

Budget, Finance, and Economic Development Committee (2025-2027) on 2025-04-25 9:00 AM

Meeting Time: 04-25-25 09:00

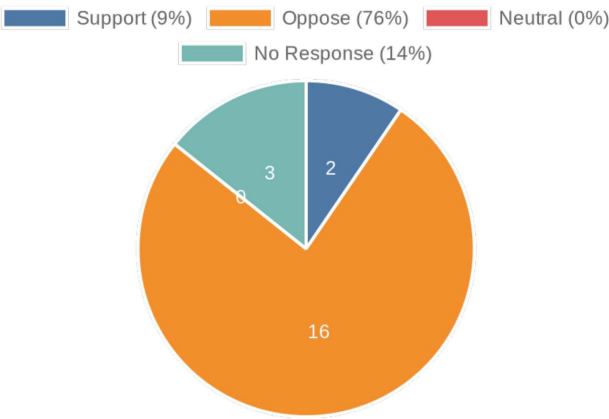
eComments Report

Meetings	Meeting Time	Agenda Items	Comments	Support	Oppose	Neutral
Budget, Finance, and Economic Development Committee (2025-2027) on 2025-04-25 9:00 AM	04-25-25 09:00	2	21	2	16	0

Sentiments for All Meetings

The following graphs display sentiments for comments that have location data. Only locations of users who have commented will be shown.

Overall Sentiment



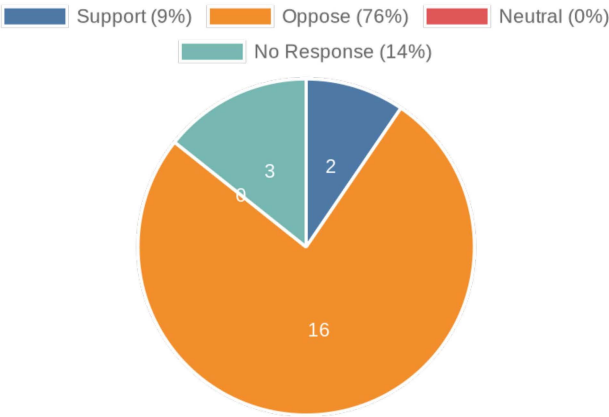
Budget, Finance, and Economic Development Committee (2025-2027) on 2025-04-25 9:00 AM
04-25-25 09:00

Agenda Name	Comments	Support	Oppose	Neutral
A G E N D A	11	1	8	0
BFED-1 Bill 41 (2025) PROPOSED FISCAL YEAR 2026 BUDGET FOR THE COUNTY OF MAUI (BFED-1)	10	1	8	0

Sentiments for All Agenda Items

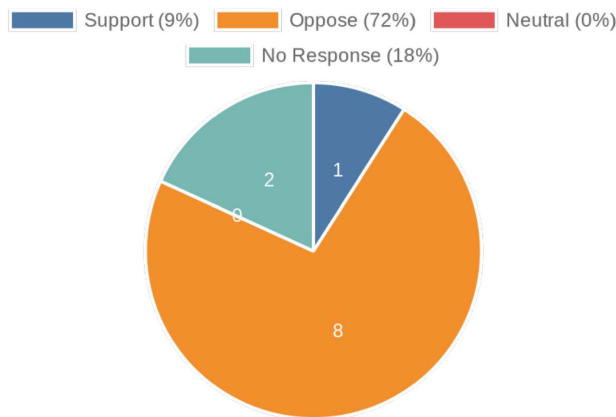
The following graphs display sentiments for comments that have location data. Only locations of users who have commented will be shown.

Overall Sentiment



Agenda Item: eComments for A G E N D A

Overall Sentiment



Guest User

Location:

Submitted At: 3:13pm 04-25-25

Please tell the corrupt council member in the baseball hat to donate more money to the Lahaina Community Land Trust.

Guest User

Location:

Submitted At: 2:28pm 04-24-25

To Whom It May Concern:

My name is Anna Kim, and I've been a professional photographer on Maui for the past 15 years. I've built a small business that has captured thousands of meaningful moments — weddings, anniversaries, maternity shoots, and family gatherings — all set against the stunning backdrop of this island we call home.

I'm writing today because the Maui wedding industry, which has long been a cornerstone of our local economy, is in crisis. And we need your help.

The wedding industry here is not just about pretty pictures and floral arrangements — it's about people. It's about locally owned businesses like mine, and the thousands of residents we employ directly and indirectly: photographers, videographers, florists, caterers, musicians, makeup artists, drivers, bakers, rental companies, and officiants — just to name a few. It's about sustainable, quality jobs that allow locals to put food on the table, raise their families, and remain on this island through rising costs and increasing economic pressures.

Every wedding brings with it a ripple effect. A typical couple hosts their guests, many of whom stay for a week or more. They fill our hotels and Airbnbs, shop at our local stores, dine at our restaurants, book activities, rent cars, and support local businesses up and down the supply chain. It's not uncommon for a single wedding to generate hundreds of thousands of dollars in economic activity, most of which stays right here on Maui.

As a photographer, I've worked with hundreds of couples over the years — people who choose Maui not just for its beauty, but for the spirit of aloha. They return again and again, often bringing their children back years later. They volunteer their time, donate to local causes, and treat this place with care and love. These are the kind of visitors we want and need — people who invest in our community.

But right now, our industry is on the brink. Between the pandemic, the wildfires, and increasing regulatory and logistical challenges, many of us are struggling just to hang on. Shoots are being canceled. Bookings are down. Vendors are going out of business. And the longer this goes on, the harder it will be to rebuild what we've lost.

We're not asking for special treatment. We're asking for recognition and support — for thoughtful policies that protect our environment and our livelihoods. We're asking you to see the wedding industry not as a luxury, but as a vital part of Maui's economic and cultural fabric.

Please help us protect the small businesses and local families who've built their lives around making other people's dreams come true on this island. We're proud of what we do, and we want to keep doing it — with integrity, respect, and aloha.

Mahalo for your time and consideration,

Anna Kim
Photographer, Maui Resident of 17 Years

ryan sakuda

Location:

Submitted At: 1:37pm 04-24-25

Aloha Chair Sugimura and Members of the Budget, Finance, and Economic Development Committee,

Please find attached testimony in opposition to Bill 54.

Mahalo,

Ryan Sakuda on behalf of the General Contractors Association of Hawaii

Guest User

Location:

Submitted At: 11:56am 04-23-25

Subject: Testimony in Strong Opposition on Bill 54

Aloha Chair Sugimura and Members of the Budget, Finance and Economic Development Committee,

My name is Alfred Cheng, and I am a general contractor on the Island of Oahu and have worked on other islands. I submit this testimony with a strong opposition of Bill 54, which proposes mandatory Community Workforce Agreements (Project Labor Agreement) on all Maui County capital improvement projects over \$500,000.

I am a concerned contractor who believes unions should not dictate how the government should run their competitive bidding procedures by granting exclusive control over who gets to work on taxpayer-funded projects. Bill 54 will prevent non-union local contractors from freely bidding competitively on government projects without first signing union-style agreements. The construction cost will increase due to the reduction of open competition.

Non-union companies are required to follow union rules and regulations on contributions, training and workforce hiring. Companies are not allowed to seek equal opportunities to hire skilled workers within the community. They are forced to recruit workers from the unions. The non-union companies are also forced to collect dues from their employees who are not in the union. Employees have no say to this rule and are compelled to abide by this rule.

By allowing Bill 54 to pass, the legislature eliminates the non-union contractors, many of whom are small, family-run businesses or DBE (Disadvantage Business Enterprise) contractors. These businesses support local jobs, pay wages under the State prevailing wages for public construction work, and provide different pathways for

workforce development without requiring union affiliation.

All non-union contractors, including Maui contractors, should not be monopolized by a single labor structure. I strongly urge you to vote NO on this Bill 54 and support policies that are fair, inclusive, and respect local contractors statewide.

Thank you for the opportunity to testify.

Sincerely,

Alfred Cheng
Drayko Construction Inc

Jennifer Sullivan

Location:

Submitted At: 11:40am 04-23-25

Aloha Chair Sugimura and Members of the Budget, Finance, and Economic Development Committee,

Please find attached written testimony from a few of our employees who all oppose Bill 54.

Thank you for your time and all you do for the county.

Jenny Sullivan
P.B. Sullivan Construction

Guest User

Location:

Submitted At: 10:59am 04-23-25

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Jenny Sullivan and I am a proud employee of P.B. Sullivan Construction. I am submitting this testimony in strong opposition to Bill 54 (2025), which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — essentially a Project Labor Agreement (PLA).

I have the privilege of working at P.B. Sullivan Construction, a locally owned company that values its workers. Pete and Dave lead with integrity, treat their employees like family, and provide excellent wages, benefits, and training. We have no need to unionize because we are already well-supported.

This bill would unfairly shut out trusted, non-union companies like ours from public projects — despite our long-standing commitment to hiring local, paying prevailing wages, and building Maui's schools, infrastructure, and homes. It would limit opportunities for small, family-run businesses and reduce competition, ultimately driving up project costs. That means taxpayers like me will end up paying more for the same work.

Bill 54 doesn't just hurt contractors — it hurts workers and communities by reducing options and creating unnecessary barriers. I respectfully urge you to vote NO on Bill 54 and ensure that Maui's public projects remain open, competitive, and fair for all qualified contractors.

Thank you for your time and the opportunity to share my perspective.

Sincerely,

Jenny Sullivan
Employee, P.B. Sullivan Construction

Guest User

Location:

Submitted At: 9:15pm 04-22-25

Aloha Councilmembers,

I strongly oppose Bill 54 because it amounts to the legalized theft of fringe benefits from hardworking local tradespeople.

Under a Project Labor Agreement (PLA), non-union contractors are forced to send workers' fringe benefits—worth over \$30 per hour—into union trust funds. These are private funds that the worker will never benefit from unless they join the union and stay in it for five years or more.

Let's be clear:

If a cement finisher works 6 months on a county project, they earn over \$35,000 in fringe benefits according to the state's own wage schedule (WRS 508).

Under a PLA, that money doesn't go to the worker—it's taken and held by the union.

If the worker doesn't vest, they lose every penny.

That's not fair. That's not "labor peace."

That's wage theft disguised as public policy.

On a non-PLA job, those same fringe dollars go directly to the worker:

- Paid in their weekly paycheck, or
- Deposited into a 401(k) or health account under their name.

Bill 54 would take away that choice. It would strip local workers of their compensation, and send it to a union fund that refuses to give it back unless you become a long-term member.

This is wrong. This is theft. And the Maui County Council should not be complicit in it.

Vote NO on Bill 54. Stand with the tradespeople who earn these wages. Don't give away their money.

Guest User

Location:

Submitted At: 4:56pm 04-22-25

Aloha Councilmembers,

My name is Tam Kim, Director of Operations at West Maui Construction. We have been a locally owned and operated construction company here on Maui since 2009. We employ about 100 local residents who call Maui home.

I strongly oppose the Bill 54, which would mandate Project Labor Agreement (PLA) or Community Workforce Agreement on Maui public capital improvement projects over \$500,000.

This bill will restrict many non-union local contractors and smaller companies from bidding on these projects and only promote select large contractors to win public projects. It will reduce options for the client, the county, resulting in higher construction costs and more delays. Most smaller contractors will not be able to afford the demands put forth by this agreement, including lower-tier subcontractors.

This type of bill may be suitable for large contracts \$25M or more, but it does not add benefits on smaller county projects, as most of our projects fall within \$1.5M +/- \$500K range. Due to the added restrictions and demands, this bill will certainly add more costs and delays to projects, ultimately costing taxpayers more money. This bill promotes unions but fails to promote competitive free market which drives quality and lowers costs. I point to the Rail project on Oahu, a PLA project plagued with cost overruns and delays.

Please vote NO on Bill 54.

Sincerely,

Tam Kim

C: 808-280-7888

tkim@wmcinc.com

35 Lunalilo St. ste 400

Wailuku, HI 96793

Guest User

Location:

Submitted At: 3:54pm 04-22-25

TESTIMONY OF PETE SULLIVAN

OWNER & PRESIDENT, P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee

Friday, April 25, 2025

Good afternoon, Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Pete Sullivan, and I am the Owner and President of P.B. Sullivan Construction. On behalf of my business partner, Dave Sullivan, and our entire team, I am submitting this testimony in strong opposition to Bill 54 (2025), which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement"—in essence, a Project Labor Agreement (PLA).

P.B. Sullivan Construction has proudly served Maui for over 30 years as a locally owned merit shop contractor. We've built schools, homes, infrastructure, and community facilities—employing local residents, offering a state-approved apprenticeship program, and paying prevailing wages. Bill 54 would unfairly exclude qualified, merit-based contractors like ours from bidding on public projects, despite our proven commitment to quality, safety, and workforce development.

Mandating union agreements would force our employees—many of whom have been with us for decades—to give up their existing benefits and retirement plans. These are workers who have already invested years into their futures. Under a PLA, they would face delayed access to health coverage and be required to start over with unfamiliar retirement plans—at a time in life when stability is most important.

Furthermore, we know from both national data and local experience that PLAs increase construction costs by 12% to 18%. This added cost will not be absorbed by contractors—it will be passed on to Maui's taxpayers. That's not sustainable, and it's not fair.

We fully support a competitive, qualified, and local workforce. But this bill does the opposite. It restricts competition, limits opportunity for local businesses, and prioritizes union affiliation over performance, integrity, and community investment.

Unions play an important role in our industry, but they should not have exclusive control over public work. Public projects should remain open, competitive, and fair—ensuring that the best-qualified contractors, regardless of union status, have the opportunity to serve our community.

I respectfully urge you to vote NO on Bill 54.

Thank you for the opportunity to testify.

Sincerely,

Pete Sullivan

President & Owner

P.B. Sullivan Construction

Guest User

Location:

Submitted At: 2:44pm 04-22-25

TESTIMONY OF SHANNON ROBINSON

Controller, Arita Poulson General Contracting

Director, National Association of Women in Construction (NAWIC) Hawaii Chapter 114

Director, Building Industry Association of Hawaii (BIA)

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee

Friday, April 25, 2025

Aloha Chair Sugimura, Vice-Chair Kama, and Councilmembers,

My name is Shannon Robinson, Controller at Arita Poulson General Contracting here on Maui. I also serve as a Director with NAWIC Hawaii Chapter 114 as well as a Director for the Building Industry Association of Hawaii. I'm writing today in strong opposition to Bill 54.

Arita Poulson General Contracting has been doing business on Maui since 1986. We are a locally owned, open-shop contractor, and we've built strong ties in this community for nearly 40 years. We hire local talent, pay

prevailing wages, and invest in state-approved apprenticeship and training programs. Bill 54 would force companies like ours to sign union agreements, undermining how we operate and limiting opportunities for the very people we employ.

This bill threatens to shut out many small, family-run businesses that are the backbone of our local industry. Every project involves multiple subcontractors — many of them Maui-based, minority-owned, or highly specialized — who would face new barriers just to continue doing the work they've been doing for years.

Bill 54 also limits options for our young people entering the trades by favoring union-only training. Right now, Hawaii is already facing a skilled labor shortage in construction, and Maui is no exception. We need more trained workers to meet the demand for housing, infrastructure, and community projects — not fewer.

Restricting training to union-only programs closes the door on many who might otherwise pursue a career in the trades through open-shop apprenticeship programs like the one we run at Arita Poulson General Contracting. These programs are locally based, state-approved, and play a critical role in developing homegrown talent. True workforce development should offer multiple pathways to success, giving individuals the freedom to choose the training that works best for them. When we limit those options, we not

only reduce opportunities for our youth but also weaken our ability to grow a strong, reliable labor force here on Maui. We need to focus on expanding access to training and building up our local workforce, not putting up roadblocks.

PLAs have been shown to raise project costs by 12% to 18% and reduce competition. At a time when we need every dollar to count for housing, schools, and infrastructure, we can't afford policies that increase costs and exclude local builders.

Please keep Maui's projects open and competitive. I respectfully urge you to reject Bill 54 and support a fair, inclusive construction industry for our community.

Mahalo for your time and service.

Sincerely,

Shannon Robinson

Controller, Arita Poulson General Contracting

Director, NAWIC Hawaii Chapter 114

Director, Building Industry Association of Hawaii

Email: srobinson@aritapoulson.com

Phone: 808-856-3219

Guest User

Location:

Submitted At: 1:28pm 04-22-25

Aloha Chair Sugimura and Members of the Budget, Finance, and Economic Development Committee,

My name is Ralph Cushnie, and I am a contractor based on the island of Kauai. I submit this testimony in strong opposition to Bill 54, which proposes mandatory Community Workforce Agreements (Project Labor Agreements) on all Maui County capital improvement projects exceeding \$500,000.

As a concerned contractor, I believe unions are private enterprises — not arms of government — and they should not be granted exclusive control over who gets to work on taxpayer-funded projects. Bill 54 would compel non-union, local contractors to sign union-style agreements, regardless of their long-standing contributions, training programs, or workforce investments.

This legislation risks excluding open-shop contractors, many of whom are small, family-run businesses or DBEs. These firms support local jobs, pay fair wages, and provide alternative pathways for workforce development — without requiring union affiliation.

PLAs also reduce competition and increase construction costs — studies show by up to 18%. At a time when Hawaii residents are struggling with affordability, we should be encouraging open competition, not limiting it. Maui's public projects should reflect the diverse makeup of its community, not be monopolized by a single labor structure. I urge you to vote NO on Bill 54 and support policies that are fair, inclusive, and respectful of local contractors statewide.

Mahalo for the opportunity to testify.

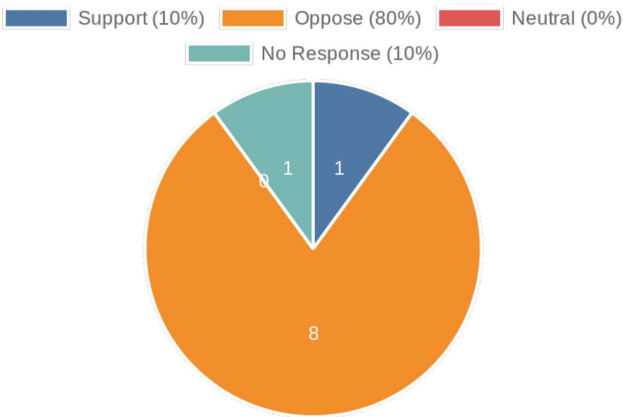
Sincerely,

Ralph Cushnie
Vice President

CUSHNIE CONSTRUCTION COMPANY, INC. Lic. # ABC-28974
Certified UDBE/HUBZone
Office: 808.332.9000 Ext. 4 • Cell: 808.645.0955
Fax: 808.332.9400 • Email: ralph@cushniecci.com
Mailing Address: P.O. Box 910 • Kalaheo, Kauai, Hawaii 96741
Physical Address: 4702 Lae Road • Kalaheo, Kauai, Hawaii 96741

Agenda Item: eComments for BFED-1 Bill 41 (2025) PROPOSED FISCAL YEAR 2026 BUDGET FOR THE COUNTY OF MAUI (BFED-1)

Overall Sentiment



BFED Committee

Location:
Submitted At: 10:32pm 04-25-25
Testimonies received from BFED Committee 04-25-2025

Guest User

Location:
Submitted At: 4:33pm 04-25-25

Aloha Everyone, I am writing in support of the Maui County Farm to Family Grant Bill. Access to our Saint Damien Molokai distribution site on Molokai provides and supports our community with fresh produce every month. Access to fresh, local produce ensures that our community and their families can better prepare meals and insure better health and well being. This grant will help our local farmers to produce and provide fresh food that otherwise may not be accessible or affordable for our families. Our community and economy has benefitted especially from the partnerships of distribution sites, the Maui Food Bank, Young Brothers, Makoa Trucking, and local farmers. Over the past few years at our distribution site the need for fresh produce has increased from 40 to 109+ families. In the past 2 months we have received 20 new applications requesting food. We also have developed a “volunteer team” that works well together to set up, move, distribute, clean up, work with our

community and families when they arrive, deliver boxes when needed, deliver backpacks/snacks to schools, and other tasks. Please support the Maui County Food and Family Grant Bill. Mahalo Nui, Alberta Patchen & Saint Damien "Volunteer Team"

Guest User

Location:

Submitted At: 9:02pm 04-24-25

TESTIMONY of Joseph Streeter

IN OPPOSITION TO BILL 54 (2025)

MAUI COUNTY COUNCIL HEARING APRIL 25, 2025

Chair Sugimura, Vice Chair Kama, and Members of the Council,

My name is Joseph Streeter, I am the Business Development Manager of ELCCO Electric, Inc., a locally owned non-union electrical and solar contracting company that has served Maui for nearly 20 years. We are a small business employing roughly 70 electricians and support staff, focusing primarily on commercial, industrial, and multi-family home electrical projects on Maui. I have experience working in union and non-unionized companies and fully support worker's rights, fair compensation, job security, and shared prosperity for the worker and company.

I am writing today to express my opposition to Bill 54 (2025). I applaud the council for attempting to make steps to support local workforce and the construction industry, however I believe Bill 54 as currently drafted would be detrimental for a number of reasons.

Key Concerns with Bill 54

1. Negative Impact on Small, Non-Union Contractors

Bill 54's requirement that bidders on capital improvement projects over \$500,000 must be signatories to a community workforce agreement (CWA) effectively excludes our company and many other qualified non-union contractors on Maui. This provision:

- Creates a de facto union-only contracting standard under the guise of "responsible bidding"
- Harms against over 65% of Hawaii's skilled trade workforce employed by non-union firms
- Forces otherwise qualified local contractors to either sign agreements they had no role in negotiating or be excluded from public projects
- Ambiguity around what the requirements maybe of the CWA

As one of Maui's established electrical contractors, we have successfully completed numerous public projects with excellent safety records, on-time delivery, and value for customers. Bill 54 would prevent ELCCO from continuing this service to our community based solely on our labor affiliation status.

2. Worsening Maui's Critical Workforce Shortage

The bill fails to acknowledge Maui's current severe shortage of qualified trade and electrical workers:

- According to the Hawaii Department of Labor, Maui currently has a deficit of licensed electricians needed to meet current demand
- Approximately 21-23% of Maui's construction workforce is unionized, meaning Bill 54 would exclude 77-79% of our island's already limited workforce
- Following the Lahaina disaster, demand for electrical services and construction services is sure to increase, while available workforce has only grown by 3-5%

Implementing a CWA mandate would artificially restrict an already insufficient workforce at the worst possible time for our island's recovery.

3. Economic Impact on Our Business and Maui's Recovery

Our company's financial analysis shows that compliance with CWA requirements would:

- Significantly increase our operational costs
- Force us to pay into union benefit plans from which our employees would receive no benefits, essentially creating double payment for fringe benefits
- Substantially reduce our ability to participate in Lahaina's rebuilding efforts at a time when all qualified contractors are needed

For the last 20 years, ELCCO has delivered over \$50 million in completed State and County projects, with

another \$20 million currently underway. Being excluded from this line of work could force us to reduce our workforce, directly impacting local families.

4. Delays in Critical Rebuilding Efforts

Bill 54's additional red tape and administrative requirements would create significant delays in Maui's recovery:

- Based on our experience with similar regulatory changes, new administrative requirements typically add weeks or months to construction timelines
- Homes and businesses waiting for construction work would face extended delays as contractors navigate new CWA compliance requirements. This delay may be extended due to the conflicting requirements already in place and ambiguous language and requirements which unfortunately end up getting settled months or years later in the court system
- The limited pool of potentially CWA-compliant contractors would be overwhelmed by demand, creating bottlenecks across all construction sectors

For Lahaina families still waiting to rebuild, these unnecessary delays represent real human costs – more time displaced from homes and more businesses unable to reopen and provide jobs.

5. Redundancy with Existing Laws

Bill 54 creates unnecessary redundancy with existing laws that already ensure workforce development and local hiring, this redundancy and ambiguity of the existing rules creates uncertainty and legal issues resulting in non-compliance and delays for actual progress:

- HRS §103B (Hawaii Resident Hire Law) already mandates that contractors on state-funded projects employ at least 80% Hawaii residents
- Hawaii House Bill 1221 (HI HB1221) already addresses apprenticeship requirements for public works contracts valued at \$250,000 or more

Our company fully complies with both these laws, maintaining over a 90% local Maui workforce and supporting our local workforce with apprentices through registered apprenticeship programs. Bill 54 would replace these effective mechanisms with an approach that prioritizes labor affiliation over actual Maui local workforce development outcomes.

6. Increased Costs for Taxpayers and Project Delays

Based on data from similar mandates in other jurisdictions:

- Reduced competition typically increases project costs by 12-18%
- Project timelines are often extended due to a restricted contractor pool
- Legal challenges and bid protests create further delays in essential public works
- Local families and businesses that are scraping by would be concerned to know that there are locally experienced companies with a local workforce that could deliver a lower cost product but would not be eligible due to this administrative burden

Using our company's project history as a baseline, we estimate that similar projects under Bill 54's CWA requirements would cost Maui County taxpayers an additional \$1.2-1.8 million per \$10 million in project value.

7. Undefined CWA Terms Enable Problematic Implementation

Bill 54 fails to define the actual terms or contents of the required Community Workforce Agreement, creating significant uncertainty. Based on standard CWA practices, we anticipate requirements that would:

- Mandate use of union hiring halls
- Force our employees to pay union dues without receiving comparable benefits
- Override our merit-based promotion and compensation systems
- Compromise the workplace culture we've carefully built over the years

Recommendations

1. Reject Bill 54 outright unless significantly amended to remove mandatory CWA signatory language
2. Focus on enforcing existing laws like HRS §103B and HI HB1221 that already promote local hiring and apprenticeship
3. Conduct a comprehensive impact analysis of how CWA mandates would affect Maui's small contractor community and rebuilding efforts
4. Create inclusive workforce development initiatives that don't discriminate based on labor affiliation
5. Consider alternative approaches that would better serve Maui's unique needs and challenges, especially during the critical Lahaina rebuilding period

Conclusion

Bill 54 appears well-intentioned in its stated goal to support local labor, but its practical effect would be to exclude the majority of Maui's qualified electrical contractors and other tradesmen from public projects and add bureaucratic hurdles that delay critical rebuilding efforts. At a time when our island needs all hands-on deck for rebuilding and infrastructure improvement, we cannot afford to implement policies that artificially restrict the available workforce and create additional red tape. I believe it's safe to say that our community is already frustrated with the high costs and long durations for rebuilding – we should be focused on steps to rebuild faster and more efficiently, which is why I oppose Bill 54.

As a local tradesman committed to Maui's future, I urge this Council to prioritize inclusive policies that support all local contractors, regardless of labor affiliation, and facilitate the fastest possible recovery for our community. This testimony is not an argument for or against labor unions, it is a call to action for cost effective and locally supported labor in the efforts to rebuild our community. Our company stands ready to work collaboratively on solutions that truly benefit our entire community.

Respectfully submitted,
Joseph Streeter
Business Development Manager
Elcco Electric, Inc.
jstreeter@elccoelectric.com
(808) 419-4698
138 Lauo Loop, Kahului HI, 96732

Guest User

Location:
Submitted At: 5:23pm 04-24-25

TESTIMONY OF FREDERIC STEINECK PRESIDENT, ELCCO INC. IN STRONG OPPOSITION TO BILL 54 (2025) MAUI COUNTY COUNCIL HEARING 04/23/2025

Aloha Chair Sugimura and Honorable Councilmembers,

My name is Frederic Steineck, and I live and work here on Maui as the President of ELCCO Inc., a Maui-owned electrical and solar contractor that builds exclusively on island. For the last 20 years, we've delivered over \$50 million in completed State and County projects, with another \$20 million currently underway. That said, the majority of our work is private, non-governmental, serving local homes and businesses across the island. We proudly run a non-union, state-certified apprenticeship program, employing apprentices full-time at 40 hours a week, year-round. In 2024 alone, we logged over 86,000 field labor hours on Maui, and we expect to exceed that in 2025. Last year, six local apprentices graduated and were approved to sit for their journeymen electricians exam, each having completed 800+ hours of classroom learning and 10,000 hours of on-the-job training. We currently have 25 apprentices in the program, with six more set to graduate next year.

None of this would be possible if we relied solely on prevailing wage or union work, which come in waves and often excludes the local residential and small business work that keeps our teams consistently employed. It's that steady, community-driven workload that fuels real workforce development—not just hours on public prevailing wage project, but lasting careers.

We're not speculating about how to train local tradespeople—we're doing it. And that's why I stand in strong opposition to Bill 54.

Executive Summary

Bill 54 (2025), currently under consideration in Maui County, includes language that may appear benign in its intent to support local labor. However, a closer reading of the bill's provisions, in light of broader statewide trends and legal context, reveals a concerning and potentially coordinated attempt to mandate Community Workforce Agreements (CWAs) across all tiers of public contracting. This brief outlines why Bill 54 is not merely about community empowerment but rather represents an economically and legally fraught strategy that imposes union-aligned labor terms under the guise of responsible contracting.

Key Provision in Question

“For capital improvement project contracts of more than \$500,000, a bidder is not a responsible bidder if they are not a signatory to the community workforce agreement in effect at the time of contract award. The community workforce agreement must:

- a. Be binding on all contractors at all tiers.
- b. Include all construction work on a project.”

Analysis and Concerns

1. Coercive and Discriminatory Procurement

This provision disqualifies otherwise qualified, often local and small, non-union contractors unless they agree to CWA terms that they had no role in negotiating. It creates a de facto union-only contracting standard under the label of “responsible bidder.”

- Violates the principle of free and open competition codified in procurement law.
- Disadvantages over 65% of Hawaii’s trade workforce, which is employed by non-union firms.
- Duplicates exclusionary tactics used in Bill 8 (2024) on Oahu, which led to mass opposition and bid protests.

2. Contradicts HRS §103B (Hawaii Resident Hire Law)

HRS §103B already mandates that contractors on state-funded projects employ at least 80% Hawaii residents, ensuring local workforce utilization without discriminating by labor affiliation. Bill 54’s approach circumvents this law by substituting a residency test with a labor union gatekeeping test.

- Undermines HRS 103B’s local hire intent by replacing it with labor organization compliance.
- Violates the spirit of fair access for Hawaii residents who are employed by non-union contractors.

3. Economic Inefficiency and Higher Costs

Experience from other jurisdictions, including Honolulu, demonstrates that CWA mandates:

- Reduce competition in bidding.
- Drive up project costs through decreased bidder participation.
- Delay project delivery due to bid protests and legal challenges.

Bill 54 will replicate these failures at the county level, jeopardizing fiscal responsibility.

4. Undefined CWA Terms Enable Union-Only Practices

While proponents claim that CWAs apply to both union and non-union contractors, Bill 54 fails to define the actual terms or contents of the required Community Workforce Agreement. This ambiguity is critical and highly consequential:

- Historically, CWAs have required all contractors to adhere to union hiring practices, including the exclusive use of union hiring halls or oversight.
- Non-union workers are often forced to pay union dues and work under union rules, even if they are not union members.
- Employers must pay into union benefit plans from which their non-union employees do not receive benefits—leading to double-payment of fringe benefits.
- Merit-based workforce systems are overridden, eroding flexibility, innovation, and employee autonomy.
- Courts have repeatedly emphasized that mandating terms that override an employer’s right to independently negotiate labor agreements may infringe upon federal protections under the National Labor Relations Act (NLRA). Local government-imposed labor conditions—particularly through mandatory CWAs—have been the subject of legal challenges across jurisdictions for violating employers’ rights to free collective bargaining. Procurement mandates should not foreclose lawful, merit-based employment frameworks.

Thus, the absence of CWA definitions allows implementation of traditional union-only frameworks, effectively excluding merit-shop contractors under a veil of neutrality.

5. Hawaii Already Has Strong Apprenticeship Requirements (HI HB1221)

Concerns about the need to develop a sustainable local trade workforce, especially in light of the Lahaina rebuilding effort, are valid. However, Hawaii House Bill 1221 (HI HB1221) already addresses this need with a targeted, enforceable solution:

- HI HB1221 mandates that contractors and subcontractors bidding on public works contracts valued at \$250,000 or more must be parties to registered apprenticeship agreements for all apprenticeable trades they plan to use on the project.
- This law ensures the development of a well-trained, local construction workforce through certified apprenticeship programs.
- It supports long-term labor capacity, economic sustainability, and skills development without forcing contractors into union agreements.

Bill 54 is redundant and less precise than HI HB1221 and instead prioritizes labor affiliation over workforce

development outcomes.

Recommendations

1. Reject Bill 54 outright unless significantly amended to remove mandatory CWA signatory language.
2. Reaffirm HRS §103B as the sole standard for local hire requirements.
3. Acknowledge and enforce HI HB1221 as the primary mechanism to support apprenticeship and workforce development.
4. Conduct an impact analysis of mandated CWAs on county-level project costs, competition, and small business participation.
5. Ensure that any labor standards incorporated in procurement are inclusive, non-discriminatory, and locally beneficial without compelling labor affiliation.
6. Ensure that any labor standards incorporated in procurement are inclusive, non-discriminatory, and locally beneficial without compelling labor affiliation.
7. Require clear and transparent definition of CWA terms before mandating any agreement in the procurement process.

Conclusion

Bill 54 does not simply promote Maui-first labor. It covertly mandates union labor participation through procurement conditions that override both free-market principles and existing Hawaii law. By leaving CWA terms undefined, it opens the door for traditional union-only agreements to be imposed on all bidders—effectively shutting out non-union contractors and undermining local workforce choice.

Hawaii already has mechanisms in place to foster a skilled local workforce, such as HRS §103B and HI HB1221. These should be strengthened and enforced—not supplanted by ambiguous and politically motivated mandates like those proposed in Bill 54.

I stand in solidarity with other local, non-union, and merit-based contractors across the state who are speaking out against Bill 54. While this bill targets Maui first, we all understand that it sets a precedent that may affect every island and every contractor.

This bill should be viewed not as a tool for economic justice, but as a mechanism for labor exclusivity, cost escalation, and public distrust.

For questions or further analysis, contact me.

Respectfully submitted,
Frederic Steineck
President, ELCCO Inc.
(808) 877-7344 ext. 205
138 Laou Loop, Kahului, HI 96732
www.elccoelectric.com

Raymond Michaels

Location:

Submitted At: 12:42pm 04-24-25

Aloha Council,

Mahalo for introducing Bill 54 and for your commitment to ensuring that a majority of county capital improvement projects benefit Maui County workers. Supporting our local workforce is a goal we at the Construction Industry of Maui wholeheartedly share.

That said, we do have some concerns about the approach outlined in the bill. Specifically, the mechanism it proposes would require non-union contractors to adhere to union hiring hall practices and the master agreements of the applicable craft unions. While we understand the intent, this could present significant challenges for many non-union contractors.

In its current form, the bill closely mirrors aspects of the Governor's recent PLA – Administrative Directive No. 24-01. Requiring non-union firms to follow union protocols can unintentionally increase costs, exacerbate labor

shortages, and lead to project delays. While such policies are often designed to standardize labor markets and control costs, various studies have suggested they can have the opposite effect.

The vast majority of our member contractors, both signatory and non-signatory, have expressed concerns over PLAs and similar directives. These measures can reduce the pool of available specialty trade contractors, many of whom may opt to pursue private sector work instead—especially in today's strong market—leaving general contractors with limited options for public projects.

Also as President of Maui Plumbing Inc., a non-union contractor, I must share that we would not be able to participate in projects governed by either the Governor's directive or Bill 54, due to the constraints they impose.

That said, we do see real value in the bill's intent—to prioritize local labor and reduce reliance on off-island workers. This is an important step toward addressing the housing crisis and controlling construction costs. However, we also recognize that neighbor island and mainland construction markets are facing similar labor shortages, meaning that even this strategy may not fully solve the challenge.

We believe there is another path forward—one that aligns with the intent behind both Bill 54 and the Governor's PLA. By investing in local workforce development through expanded CTE programs in high schools and construction career pathways at UH Maui, we can build a sustainable pipeline of skilled workers. This approach empowers local residents with career opportunities, supports our economy, and contributes to long-term solutions for housing and rebuilding efforts, especially in Lahaina.

We appreciate the opportunity to be part of this important conversation and look forward to working together with the Council on solutions that strengthen our local workforce and community.

Sincerely,

Raymond Michaels
Chairman of the Board
Construction Industry of Maui
808-268-2661

Guest User

Location:
Submitted At: 8:10am 04-24-25

Aloha Chair Sugimura and Members of the Committee,

As a Maui born and raised construction professional who has a deep personal knowledge of the industry, I am submitting my testimony in strong opposition to Bill 54 (2025). This bill would not just hurt the majority of our local Maui based contractors, but would also hurt the residents of Maui. By forcing all contractors to comply with "Community Workforce Agreements" or otherwise Project Labor Agreements, this would both exclude most Maui based small contractors who do not want to sign on for the union based requirements and also inflate the cost of construction for the County and its taxpayers.

I would urge you all to consider the equity of what these types of agreements impose upon the individual tradesman who is proudly employed by a non-union contractor. I have heard the complaints from personal friends who have worked under PLAs on State projects over their stipulated project value thresholds (which are another topic of discussion as well), and it is quite unsettling to comprehend requiring an individual carpenter, plumber, or electrician, to pay dues to a union that he or she is not a part of, nor will they ever see the benefits from. This aspect alone should help to display how unjust (any possible unconstitutional) that these requirements are to those individuals.

Furthermore, I strongly disagree with the nature of having a "Community Workforce Agreements" in general as they are anti-competitive, display preferential treatment, and increase the cost of construction in our community. Please vote "No" on Bill 54.

Mahalo,

Dan Johnson
Project Manager
[Nationally Recognized General Contractor]
(808) 250-0020

Guest User

Location:

Submitted At: 12:17pm 04-23-25

TESTIMONY OF CODY MACDONALD
Owner, CMAC Excavation LLC

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Aloha Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Cody MacDonald and I am the owner of CMAC Excavation LLC based here on Maui. We are a small, family-run business who employs local workers and have helped build homes and infrastructure on the island, including the post-wildfire debris clean-up in Lahaina.

I submit this testimony in strong opposition to Bill 54, which would require contractors on County capital improvement projects over \$500,000 to become signatories to a “Community Workforce Agreement” — in effect, a Project Labor Agreement (PLA).

This bill would exclude most of Maui’s construction industry from public work, including us. The majority of us affected by this bill are based here on the island, are open shop, and have chosen not to be union-affiliated. We hire locally, pay prevailing wages, and operate our own state-approved apprenticeship and training programs. Requiring firms like us to sign union agreements would undermine our business models, limit competition, and violate the free and fair market principles.

Each public project typically involves 20-25 subcontractors, many of whom are small, family-run operations, disadvantaged business enterprises (DBEs), or highly specialized local firms. These businesses — the backbone of our construction community — would be among the first to be harmed by this mandate, facing new barriers to participating in the very projects they’ve helped deliver for decades.

Furthermore, this bill restricts the career pathways available to Hawaii residents, especially young people entering the trades. By favoring union-only programs, Bill 54 would prevent aspiring workers from choosing among diverse training options, including non-union programs helping expand our local workforce pipeline. That is not workforce development — that is workforce exclusion!

Independent research, including from the Beacon Hill Institute, confirms that PLAs:

- Increase project costs by 12% to 18%
- Reduce competition by deterring non-union bidders
- Disproportionately hurt small and minority-owned businesses

These are not abstract statistics — these are the real impacts facing our island. At a time when we need to stretch every tax dollar to address housing, schools, and infrastructure, we should not enact policies that raise costs and exclude our local builders.

I respectfully urge you to vote NO on Bill 54. Let’s keep Maui’s projects competitive, affordable, and truly community built.

Mahalo for the opportunity to testify and for your consideration of this important matter.

Sincerely,
Cody MacDonald, Owner
CMAC Excavation LLC
cody@cmacexcavation.com
(808) 298-6876

Guest User

Location:
Submitted At: 3:49pm 04-22-25

TESTIMONY OF PETE SULLIVAN
OWNER & PRESIDENT, P.B. Sullivan Construction
IN STRONG OPPOSITION TO BILL 54 (2025)
Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Good afternoon, Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Pete Sullivan, and I am the Owner and President of P.B. Sullivan Construction. On behalf of my business partner, Dave Sullivan, and our entire team, I am submitting this testimony in strong opposition to Bill 54 (2025), which would require contractors on County capital improvement projects over \$500,000 to become signatories to a “Community Workforce Agreement”—in essence, a Project Labor Agreement (PLA).

P.B. Sullivan Construction has proudly served Maui for over 30 years as a locally owned merit shop contractor. We’ve built schools, homes, infrastructure, and community facilities—employing local residents, offering a state-approved apprenticeship program, and paying prevailing wages. Bill 54 would unfairly exclude qualified, merit-based contractors like ours from bidding on public projects, despite our proven commitment to quality, safety, and workforce development.

Mandating union agreements would force our employees—many of whom have been with us for decades—to give up their existing benefits and retirement plans. These are workers who have already invested years into their futures. Under a PLA, they would face delayed access to health coverage and be required to start over with unfamiliar retirement plans—at a time in life when stability is most important.

Furthermore, we know from both national data and local experience that PLAs increase construction costs by 12% to 18%. This added cost will not be absorbed by contractors—it will be passed on to Maui’s taxpayers. That’s not sustainable, and it’s not fair.

We fully support a competitive, qualified, and local workforce. But this bill does the opposite. It restricts competition, limits opportunity for local businesses, and prioritizes union affiliation over performance, integrity, and community investment.

Unions play an important role in our industry, but they should not have exclusive control over public work. Public projects should remain open, competitive, and fair—ensuring that the best-qualified contractors, regardless of union status, have the opportunity to serve our community.

I respectfully urge you to vote NO on Bill 54.

Thank you for the opportunity to testify.

Sincerely,

Pete Sullivan
President & Owner
P.B. Sullivan Construction

Guest User

Location:

Submitted At: 2:42pm 04-22-25

TESTIMONY OF Jeff Barrett
CEO of JCC Electric, Inc.

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Aloha Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Jeff Barrett, and I am the CEO of JCC Electric, Inc. Our company has been performing high-quality electrical construction projects in Hawaii for over 28 years on several of the islands, including Maui. During this time, we have been employing Hawaii residents. We are locally owned and community-invested, and are actively involved in training Hawaii's next generation of skilled construction professionals.

I submit this testimony in strong opposition to Bill 54, which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

This bill would exclude us from Maui's construction industry for performing public work. We are an open shop contractor and have chosen not to be union-affiliated. Yet we hire locally, pay prevailing wages, and register our apprentices in a state-approved apprenticeship and training program. Requiring us to sign union agreements would undermine our business model, limit competition, and violate the free and fair market principles.

Each public project typically involves 20 to 25 subcontractors, many of whom are small, family-run operations, disadvantaged business enterprises (DBEs), or highly specialized local firms. These businesses — the backbone of our construction community — would be among the first to be harmed by this mandate, facing new barriers to participating in the very projects they've helped deliver for decades.

Furthermore, this bill restricts the career pathways available to Hawaii residents, especially young people entering the trades. By favoring union-only programs, Bill 54 would prevent aspiring workers from choosing among diverse training options, including non-union programs helping expand our local workforce pipeline. That's not workforce development — it's workforce exclusion.

Independent research, including from the Beacon Hill Institute, confirms that PLAs:

- Increase project costs by 12% to 18%
- Reduce competition by deterring non-union bidders
- Disproportionately hurt small and minority-owned businesses

These are not abstract statistics—these are the real impacts facing our island. At a time when we need to stretch every tax dollar to address housing, schools, and infrastructure, we should not enact policies that raise costs and exclude our local builders.

I respectfully urge you to reject Bill 54. Let's keep Maui's projects competitive, affordable, and truly community-built.

Mahalo for your time and service.

Sincerely,

Jeff Barrett
JCC Electric, Inc.
Email: jeff.jccelectric@gmail.com
808-333-6986

Guest User

Location:

Submitted At: 2:28pm 04-22-25

Aloha Chair Sugimura and Members of the Committee,

My name is Randall J. Stevens, VP, and I work for Global Specialty Contractors, Inc. with a satellite office on Maui.

I'm here today to express strong opposition to Bill 54, which would mandate "Community Workforce Agreements" — or project labor agreements — on all Maui capital improvement projects over \$500,000.

This bill would shut out the majority of Maui's local contractors—hardworking, family-run businesses that employ local workers, train apprentices, and have built this island's schools, homes, and infrastructure. Most are open-shop firms and do not belong to a union. Under this bill, they would be forced to sign union-style agreements just to bid on public projects.

That's not workforce development — it's a workforce exclusion.

Every public project includes 8 to 10 subcontractors — many of them small, specialized, or DBE firms — who would be harmed. It would also limit choices for young people trying to enter the trades by restricting access to a variety of training and apprenticeship programs.

Studies show PLAs raise construction costs by 12% to 18% and shrink the pool of bidders by over 30%. Why would we want to spend more and exclude our local workforce?

If this bill passes, it's Maui's workers and taxpayers who will lose.

I urge you to vote no on Bill 54 and keep public projects open, competitive, and fair.

Mahalo for the opportunity to testify,

Randall J. Stevens
Vice President, Hawaii Operations Manager
Global Specialty Contractors, Inc
License# ABC-16925

April 25, 2025

TO: HONORABLE YUKI LEI SUGIMURA, CHAIR, HONORABLE TASHA KAMA, VICE CHAIR, BUDGET, FINANCE, AND ECONOMIC DEVELOPMENT COMMITTEE

SUBJECT: **OPPOSITION TO BILL 54.** A BILL FOR AN ORDINANCE AMENDING SECTION 3.12.070, MAUI COUNTY CODE, TO REQUIRE COMMUNITY WORKFORCE AGREEMENTS FOR LARGE CAPITAL IMPROVEMENT PROJECTS OF MORE THAN \$500,000.

HEARING

DATE: Friday, April 25, 2025
TIME: 9:00 a.m.
PLACE: Council Chamber

Dear Chair Sugimura, Vice Chair Kama and Members of the Council,

The General Contractors Association of Hawaii (GCA) is an organization comprised of approximately five hundred (500) general contractors, subcontractors, and construction related firms. The GCA was established in 1932 and is the largest construction association in the State of Hawaii. Our mission is to elevate Hawaii's construction industry and strengthen the foundation of our community.

GCA is in **opposition** to Bill 54, which requires responsive bidders be signatories to the community workforce agreement for all capital improvement project contracts of more than \$500,000.

The GCA and our national organization, the Associated General Contractors of America (AGC) oppose any government mandated community workforce agreements (CWA).

General Contractors Association of Hawaii's Position

Government mandated CWAs will discriminate against local open-shop (nonunion) contractors and workers; while such mandates may not appear on their face to exclude nonunion contractors and workers, they are the functional equivalent of "union only" policies. They discriminate against construction contractors and workers simply for exercising rights that our nation has seen fit to protect. Such mandates require contractors to make fundamental changes in the way they do business. Many local firms, particularly those not historically signatory to a labor agreement, will be unwilling or unable to make those changes. Therefore, the effect of a government mandate for project labor agreements could reduce potential bidders and competition. This, in turn, results in higher prices.

Secondly, a government mandated CWA will make it easier for out-of-state union and nonunion companies alike to infiltrate the local construction market by using the existing locally trained workforce without ever having shared in the cost of training the workforce and without having to



pay for relocation of its own workforce. As a result, this will have a detrimental impact on those contractors who have been doing business in Hawaii for significant periods of time and have paid for a trained and reliable workforce. Local contractors are part of the fabric of the community and their profits are reinvested back into the community. A CWA will allow profits to flow out of state on essentially all capital improvement projects on Maui.

Additionally, entering into terms of a collective bargaining agreement is a private matter and should not be mandated by the government, but instead should be left to the bargaining parties to negotiate. The decision to use a unionized workforce should be based upon mutually accepted terms and conditions that are known to the bidder and used as the basis for bidding and performing the work. However, with the introduction of Bill 54, a CWA will not be optional. General contractors have collective bargaining history, knowledge, expertise, project risk and responsibility, and a big picture view of construction labor terms and conditions.

Associated General Contractors of America's Policy

The GCA is a local chapter of the Associated General Contractors of America. AGC's policy position on CWA's or project labor agreements for publicly funded construction projects is as follows:

The AGC does not oppose traditional voluntary CWAs or project labor agreements (PLA) even though they have had some negative effects on local area collective bargaining. AGC supports open competition and the traditional agreements have tended to encourage such competition. Without hindering any firms or dictating labor policy for other firms, traditional non-PLA mandated agreements have enabled some union contractors to be more competitive. AGC is committed to free and open competition in all public construction markets. Fundamental to this principle is the philosophy that publicly financed contracts are to be awarded without regard to the labor relations policy of the contractor.

AGC opposes the imposition of CWAs or PLAs by public owners or their representatives on any publicly funded construction project. A public owner or its representative should not mandate the use of a CWA or PLA that would compel any firm to change its labor policy or practice in order to compete for or to perform work on a publicly financed project.

AGC believes that the proper parties to negotiate any labor agreement are the employers that employ workers covered by the agreement and the labor organization representing workers covered by the agreement, since those are the parties which form the basis for the employer-employee relationship, have a vested interest in forging a fair and stable employment relationship, and are authorized to enter into such an agreement under the National Labor Relations Act. AGC believes that the appropriate mechanism for public owners to ensure that employees are paid fair wages and benefits and that all contractors compete on an equal basis is through the requirement that the contractor pay prevailing wages, and not through the imposition



of a CWA or PLA.

AGC's policy against preferential procurement based on labor policy is pursued in an even-handed manner. AGC does not favor union or open-shop contracting, but instead believes that the choice should be left to the employers and employees, and that the choice should not be imposed as a condition to competing for, or performing on, a publicly funded project.

AGC believes that CWAs or PLAs on publicly funded construction are a solution in search of a problem.

AGC is not aware of any documentation that indicates that the terms and conditions allegedly ameliorated by CWAs or PLAs (work stoppages and labor unrest, uniform work rules and providing labor through union hiring halls) have materially impacted the costs or schedules of public construction or that free and open competition without the impediments created by CWAs or PLAs are not equally effective. Likewise, there is no evidence that public resources are used in a more productive fashion by imposing the same one-size-fits-all agreement on all competitors for public works. To the extent that CWAs or PLAs remove the free market economic forces that underlie both the competitive bidding laws and the collective bargaining process, they subvert the objectives of those laws and that process and make it difficult, if not impossible, for the public to benefit from the full competition that it is entitled to expect. AGC does not believe that this is a proper role for government at any level or a proper use of public funds.

This measure at first glance does not seem to discriminate against open shop contractors. However, language in sections 5f,g,h,i, and j indicate otherwise. CWAs will negatively impact non-union small business subcontractors that would normally compete on projects exceeding the \$500,000 threshold. Signing a CWA for one project is too costly for these small business firms. A CWA will reduce the opportunity to utilize small business subcontractors for similar reason.

Thank you for considering out testimony in opposition.

TESTIMONY OF Ben Damasco
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Ben Damasco, and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

Preventing non-union contractors from bidding on Public Work will only drive up the cost of the public jobs, which means more taxes out of all our pockets.

I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Sincerely,



Employee, P.B. Sullivan Construction

(808) 495-6447

TESTIMONY OF Elijah Damasw
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Elijah Damasw, and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

Preventing non-union contractors from bidding on Public Work will only drive up the cost of the public jobs, which means more taxes out of all our pockets.

I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Sincerely,



808-633-3606

Employee, P.B. Sullivan Construction

TESTIMONY OF Kenny Bauchman
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

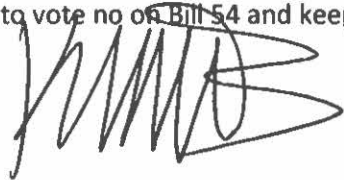
My name is Kenny Bauchman and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

Preventing non-union contractors from bidding on Public Work will only drive up the cost of the public jobs, which means more taxes out of all our pockets.

I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Sincerely,

 808 303-0900

Employee, P.B. Sullivan Construction

TESTIMONY OF Shawn Bacos
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Shawn Bacos, and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

Preventing non-union contractors from bidding on Public Work will only drive up the cost of the public jobs, which means more taxes out of all our pockets.

I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Sincerely,



608-757-2441

Employee, P.B. Sullivan Construction

TESTIMONY OF Mark Tacuban
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Mark Tacuban, and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

Preventing non-union contractors from bidding on Public Work will only drive up the cost of the public jobs, which means more taxes out of all our pockets.

I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Sincerely,  (808) 269-0745

Employee, P.B. Sullivan Construction

TESTIMONY OF JAY YABES
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is JAY YABES, and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

Preventing non-union contractors from bidding on Public Work will only drive up the cost of the public jobs, which means more taxes out of all our pockets.

I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jay Yabes', with a long horizontal flourish extending to the right.

Employee, P.B. Sullivan Construction

TESTIMONY OF Nick Castro
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Nick Castro, and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

Preventing non-union contractors from bidding on Public Work will only drive up the cost of the public jobs, which means more taxes out of all our pockets.

I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Sincerely,



808-633-2660

Employee, P.B. Sullivan Construction

TESTIMONY OF JACK HATHAWAY
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is JACK HATHAWAY, and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" -- in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

Preventing non-union contractors from bidding on Public Work will only drive up the cost of the public jobs, which means, less work for me, and more taxes out of all our pockets.

I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Signed:

Date:

Position:

Phone:

[Signature]

4/22/25

Foreman

808 269 6693

TESTIMONY OF Devin Rieta
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Devin Rieta, and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

Preventing non-union contractors from bidding on Public Work will only drive up the cost of the public jobs, which means, less work for me, and more taxes out of all our pockets.

I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Signed: Devin Rieta

Date: 4.24.25

Position: LABOR, WATER TRUCK DRIVER

Phone: 808 666-1651

TESTIMONY OF Tyson Rodriguez
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Tyson Rodriguez, and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

Preventing non-union contractors from bidding on Public Work will only drive up the cost of the public jobs, which means, less work for me, and more taxes out of all our pockets.

I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Signed:



Date: 4/23/25

Position: operator | Labor

Phone: 808-281-8774

TESTIMONY OF Pete Sullivan
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Pete Sullivan, and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

Preventing non-union contractors from bidding on Public Work will only drive up the cost of the public jobs, which means, less work for me, and more taxes out of all our pockets.

I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Signed: AA

Date: 4-23-2025

Position: laborer

Phone: 808-359-9302

TESTIMONY OF James Waring
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council - Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kania, and Honorable Councilmembers,

My name is James Waring, and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

Preventing non-union contractors from bidding on Public Work will only drive up the cost of the public jobs, which means, less work for me, and more taxes out of all our pockets.

I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Signed:

Date:

James Waring
4-25-25

Position: Operator/labor/grade Setter / Water truck driver

Phone: 808-866-3045

**TESTIMONY OF Jacqueline Odre
EMPLOYEE, P.B. Sullivan Construction**

IN STRONG OPPOSITION TO BILL 54 (2025)

**Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025**

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Jacqueline Odre, and I am a proud employee of P.B. Sullivan Construction for 22 years. I am writing to express my strong opposition to Bill 54 (2025), which would require contractors on County capital improvement projects over \$500,000 to become signatories to a “Community Workforce Agreement” — effectively a Project Labor Agreement (PLA).

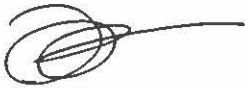
P.B. Sullivan Construction is more than just a job — it’s a company that values and takes care of its employees. Pete and Dave treat us with fairness and respect. We are provided with solid wages, benefits, and opportunities to grow, and we do not feel a need to unionize. We already have what we need to succeed.

This bill would unfairly prevent companies like ours from bidding on public projects, even though we hire locally, follow state regulations, and do high-quality work. It will reduce competition and drive up the cost of public construction, which ultimately means higher taxes for Maui residents — including me and my family.

I respectfully urge you to vote **NO** on Bill 54 and keep Maui’s public projects open to all qualified contractors — union or non-union.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink, consisting of a stylized, cursive 'J' followed by a horizontal line extending to the right.

Employee, P.B. Sullivan Construction

**TESTIMONY OF Alicia Ralph
EMPLOYEE, P.B. Sullivan Construction**

IN STRONG OPPOSITION TO BILL 54 (2025)

**Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025**

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Alicia Ralph, and I am a proud employee of P.B. Sullivan Construction. I am submitting this testimony in strong opposition to Bill 54 (2025), which would require contractors on County capital improvement projects over \$500,000 to become signatories to a “Community Workforce Agreement” — essentially a Project Labor Agreement (PLA).

I have the privilege of working at P.B. Sullivan Construction, a locally owned company that values its workers. Pete and Dave lead with integrity, treat their employees like family, and provide excellent wages, benefits, and training. We have no need to unionize because we are already well-supported.

This bill would unfairly shut out trusted, non-union companies like ours from public projects — despite our long-standing commitment to hiring local, paying prevailing wages, and building Maui’s schools, infrastructure, and homes. It would limit opportunities for small, family-run businesses and reduce competition, ultimately driving up project costs. That means taxpayers like me will end up paying more for the same work.

Bill 54 doesn't just hurt contractors — it hurts workers and communities by reducing options and creating unnecessary barriers. I respectfully urge you to vote **NO** on Bill 54 and ensure that Maui’s public projects remain open, competitive, and fair for all qualified contractors.

Thank you for your time and the opportunity to share my perspective.

Sincerely,

A handwritten signature in black ink that reads "Alicia Ralph". The signature is fluid and cursive, with the first name "Alicia" written in a larger, more prominent script than the last name "Ralph".

Employee, P.B. Sullivan Construction

TESTIMONY OF Keoni Andrade
EMPLOYEE, P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Keoni Andrade, and I am a proud employee of P.B. Sullivan Construction. I am submitting this testimony in strong opposition to Bill 54 (2025), which would require contractors on County capital improvement projects over \$500,000 to become signatories to a “Community Workforce Agreement” — essentially a Project Labor Agreement (PLA).

I have the privilege of working at P.B. Sullivan Construction, a locally owned company that values its workers. Pete and Dave lead with integrity, treat their employees like family, and provide excellent wages, benefits, and training. We have no need to unionize because we are already well-supported.

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Bill 54 doesn't just hurt contractors — it hurts workers and communities by reducing options and creating unnecessary barriers. I respectfully urge you to vote **NO** on Bill 54 and ensure that Maui’s public projects remain open, competitive, and fair for all qualified contractors.

Thank you for your time and the opportunity to share my perspective.

Sincerely, 

Employee, P.B. Sullivan Construction

DATE: 4/23/2025

POSITION: LABORER

PHONE: (808) 633-1008

TESTIMONY OF Zachary Menard
EMPLOYEE, P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

**Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025**

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Zachary Menard, and I am a proud employee of P.B. Sullivan Construction. I am writing to express my strong opposition to Bill 54 (2025), which would require contractors on County capital improvement projects over \$500,000 to become signatories to a “Community Workforce Agreement” — effectively a Project Labor Agreement (PLA).

P.B. Sullivan Construction is more than just a job — it’s a company that values and takes care of its employees. Pete and Dave treat us with fairness and respect. We are provided with solid wages, benefits, and opportunities to grow, and we do not feel a need to unionize. We already have what we need to succeed.

This bill would unfairly prevent companies like ours from bidding on public projects, even though we hire locally, follow state regulations, and do high-quality work. It will reduce competition and drive up the cost of public construction, which ultimately means higher taxes for Maui residents — including me and my family.

I respectfully urge you to vote **NO** on Bill 54 and keep Maui’s public projects open to all qualified contractors — union or non-union.

Thank you for your time and consideration.

Sincerely, 

Employee, P.B. Sullivan Construction

DATE: 4/23/2025
POSITION: LABORER
PHONE: 8 (425) 308 0821

TESTIMONY OF Billy Cotten
EMPLOYEE, P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

**Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025**

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Billy Cotten, and I am a proud employee of P.B. Sullivan Construction. I am writing to express my strong opposition to Bill 54 (2025), which would require contractors on County capital improvement projects over \$500,000 to become signatories to a “Community Workforce Agreement” — effectively a Project Labor Agreement (PLA).

P.B. Sullivan Construction is more than just a job — it’s a company that values and takes care of its employees. Pete and Dave treat us with fairness and respect. We are provided with solid wages, benefits, and opportunities to grow, and we do not feel a need to unionize. We already have what we need to succeed.

This bill would unfairly prevent companies like ours from bidding on public projects, even though we hire locally, follow state regulations, and do high-quality work. It will reduce competition and drive up the cost of public construction, which ultimately means higher taxes for Maui residents — including me and my family.

I respectfully urge you to vote **NO** on Bill 54 and keep Maui’s public projects open to all qualified contractors — union or non-union.

Thank you for your time and consideration.

Sincerely, Billy Cotten

Employee, P.B. Sullivan Construction

DATE: 4/23/2025
POSITION: FOREMAN
PHONE: 808-757-0300

TESTIMONY OF Filipe Taufa
EMPLOYEE, P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

**Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025**

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Filipe Taufa, and I am a proud employee of P.B. Sullivan Construction. I am submitting this testimony in strong opposition to Bill 54 (2025), which would require contractors on County capital improvement projects over \$500,000 to become signatories to a “Community Workforce Agreement” — essentially a Project Labor Agreement (PLA).

I have the privilege of working at P.B. Sullivan Construction, a locally owned company that values its workers. Pete and Dave lead with integrity, treat their employees like family, and provide excellent wages, benefits, and training. We have no need to unionize because we are already well-supported.

This bill would unfairly shut out trusted, non-union companies like ours from public projects — despite our long-standing commitment to hiring local, paying prevailing wages, and building Maui’s schools, infrastructure, and homes. It would limit opportunities for small, family-run businesses and reduce competition, ultimately driving up project costs. That means taxpayers like me will end up paying more for the same work.

Bill 54 doesn't just hurt contractors — it hurts workers and communities by reducing options and creating unnecessary barriers. I respectfully urge you to vote **NO** on Bill 54 and ensure that Maui’s public projects remain open, competitive, and fair for all qualified contractors.

Thank you for your time and the opportunity to share my perspective.

Sincerely,



Employee, P.B. Sullivan Construction

DATE: 4/23/2025

POSITION: OPERATOR

PHONE: 808 463 7258

TESTIMONY OF Ryan Bair
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Ryan Bair, and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

Preventing non-union contractors from bidding on Public Work will only drive up the cost of the public jobs, which means, less work for me, and more taxes out of all our pockets.

I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Sincerely,
Ryan Bair

TESTIMONY OF Kelly O'Keefe
Employee of P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Kelly O'Keefe, and I'm an employee of P.B. Sullivan Construction. I strongly oppose Bill 54 (2025) which would require contractors on County capital improvement projects over \$500,000 to become signatories to a "Community Workforce Agreement" — in effect, a Project Labor Agreement (PLA).

P.B. Sullivan Construction is a great place to work. Pete and Dave treat us very well, and we have no reason to unionize.

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I urge you to vote no on Bill 54 and keep Maui's public projects open, competitive, and fair.

Sincerely,

Kelly O'Keefe

DATE: 4/23/2025

POSITION: PROJECT MANAGER

PHONE: (808) 281-8446

TESTIMONY OF Kaopaka Jones
EMPLOYEE, P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

**Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025**

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Kaopaka Jones, and I am a proud employee of P.B. Sullivan Construction. I am writing to express my strong opposition to Bill 54 (2025), which would require contractors on County capital improvement projects over \$500,000 to become signatories to a “Community Workforce Agreement” — effectively a Project Labor Agreement (PLA).


P.B. Sullivan Construction is more than just a job — it’s a company that values and takes care of its employees. Pete and Dave treat us with fairness and respect. We are provided with solid wages, benefits, and opportunities to grow, and we do not feel a need to unionize. We already have what we need to succeed.

This bill would unfairly prevent companies like ours from bidding on public projects, even though we hire locally, follow state regulations, and do high-quality work. It will reduce competition and drive up the cost of public construction, which ultimately means higher taxes for Maui residents — including me and my family.

I respectfully urge you to vote **NO** on Bill 54 and keep Maui’s public projects open to all qualified contractors — union or non-union.

Thank you for your time and consideration.

Sincerely,



Employee, P.B. Sullivan Construction

DATE : 04/23/2025

POSITION : Estimator

PHONE : (808) 495-5455

TESTIMONY OF Cameron Livingston
EMPLOYEE, P.B. Sullivan Construction

IN STRONG OPPOSITION TO BILL 54 (2025)

Maui County Council – Budget, Finance, and Economic Development Committee
Friday, April 25, 2025

Chair Sugimura, Vice-Chair Kama, and Honorable Councilmembers,

My name is Cameron Livingston and I am a proud employee of P.B. Sullivan Construction. I am submitting this testimony in strong opposition to Bill 54 (2025), which would require contractors on County capital improvement projects over \$500,000 to become signatories to a “Community Workforce Agreement” — essentially a Project Labor Agreement (PLA).

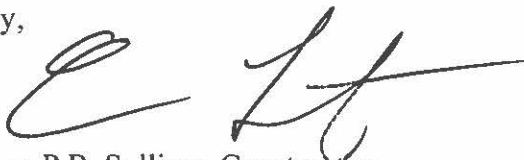
I have the privilege of working at P.B. Sullivan Construction, a locally owned company that values its workers. Pete and Dave lead with integrity, treat their employees like family, and provide excellent wages, benefits, and training. We have no need to unionize because we are already well-supported.

This bill would unfairly shut out trusted, non-union companies like ours from public projects — despite our long-standing commitment to hiring local, paying prevailing wages, and building Maui’s schools, infrastructure, and homes. It would limit opportunities for small, family-run businesses and reduce competition, ultimately driving up project costs. That means taxpayers like me will end up paying more for the same work.

Bill 54 doesn't just hurt contractors — it hurts workers and communities by reducing options and creating unnecessary barriers. I respectfully urge you to vote **NO** on Bill 54 and ensure that Maui’s public projects remain open, competitive, and fair for all qualified contractors.

Thank you for your time and the opportunity to share my perspective.

Sincerely,



Employee, P.B. Sullivan Construction

DATE: 4/23/2025

POSITION: ENGINEER

PHONE: (808) 359-0455

BFED Committee

From: Maui_County Council_mailbox
Sent: Friday, April 25, 2025 7:43 AM
To: BFED Committee
Cc: Darren Keala
Subject: FW: Submission of Testimony
Attachments: TSWED_EconomicDevelopment.pdf; Anna Kim Photography Testimony.pdf; Tori Rogers Testimony.pdf

Forwarding testimony from the county.council@mauicounty.us inbox.

From: Darren Keala <darren@eventsbydarrenkeala.com>
Sent: Friday, April 25, 2025 7:20:26 AM (UTC-10:00) Hawaii
To: Maui_County Council_mailbox <county.council@mauicounty.us>
Subject: Submission of Testimony

You don't often get email from darren@eventsbydarrenkeala.com. [Learn why this is important](#)
Aloha, Office of Council Services,

My name is Darren Keala and I submitted my testimony in person today at the Maui County Council Budget meeting this morning. I appreciate the opportunity to speak in front of the council.

I've also attached a couple other testimonies from other people and business individuals in regards to the \$300K monies for the 2026 year budget and support for the wedding industry on Maui and advertising.

We appreciate all of your time.

Mahalo,
Darren K. Keala



Darren Keala

Events by Darren Keala

p: 808.269.9900

eventsbydarrenkeala.com



Maui Wedding & Event Association

Vice President

Mauiwea.com





TARYN STARK WYANT

EVENT PLANNING & DESIGN

—
EST. 2013

Taryn Stark Wyant

Founder & Principal Planner

Taryn Stark Wyant Event Planning and Design

www.tarynstarkwyant.com

April 24, 2025

Office of Economic Development

Maui County Council

200 S High St.

Wailuku, HI 96793

RE: Support for Wedding Industry Funding in Maui County

Aloha Maui County Council Members,

My name is Taryn Stark Wyant, and I am a proud native of Maui and the founder of Taryn Stark Wyant Event Planning and Design. Although I am now based on the mainland, I remain deeply connected to the island where my business was born, and where so many of our cherished weddings continue to be held.

I am writing to express my strong support for the current proposal requesting \$300,000 in funding from the County of Maui to support the wedding and event industry—a vital yet historically under-recognized contributor to our local economy.

While Maui's advertising and tourism budgets have long supported hotels and other travel industry partners, this is the first time the wedding industry has formally asked for such backing. The economic impact of weddings on this island is substantial. Couples and their guests not only fill our resorts and vacation homes—they also dine at our restaurants, shop at our boutiques, rent vehicles, charter catamarans, hire local artisans, and support a vibrant network of florists, musicians, officiants, planners, and many other small businesses.



TARYN STARK WYANT

EVENT PLANNING & DESIGN

EST. 2013

Our industry brings high-value tourism to Maui. Wedding clients often plan well in advance, travel in large groups, and invest deeply in the beauty and authenticity of the island experience. These are not passive tourists—they are emotionally and financially committed visitors whose presence translates directly into sustained local revenue.

We are still in the early stages of this important effort and hope to build community support before moving forward more broadly. With thoughtful investment, we can enhance Maui's reputation as a premier destination for luxury weddings, create additional jobs, and ensure that the events we host continue to uplift the local community while honoring the island's culture and values.

I urge the County to recognize and support the wedding industry's contributions to the fabric of our economy. This initiative is not just about business—it's about community, culture, and stewardship of one of Maui's most meaningful industries.

Please feel free to contact me directly should you require any additional information or a personal statement. I am happy to testify or collaborate in any way that would support this effort.

With deepest gratitude and continued aloha,

Taryn Stark Wyant

Taryn Stark Wyant Event Planning and Design

taryn@tarynstarkwyant.com

To Whom It May Concern:

My name is Anna Kim, and I've been a professional photographer on Maui for the past 15 years. I've built a small business that has captured thousands of meaningful moments — weddings, anniversaries, maternity shoots, and family gatherings — all set against the stunning backdrop of this island we call home.

I'm writing today because the Maui wedding industry, which has long been a cornerstone of our local economy, is in crisis. And we need your help.

The wedding industry here is not just about pretty pictures and floral arrangements — it's about people. It's about locally owned businesses like mine, and the thousands of residents we employ directly and indirectly: photographers, videographers, florists, caterers, musicians, makeup artists, drivers, bakers, rental companies, and officiants — just to name a few. It's about sustainable, quality jobs that allow locals to put food on the table, raise their families, and remain on this island through rising costs and increasing economic pressures.

Every wedding brings with it a ripple effect. A typical couple hosts their guests, many of whom stay for a week or more. They fill our hotels and Airbnbs, shop at our local stores, dine at our restaurants, book activities, rent cars, and support local businesses up and down the supply chain. It's not uncommon for a single wedding to generate hundreds of thousands of dollars in economic activity, most of which stays right here on Maui.

As a photographer, I've worked with hundreds of couples over the years — people who choose Maui not just for its beauty, but for the spirit of aloha. They return again and again, often bringing their children back years later. They volunteer their time, donate to local causes, and treat this place with care and love. These are the kind of visitors we want and need — people who invest in our community.

But right now, our industry is on the brink. Between the pandemic, the wildfires, and increasing regulatory and logistical challenges, many of us are struggling just to hang on. Shoots are being canceled. Bookings are down. Vendors are going out of business. And the longer this goes on, the harder it will be to rebuild what we've lost.

We're not asking for special treatment. We're asking for recognition and support — for thoughtful policies that protect our environment *and* our livelihoods. We're asking you to see the wedding industry not as a luxury, but as a vital part of Maui's economic and cultural fabric.

Please help us protect the small businesses and local families who've built their lives around making other people's dreams come true on this island. We're proud of what we do, and we want to keep doing it — with integrity, respect, and aloha.

Mahalo for your time and consideration,

Anna Kim
Photographer, Maui Resident of 17 Years

Aloha Chairwoman and Maui Council members,

My name is Tori Rogers. My connection to Maui began in 1978, when my family introduced me to this magical island. Biannual visits evolved into getting married here in 1999 and a move to the island. I have been involved in the wedding and event industry on Maui for 30 years as an event planner and designer for both local and destination couples, surviving 9/11, the Great Recession in 2008, the eradication of the sugar and pineapple industries, storms/hurricanes, the Pandemic, and August 2023 fires. During that time I held executive board positions in both the Maui Wedding Association and Maui Wedding and Event Professionals organization, and I am currently a member of the Maui Wedding and Event Association.

During the past 30 years, I have witnessed an industry of small businesses support each other, Maui's community, Maui's economy, and Maui's tourism. As an industry we have contributed to Maui's overall economy and success as a destination by keeping stores, hotels, and restaurants filled and thriving. We have worked diligently to keep our businesses afloat, but have also concentrated on bringing clients to Maui's local businesses so they, too, can succeed. The wedding and event industry has always counted on each other because external assistance and support has been nonexistent or very limited.

In all of this time, throughout the plethora of challenges I have experienced and witnessed, never have I seen our island in such a state of decline. Iconic businesses have closed, our employment base and business owners have left the island, the cost of living is soaring way beyond anyone's earning power, and tourism is diverting to neighboring islands. This is all causing the demise of our industry, which is devastating and could cause quite an economical collapse. This saddens me, because I see how it is changing the island's energy, and not in a good way.

The wedding and event industry may seem rather insignificant to the Maui's economy, but I assure you it is not. Many would never think to travel to Maui if not for an event to inspire them. Not only is a celebration the appeal for many to visit Maui from far and wide, but it is why many residents are able to live on Maui and help to sustain Maui's economy. We already know that tourism is the lifeblood of Maui's economy, but the small businesses that account for a significant portion of that tourism are not being supported by local government. Those businesses include:

- Wedding and Event Planners
- Caterers and their staff
- Photographers and Videographers
- Venues
- Florists/Lei Makers
- Bridal Boutiques
- Pastry Chefs and Bakers
- Entertainers/Musicians/DJ's/Magicians/Dancers/Singers/Performers
- Event Decorators and Designers
- Rental Companies (chairs, tables, tents, linens, lighting, etc.)

- Artisans who create wedding favors, trinkets, souvenirs, etc.
- Printers and Stationers
- Transportation Companies, Drivers
- Beauticians, Stylists, Manicurists, Massage Therapists, Spa Techs
- Destination Management Companies
- Audio-Visual Techs
- Office Staff to all of these businesses
- Equipment Rentals
- Bartenders
- Tour Companies
- Officiants/Ministers
- Photo Booth Companies
- Local Activity Companies - ocean activities, hiking, luaus, golfing, sip and paint, glass-blowing, lei-making, etc.
- Calligraphers, Sign Makers & Painters
- Drycleaners, Wedding Gown Preservation businesses
- Farmers/Ranchers
- Cultural Educators

When our clients visit Maui for weddings, birthdays, incentive groups/conferences, holidays, anniversaries, celebrations of life (including the one for my husband), and graduations, they are shopping at the markets, dining at restaurants, enjoying activities, shopping at local stores, visiting our museums and historical exhibits, and staying in hotels. I encourage my clients and their guests to support sustainable farm to table experiences like the O'o Farm, explore cultural activities at the Hui, and enjoy our local libations at Maui Winery and Ocean Vodka. The average guest count is between 50 and 160 at the weddings I plan, and they spend approximately \$1000 per head for a basic, simple elegant, wedding. Over a 30-year period of time, I would say that is quite the contribution to Maui's economy.

My question to you is, what has Maui's government done to support our industry and help to keep us in business? We have been there for Maui, but when will Maui be there for us? How many people need to lose their business and leave island before our industry receives the assistance we have requested for years, but have not received? For decades we have reached out and tried to collaborate with associations including the MVB, MHLA, HVCB, and HTA, but I have yet to see the event industry receive any acknowledgement or assistance. Representatives of our industry have met with government officials, including several mayors. Letters have been written and provided. Our industry, Maui's economy, is in distress and will completely collapse without assistance. I know in my heart that this is not the intention of Maui's leadership, but something needs to change.

It is time to acknowledge the wedding and event industry's significant contribution to Maui's economy, and realize how the overall economy can collapse without it. Tourists are either not coming because of the enormous cost increase in accommodations (those hotels have great lobbyists!), because they do not feel wanted on Maui, and/or because businesses are closing at a scary pace. We have scraped by through every setback, and made personal sacrifices we can no longer afford. Soon, it will be impossible for this industry to continue if something is not done to specifically support OUR businesses. The success of the businesses who do receive your

assistance does not trickle down to the smaller businesses. If you think our industry is of value, then please take the time to strategize with us and do something to make a difference.

With sincere appreciation,
Tori Rogers



Tori Rogers (She/Her)
Owner-Planner-Designer
Celebrations by Tori

Click on the icon below
to follow us for inspiration & tips.



Let's schedule a call...

HI 808-348-8819

CA 805-657-3388

CelebrationsTori@Gmail.com

celebrationsbytori.com

BFED Committee

From: Alberta Patchen <albertapatchen@icloud.com>
Sent: Friday, April 25, 2025 3:51 PM
To: BFED Committee
Subject: Testimony to pass Maui County Farm to Family Grant Bill

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Aloha Everyone,

We are writing in support of the Maui County Farm to Family Grant Bill.

Access to our Saint Damien Molokai distribution site on Molokai provides and supports our community with fresh produce every month.

Access to fresh, local produce ensures that our community and their families can better prepare meals that insure better health and well being.

This grant will help our local farmers to produce and provide fresh food that otherwise may not be accessible or affordable for our families.

Our community and economy has benefited especially from the partnerships of distribution sites, the Maui Food Bank, Young Brothers, Makoa Trucking, and local farmers.

Over the past couple of years, the need for fresh produce has increased at our distribution site from 40 to 109+ families. In the past 2 months we have received 20 new applications requesting food.

We also have developed a "volunteer team" that works well together to set up, move, distribute, clean up, work with our community and families when they arrive, deliver boxes when needed, deliver backpacks to schools, and other tasks.

Please give favorable consideration to the Maui County Farm and Family Grant Bill.

Mahalo Nui loa,
Saint Damien Molokai
Volunteer Team

Sent from my iPad