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# 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 be appropriately designated and  
3 to read as follows:

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

8           (b) The state employees training program shall be governed  
9 by the board of the state employees training program. The board  
10 shall consist of the following members:

11           (1) The executive director of the state employees training  
12 program, who shall serve as the chair; provided that  
13 in matters involving the selection and appointment of  
14 an executive director, the executive director shall  
15 serve as an ex officio, nonvoting member and the  
16 member of the board appointed by the governor pursuant  
17 to paragraph (6) shall serve as the chair;



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

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

5       (4) The vice president for community colleges of the  
6       University of Hawaii system;

7       (5) One representative from each exclusive representative  
8       that represents state employees;

9       (6) One member appointed by the governor;

10       (7) One member appointed by the president of the senate;  
11       and

12       (8) One member appointed by the speaker of the house of  
13       representatives.

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

18       (c) The board shall develop a plan for the creation and  
19       development of training programs to improve and enhance state  
20       employees' understanding of their job duties. Programs shall be  
21       developed in the following order of priority:



- 1        (1) Orientation programs for new employees;
- 2        (2) Programs for entry-level employees and line
- 3                supervisors;
- 4        (3) Programs for the professional development of current
- 5                employees to assist employees in career advancement;
- 6        (4) Programs for the enhancement of workplace skills; and
- 7        (5) Other programs to assist in career advancement.
- 8        (d) The board of the state employees training program
- 9        shall appoint an executive director of the state employees
- 10       training program, who shall:
- 11        (1) Serve as the chief executive officer of the state
- 12                employees training program;
- 13        (2) Be responsible for administering orientation and
- 14                training programs for all state employees;
- 15        (3) By reason of education or extensive experience, be
- 16                generally recognized as being professionally qualified
- 17                in the administration of state employee training
- 18                programs;
- 19        (4) Be familiar with the people and cultures of Hawaii;
- 20        (5) Serve without regard to chapter 76; and



1       (6) Select necessary additional staff pursuant to chapter  
2           76, within available appropriations.

3       §78- State employees training fund. (a) There is  
4       established within the state treasury the state employees  
5       training fund into which shall be deposited the following  
6       moneys:

7       (1) Appropriations by the legislature to the special fund;  
8           and

9       (2) Gifts, donations, and grants from public agencies and  
10       private persons.

11       All interest earned or accrued on moneys deposited in the fund  
12       shall become part of the fund. The fund shall be administered  
13       by the department of human resources development; provided that  
14       the department may contract with a public or private agency to  
15       provide the day-to-day management of the fund.

16       (b) Subject to legislative authorization, the board of the  
17       state employees training program may expend the moneys in the  
18       fund for the development and implementation of training programs  
19       for state employees.

20       §78- New employees; orientation on benefits and rights.

21       (a) Each newly hired employee shall be provided a general



1 orientation on the employee's benefits and rights within twenty  
2 calendar days of being hired. The orientation shall be  
3 conducted by the employee's respective jurisdiction.

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

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

9 SECTION 2. New statutory material is underscored.

10 SECTION 3. This Act shall take effect on January 1, 2050.



**Report Title:**

State Employee Training; Collective Bargaining; DHRD

**Description:**

Establishes the state employees training program, governed by a board, to provide training to state employees. Requires all new employees to be provided with a general orientation on their benefits and rights. Takes effect 1/1/2050. (SD1)

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

