

AGREEMENT
between
STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
and
UNITED STATES DEPARTMENT OF JUSTICE
OFFICE OF SPECIAL COUNSEL FOR IMMIGRATION RELATED
UNFAIR EMPLOYMENT PRACTICES

In recognition of the diversity of the State of Hawaii, the State of Hawaii Department of Labor and Industrial Relations and the Office of Special Counsel for Immigration Related Unfair Employment Practices of the U.S. Department of Justice have agreed to work together to increase the levels of information and assistance regarding the rights and responsibilities of residents under the anti-discrimination provisions of immigration and other laws.

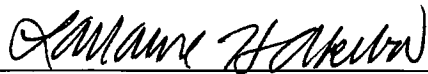
The State of Hawaii Department of Labor and Industrial Relations is charged with providing an avenue of redress under Chapter 378-2 of the Hawaii Revised Statutes and 29 CFR Part 34, regarding prohibition of discrimination in employment and provision of services. These ordinances protect individuals from discrimination on the basis of race, sex, sexual orientation, age, religion, color, ancestry, disability, marital status, arrest and court record, or National Guard participation. The Office of Special Counsel is charged with the enforcement of the provisions of the Immigration Reform and Control Act of 1986 that prohibits discrimination in employment on the basis of citizenship status or national origin. The purpose of this Agreement is to minimize duplication of effort, ensure that matters within the jurisdiction of an agency are communicated to that agency without delay, and educate the public of their rights and responsibilities under the pertinent laws.

The State of Hawaii Department of Labor and Industrial Relations and the Office of Special Counsel hereby appoint each other as their respective agents for the sole purpose of satisfying the time limits of filing a charge. To ensure that the deadlines are satisfied, each agency will accurately record and notify the other agency the date of the charge filed.

When either agency receives a charge containing allegations that fall within the jurisdiction of the other agency, a copy of the charge will be forwarded to the other agency as soon as possible. In addition, copies of all relevant documents will be forwarded upon request.

If both agencies are investigating a charge arising from the same fact situation, the agencies will coordinate their investigations to the greatest extent practical and share information so as to minimize duplication of effort.

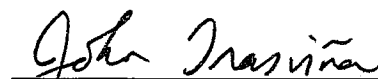
Nothing in this Agreement diminishes either agency's authority to investigate and prosecute charges that fall within the coverage of its statute.



Lorraine H. Akiba, Director
Department of Labor and Industrial Relations
State of Hawaii

SEP 23 1998

Date



John Trasviña, Special Counsel
Immigration Related Unfair Employment Practices

OCT 8 1998

Date