



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**  
AFSCME Local 152, AFL-CIO

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The Thirtieth Legislature, State of Hawaii  
The Senate  
Committee on Ways and Means

Testimony by  
Hawaii Government Employees Association



February 19, 2019

S.B. 792, S.D. 1 – RELATING TO EMPLOYEE TRAINING


The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the section of S.B. 792, S.D. 1 which requires that all new employees are provided with a general orientation on their rights and benefits. We appreciate the amendments made in the Committee on Labor, Culture and the Arts which removed the specific provision that employees would have to pay a portion of their salary into the training fund.

First, we strongly support the provision that mandates employee orientation for new hire employees. Most employees who join government service will have similar statutorily provided benefits from the Employees Retirement System and the Employer-Union Health Benefits Trust Fund; therefore it makes sense to ensure uniformity and consistency across jurisdictions. Additionally, Exclusive Representatives must represent every employee in a bargaining unit, regardless of the employee's membership status, so we feel it is appropriate for representatives to meet and discuss employees' rights and benefits as provided by their collective bargaining agreement.

Secondly, while we strongly support the creation and implementation of training programs to enhance professional development, we cannot support the specific provision that mandates all employees fund a program that they may not have access to participate in, as was included in the original S.B. 792. We recognize that training programs need funding but it should not be the responsibility of the employee to pay. We appreciate the prior Committee's removal of this specific language.

Thank you for the opportunity to testify in support of S.B. 792, S.D. 1.

Respectfully submitted,

  
Randy Perreira  
Executive Director