



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Written Testimony

Submitted to the

House Committee on Higher Education

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By

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Chancellor

and

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HB 1619 – RELATING TO COLLECTIVE BARGAINING

Chair Choy, Vice Chair Ichiyama, and members of the committee:

Thank you for the opportunity to submit written testimony. The University of Hawai'i supports the intent of this bill. HB 1619 would exclude coaches and assistant coaches of the University of Hawai'i at Mānoa hired on or after the effective date of the act from collective bargaining. Our research indicates that we are the only National Collegiate Athletic Association (NCAA) Division I program where coaches are subject to collective bargaining. Negotiating and executing employment agreements for coaches is complicated by the fact that there are three parties participating; the University, the exclusive bargaining representative, and the Coach and/or the Coach's representative. With other universities, the negotiation is directly between the University and the Coach and/or the Coach's representative.

We work to be as efficient as possible within the current collective bargaining agreement. Additionally, the exclusive bargaining representative has made great effort to be accommodating related to negotiating employment agreements with our coaches. Still, the current process adds an extra party to the negotiation. Templates are developed for both the head and assistant coaching positions and approved by the University and the exclusive bargaining representative. Once approved, the template is used to open negotiations with each Coach and/or the Coach's representative. This negotiation frequently leads to proposed changes to the template, which requires additional time to gain agreement from all parties.

Our understanding is that coaches being part of collective bargaining unit dates back to the days when coaching position were part-time and the incumbent usually had other administrative, professional or technical responsibilities at the University. The duties and responsibilities of the head coaches are more consistent with the executive/managerial positions within UH rather than the supervisory levels found in collective bargaining. Their performance, retention and at-will employment are not consistent with collective bargaining positions. Today, intercollegiate athletics is a highly competitive environment with universities annually competing to attract and retain top coaching talent. Currently, at the University of Hawai'i at Mānoa, we are not in position to compete in base compensation with the highest levels of the NCAA Football Bowl Subdivision. Therefore, our ability to be efficient in negotiating employment agreements is important.

The University of Hawai'i welcomes the opportunity to continue the dialogue, if this committee decides to forward this measure. Thank you for your time and consideration of this testimony.