DHRD
HMR 12/11/02

BENJAMIN J. CAYETANO
GOVERNOR

EXECUTIVE CHAMBERS
HONOLULU

November 15, 2002

DEPT. OF HUMAN RESOURCES DEVELOPMENT
STATE OF HAWAII
NOV 18 3 19 PM '02

Mr. Benjamin Saguibo
Business Manager / Secretary-Treasurer
Laborers' International Union of North America
Local 368 - AFL-CIO
1617 Palama Street
Honolulu, Hawaii 96817

Dear Mr. Saguibo:

This is in response to your letter of November 1, 2002, requesting that Laborers' Local 368-PT-T, AFL-CIO, be recognized as the exclusive representative of all substitute teachers employed by the State of Hawaii. We have reviewed your request and must inform you that under Hawaii law the State cannot voluntarily recognize your union as the exclusive representative of Hawaii's substitute teachers and such teachers are not an appropriate bargaining unit. Therefore, it would be illegal for the State to implement your recommendations.

Sincerely,

SAM CALLEJO
Chief of Staff