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MARCH 30, 2017

TESTIMONY TO THE
SENATE COMMITTEE ON WAYS AND MEANS
For Hearing on FRIDAY, MARCH 31, 2017
9:30 a.m., Conference Room 211

By

JAMES K. NISHIMOTO
DIRECTOR

House Bill No. 1402 HD2 SD1
Relating to Employees

CHAIRPERSON TOKUDA, VICE-CHAIR DELA CRUZ AND MEMBERS OF THE
SENATE COMMITTEE ON JUDICIARY AND LABOR:

H.B. No. 1402 HD2 SD1 amends Section 78-26 HRS, Leave Sharing Program, to require each state government branch to establish a leave sharing program to allow state employees to donate accumulated vacation leave credits to another state employee who has a serious personal illness or injury or who has a family member who has a serious personal illness or injury within each state government branch. The program shall allow employees who are not entitled to vacation leave to donate accumulated sick leave credits.

The Department of Human Resources Development respectfully appreciates the intent of but **opposes** H.B. 1402 HD2 SD1.

The scope of H.B. 1402 HD2 SD1, which includes all departments under the Executive Branch, extends beyond the authority of the Department of Human of

Resources Development, i.e., Department of Education, Hawaii Health Systems Corporation, and the University of Hawaii. The jurisdictional scope of the proposal requires assessment of existing policies and programs, for integration into the centralized system, prior to design an implementation. This process needs to be coordinated and agreed upon across all jurisdictions.

It is recommended that the authority to grant and appeals processes be formalized, to include a multi-jurisdictional board or referee, to insure fairness and transparency across the affected jurisdiction.

The Department of Human Resources Development does not currently have the resources to track shared leave usage across the span of an employee's State employment. As the conditions for usage include limitations over the life of an employee's State employment, a comprehensive and sustainable tracking system is recommended. We also recommend that budget for staffing, software development and maintenance, security, and hosting be included for this program.

Given the foregoing, we recommend that H.B. No. 1402 HD2 SD1 be held.

Thank you for the opportunity to provide testimony on H.B. No. 1402 HD2 SD1.



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Twenty-Ninth Legislature, State of Hawaii
The Senate
Committee on Ways and Means

Testimony by
Hawaii Government Employees Association

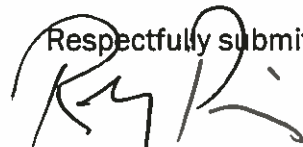
March 31, 2017

H.B. 1402, H.D. 2, S.D. 1 – RELATING TO EMPLOYEES

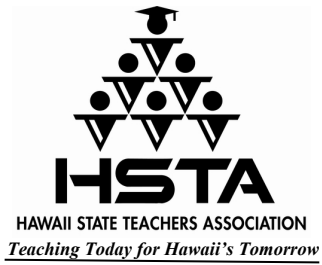
The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.B. 1402, H.D. 2, S.D. 1 which requires each state government branch to establish a shared leave program for state employees. Additionally, this measure precludes a state government branch from prohibiting leave sharing between different departments or bargaining units due to administrative infeasibility.

Currently, many state departments offer a shared leave program for their employees; however, each program is run independently from each other, governed by different policies, and without the ability to participate in cross-departmental sharing. Creating a statewide shared leave program not only significantly expands the pool of eligible leave donors and allows for more employees to participate, but will also ensure consistency and fairness in implementation. Additionally, we respectfully request that should this measure become law that the Employer consult with the Exclusive Representatives on its implementation.

Thank you for the opportunity to testify in strong support of H.B. 1402, H.D. 2, S.D. 1.

Respectfully submitted,


Randy Perreira
Executive Director



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TESTIMONY BEFORE THE SENATE COMMITTEE ON
WAYS AND MEANS

RE: HB 1402, HD 2, SD 1 – RELATING TO FAMILY LEAVE

FRIDAY, MARCH 31, 2017

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Tokuda and Members of the Committee:

The Hawaii State Teachers Association **supports HB 1402, HD 2, SD 1**, relating to employees.

Shared leave can save lives. Under the state's current leave sharing program, according to the Hawai'i State Department of Human Resources Development, an employee may be eligible to give and receive donated vacation credits *within* their department to "ease the burden of fellow departmental co-workers who would otherwise need to take time off from work without pay to recover from a serious personal illness/injury or to care for a family member who has a serious personal illness/injury and is incapable of self care."

Our state does not currently provide for shared leave *across* state departments, however, nor do we encourage the counties to offer shared leave programs for their employees. We do not believe that a lack of resources for tracking interdepartmental leave sharing is a good excuse for preventing state employees from contributing to the wellness of their colleagues. On the contrary, we contend that the generosity of state workers in contributing to the wellness of their peers and their coworkers' families advances a holistic approach to wellness, in which employees are seen as valued members of an integrated team, rather than disposable cogs in a bureaucratic machine.

To enhance the well-being of our state employee community, the Hawaii State Teachers Association asks your committee to **support** this bill.