six-figure salary; and

35  
36 Whereas, The Democratic Party of Hawai'i believes in the right to collectively bargain; now, therefore, be  
37 it

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39 *Resolved*, That the Democratic Party of Hawai'i urges Hawai'i State Governor, The Chairperson and  
40 members of the Board of Education and the Department of Education Superintendent annually to provide  
41 a respectable full-time salary, that is not the worst in the country; and be it

42  
43 *Ordered*, That copies of this resolution be sent to the Governor of the State of Hawai'i, the Lt. Governor of  
44 the State of Hawai'i, all members of the Hawai'i State Legislature who are Democrats, and all members of  
45 Hawai'i State Board of Education.

1 LAB 2014-06 **SUPPORT FOR ENACTING A WORKER RETENTION LAW**

2  
3 Whereas, Companies often change hands in Hawai'i , leaving workers at risk of losing their jobs; in many  
4 cases, these workers are terminated and asked to reapply for their jobs by the new owner, even if the  
5 worker has held the same job for 10, 20 or 30 years; and

6  
7 Whereas, Very often, the new employer eliminates workers who, while experienced, may be older and  
8 less physically able, as a means to skirt discrimination laws that would have otherwise kept them from  
9 replacing workers due to age, disability, limited English skills, etc.; and

10  
11 Whereas, This type of wholesale termination of employees is disruptive to the workforce and to the  
12 community, especially a small community where mass layoffs could loss of jobs for several members of  
13 the same family, upsetting the economic equilibrium in a community; examples of this type of behavior by  
14 employers are abundant; and

15  
16 Whereas, On New Year's Eve in 1986 when 126 employees of the Airport Holiday Inn were told they  
17 would have no job in the New Year; this employer's egregious action led to the passage in 1987 of the  
18 Dislocated Worker Act, the first in the nation to require notification in the event of a mass layoff; and

19  
20 Whereas, Another example is the Grand Wailea Resort, bought by KSL in 1998 and required all workers  
21 to reapply for their jobs; many experienced workers lost their jobs; and

22  
23 Whereas, Yet in 2006, when Grand Wailea went through another management change, no one was  
24 displaced, business continued uninterrupted, and the new employer earned the gratitude and loyalty of an  
25 experienced workforce; and

26  
27 Whereas, As Grand Wailea and other companies have experienced, retention of workers in a  
28 management change is not onerous and provides for an orderly transition from one employer to another;  
29 employees, their families, and the community are spared needless disruption and distress; the employer  
30 retains management rights and can be assured of productivity and loyalty from an experienced and  
31 skilled incumbent workforce; and

32  
33 Whereas, A worker retention law can: specify who will be covered (i.e., include supervisory employees or  
34 not); establish the size of companies that will be affected (i.e., employers with 50 or more, or employers  
35 with 100 or more employees); establish retention goals; allow pre-hire screenings and probationary  
36 periods; affirm that management will retain certain rights; and provide for exclusions from the law (i.e., if  
37 the new business is not the same as the old or if the new business plans to shrink the size of the  
38 business, retention goals can be reduced); and

39  
40 Whereas, Such a new law would prevent employers from circumventing existing laws that now allow  
41 workers to unionize and protect workers from discrimination; the law will allow workers a more level  
42 playing field against their employers who hold the keys to their livelihood; a worker retention law can be a  
43 "win-win" situation for all; now, therefore, be it

44  
45 *Resolved*, That the Democratic Party of Hawai'i supports Legislation to provide for retention of the  
46 incumbent workforce by a new employer in the event of a change of management whether due to sale,  
47 change in management contract or lease, etc.; and be it

48  
49 *Resolved*, That the Democratic Party of Hawai'i urges the Hawai'i State Government to enact a worker  
50 retention law that would provide for the orderly transition of employees from one employer to another  
51 while providing for safeguards to protect the employer's interests; and be it

52  
53 *Ordered*, That copies be transmitted to the Democratic members of the Hawai'i State Legislature.

1 LAB 2014-07 **Ensure That Hawaii's Workers Will Have Access to Paid and Protected Sick**  
2 **and Safe Time**

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4 Whereas, One in 6 adults nationally report that they, or a family member, have been fired,  
5 suspended, punished, or threatened by an employer because they needed to take sick time for  
6 themselves or a family member; and

7  
8 Whereas, More than 40 percent of private-sector workers nationally and 43 percent of private-sector  
9 workers in Hawai'i (more than 174,000 workers) do not have paid sick time they can use to recover from  
10 a common, short-term illness such as the flu; and

11  
12 Whereas, Many workers who do earn personal sick time, cannot use that time to care for an ill child or  
13 close family member; and

14  
15 Whereas, Low-wage workers are particularly unlikely to earn paid sick time, are among the least able to  
16 afford to take unpaid sick time, and are among the most at risk of long-term  
17 unemployment after losing a job; and

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19 Whereas, Workers' inability to access paid sick time contributes to a drain on business productivity and  
20 increased risk of illnesses spreading throughout workplaces to customers and co-workers; and

21  
22 Whereas, Workers' inability to access paid sick time leads to unnecessary emergency room visits and  
23 higher health care costs; and

24  
25 Whereas, Parental care makes children's recovery faster and prevents future health problems; and

26  
27 Whereas, Victims of domestic violence, sexual assault and stalking often cannot access needed "safe"  
28 time to seek legal and relocation services; and

29  
30 Whereas, Losing a job can be particularly devastating for survivors of domestic violence who often need  
31 economic security to ensure their and their children's safety; and

32  
33 Whereas, The Democratic Party of Hawai'i applauds legislators for passing such a law in 2011, but  
34 unfortunately this law did not go far enough, and only pertained to collective-bargaining agreements and  
35 was struck down by a High Court due to violating the equal protection clause; now, therefore, be it

36  
37 *Resolved*, Democratic Party of Hawai'i urges the Legislature to pass such a law that includes all workers  
38 and does not exclude anyone from such a law; and be it

39  
40 *Resolved*, That the Democratic Party of Hawai'i affirms that all workers should have the right to earn paid  
41 and protected sick and safe time; and be it

42  
43 *Resolved*, That the Democratic Party of Hawai'i endorses the proposed Federal Healthy  
44 Families Act (H.R. 1876/S. 984) and urges its passage; and be it

45  
46 *Resolved*, That the Democratic Party of Hawai'i strongly urges the Hawai'i State Legislature to pass  
47 legislation to ensure that all of Hawai'i's workers will have access to earned paid sick and safe time; and  
48 be it

49  
50 *Ordered*, That copies of this resolution be delivered to the Governor of the State of Hawai'i, the Lt.  
51 Governor of the State of Hawai'i, Cabinet, members of all the County Councils, Mayors, Democratic  
52 Members of the Hawai'i State Legislature, and all members of Hawaii's Congressional Delegation.