
A BILL FOR AN ACT

RELATING TO EMPLOYEE TRAINING.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. Chapter 78, Hawaii Revised Statutes, is amended
2 by adding three new sections to part I to be appropriately
3 designated and to read as follows:

4 "§78- Public employees training program; board;
5 executive director. (a) There is established the public
6 employees training program to be placed within the department of
7 human resources development for administrative purposes.

8 (b) The public employees training program shall be
9 governed by the board of the public employees training program.

10 The board shall consist of the following members:

11 (1) The executive director of the public employees
12 training program, who shall serve as the chair;
13 provided that in matters involving the selection and
14 appointment of an executive director, the executive
15 director shall serve as an ex officio, nonvoting
16 member and the member of the board appointed by the



1 governor pursuant to paragraph (6) shall serve as the
2 chair;

3 (2) The director of human resources development who shall
4 serve as an ex officio, nonvoting member;

5 (3) The director of labor and industrial relations who
6 shall serve as an ex officio, nonvoting member;

7 (4) The university of Hawaii system vice president of
8 community colleges;

9 (5) One representative from each exclusive representative
10 that represents state employees;

11 (6) One member appointed by the governor;

12 (7) One member appointed by the president of the senate;

13 and

14 (8) One member appointed by the speaker of the house of
15 representatives.

16 If a tie vote occurs, the vote of the chair shall count as two
17 votes. The members of the board shall serve without
18 compensation, but shall be reimbursed for travel and other
19 necessary expenses in the performance of their official duties.

20 (c) The board shall develop a plan for the creation and
21 development of training programs to improve and enhance state



1 employees' understanding of their job duties. Programs shall be
2 developed in the following order of priority:

3 (1) Orientation programs for new employees;

4 (2) Programs for entry-level employees and line
5 supervisors;

6 (3) Programs for the professional development of current
7 employees to assist employees in career advancement;

8 (4) Programs for the enhancement of workplace skills; and

9 (5) Other programs to assist in career advancement.

10 (d) The board of the public employees training program
11 shall appoint an executive director of the public employees
12 training program, who shall:

13 (1) Serve as the chief executive officer of the public
14 employees training program;

15 (2) Be responsible for administering orientation and
16 training programs for all state employees;

17 (3) By reason of education or extensive experience, be
18 generally recognized as being professionally qualified
19 in the administration of state employee training
20 programs;

21 (4) Be familiar with the people and cultures of Hawaii;



- 1 (5) Serve without regard to chapter 76; and
- 2 (6) Select necessary additional staff pursuant to chapter
- 3 76, within available appropriations.

4 §78- Public employees training fund. (a) There is
 5 established within the state treasury the public employees
 6 training fund into which shall be deposited the following
 7 moneys:

- 8 (1) Beginning August 1, 2019:
- 9 (A) For a public employee subject to chapter 89:
- 10 (i) An amount equal to 0.01 per cent of the
- 11 public employee's gross salary; or
- 12 (ii) An amount negotiated between the employer
- 13 and the employee's exclusive representative;
- 14 or
- 15 (B) For an employee not subject to chapter 89, an
- 16 amount equal to 0.01 per cent of the public
- 17 employee's gross salary;
- 18 (2) Appropriations by the legislature to the special fund;
- 19 and
- 20 (3) Gifts, donations, and grants from public agencies and
- 21 private persons.



1 All interest earned or accrued on moneys deposited in the fund
2 shall become part of the fund. The fund shall be administered
3 by the department of human resources development; provided that
4 the department may contract with a public or private agency to
5 provide the day-to-day management of the fund.

6 (b) Subject to legislative authorization, the board of the
7 public employees training program may expend the moneys in the
8 fund for the development and implementation of training programs
9 for state employees.

10 §78- New employees; orientation on benefits and rights.

11 (a) Each newly hired employee shall be provided a general
12 orientation on the employee's benefits and rights within twenty
13 calendar days of being hired. The orientation shall be
14 conducted by the employee's respective jurisdiction.

15 (b) The exclusive representative who represents the
16 employee, if any, may attend the employee's general orientation
17 and present information on the employee's benefits and rights.

18 (c) As used in this section, "exclusive representative"
19 has the same meaning as in section 76-11."



- 1 SECTION 2. New statutory material is underscored.
- 2 SECTION 3. This Act shall take effect on January 1, 2050.



Report Title:

Public Employee Training; Collective Bargaining; DHRD

Description:

Establishes the public employees training program, governed by a board, to provide training to state employees. Allocates either 0.01% of each employee's gross salary, or an amount negotiated pursuant to collective bargaining, to the public employees training program. Requires all new employees to be provided with a general orientation on their benefits and rights. (HB845 HD1)

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