

WRITTEN ONLY

TESTIMONY BY GEORGINA K. KAWAMURA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
STATE OF HAWAII
TO THE SENATE COMMITTEE ON WAYS AND MEANS
ON
SENATE BILL NO. 2493

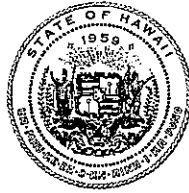
February 22, 2008

MAKING AN APPROPRIATION FOR COLLECTIVE BARGAINING COST ITEMS

The purpose of Senate Bill No. 2493 is to provide appropriations for FY 09 to fund collective bargaining cost items contained in the agreement negotiated with the exclusive bargaining representative for collective bargaining unit (5).

This measure is unnecessary as \$43.9 million for FY 08 and \$75.5 million for FY 09 has already been appropriated by House Bill No. 1568, S.D. 1, C.D. 1, which was passed as Act 132, SLH 2007.

The annual incremental step movements referred to in the Hawaii State Teachers Association testimony to the Senate Committee on Judiciary and Labor on February 5, 2008, are optional since they are subject to funding. This provision is not new to the current contract and implementing the funding of this provision was not included as part of the package agreed to during the negotiations already concluded for Fiscal Biennium 2008-09. A single step movement was included for the second semester of the 2007-08 school year, which has already been funded under Act 132, SLH 2007.



LINDA LINGLE
GOVERNOR

MARIE C LADERTA
CHIEF NEGOTIATOR

HAROLD DeCOSTA
DEPUTY CHIEF NEGOTIATOR

STATE OF HAWAII
OFFICE OF COLLECTIVE BARGAINING
EXECUTIVE OFFICE OF THE GOVERNOR
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAII 96813

February 21, 2008

TESTIMONY to be PRESENTED to the
SENATE COMMITTEE ON WAYS AND MEANS
For Hearing on Friday, February 22, 2008
11:00 A.M., Conference Room 211

By

MARIE C. LADERTA
CHIEF NEGOTIATOR

on

Senate Bill No. 2493
Making An Appropriation for Collective Bargaining Cost Items

CHAIR BAKER AND MEMBERS OF THE SENATE COMMITTEE ON WAYS AND MEANS:

The purpose of S. B. No. 2493 is to provide appropriations for fiscal biennium 2008 to 2009 to fund collective bargaining cost items contained in agreement negotiated with the exclusive bargaining representative for collective bargaining unit (5).

This measure is unnecessary as this issue has already been addressed in HB No.1568, S.D.1, C.D.1, which was passed as Act 132, SLH 2007.

The Employers believe we did meet all of the funding requirements for BU 05 imposed by Chapter 89, HRS, during the 2007 Legislative Session.

The Statute referenced by HSTA in regard to longevity increases is §302A-626, HRS. This provision was previously §297-34, HRS which was initially passed in 1962 and later amended in 1965. This provided longevity wage increases to teachers prior to the advent of

collective bargaining. The creation of chapter 89, HRS concerning public sector bargaining changed the manner in how employees received longevity increases.

Act 164, State Laws of Hawaii enacted in 1975 amended §89-9(d) and specified that “Effective July 1, 1976 an employee shall not be entitled to his normal annual increment or longevity increase, as the case may be, in any fiscal year that an increase in the applicable salary or wage board schedule is effected...”

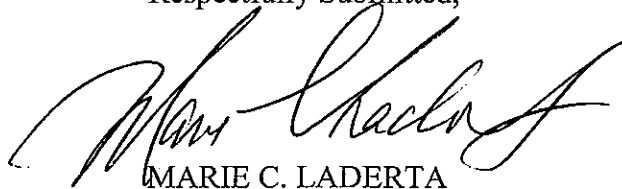
§89-9(d) was later amended to specify that “movement between steps within the salary range shall be negotiable.” Also §89-9(a) specified that the parties “shall negotiate in good faith with respect to wages, hours, the number of incremental and longevity steps and movement between the steps within the salary range...”

Today §89-2, HRS defines “collective bargaining” and further defines “wages” as including the number of incremental and longevity steps, the number of pay ranges and the movement between the steps within the pay range and between the pay ranges on a pay schedule under a collective bargaining agreement.

Since 1976 all step movements have been negotiated. The history of BU Five negotiations is attached and clearly reflects this. The step movement negotiated in the last round of negotiations has already been appropriated under Act 132, SLH 2007. No additional step movements have been negotiated and no additional step movements need to be funded this fiscal year.

To the extent that §302A-626 has created confusion or ambiguity we suggest that the section be repealed outright.

Respectfully Submitted,



MARIE C. LADERTA

RECORDS SECTION Teacher Salary Placement History: School Years 1976-77 to 2008-09

Year	Eff.Date	Negotiated Pay Raises	New Hire Step Placement	SR Step	Monthly
1976-77	09-01-76	Normal Increment	0		
1977-78	09-01-77	Step Movement	0		
1978-79	09-01-78	Step Movement	0		
1979-80	09-01-79	% Increase	-1		
1980-81	09-01-80	% Increase	-2		
1981-82	09-01-81	% Increase	-3		
1982-83	09-01-82	% Increase	-4		
1983-84	09-01-83	-0-	-5		
	04-15-84	% Increase	-5		
1984-85	09-01-84	-0-	-6		
	02-01-85	% Increase	-6		
1985-86	09-01-85	% Increase & Step Movement	-6		
1986-87	09-01-86	% Increase & Step Movement	-6		
1987-88	09-01-87	% Increase	-7 (-6)		
	02-01-88	Step Movement & Compression	-7 (-6)		
1988-89	08-30-88	% Increase (Renumbered steps and ranges)	0 - 9 yrs.....Step 1 10-11 yrs....Step 2 12+ yrs...Step 3		
	02-01-89	% Increase			
1989-90	08-30-89	% Increase & Step Movement	0 yr....Step 1 1-11 yrs....Step 2 12+ yrs...Step 3		
1990-91	08-30-90	% Increase	0 - 1 yr.....Step 1 2+ yrs...Step 2		
	02-01-91	% Increase and Step Movement (Shredding)	0 yr....Step 1 1 yr....Step 2 2 - 4 yrs....Step 3 5+ yrs...Step 4		
1991-92	08-29-91	% Increase and Step Movement	0 yr....Step 1 1 yr....Step 2 2 yrs...Step 3 3 - 5 yrs...Step 4 6+ yrs...Step 5		
1992-93	08-28-92	Conversion to New Schedule & % Increase	0 - 1 yr....Step 1 2 yrs...Step 2 3 yrs...Step 3 4+ yrs...Step 4		
1993-94	08-30-93	No change			
	01-01-94	Conversion to New Schedule & % increase			
1994-95	08-30-94	% increase for Step 14 only			
	01-16-95	Step movement for 1-13; Step 14 no change	0 yr....Step 1 1 - 4 yrs...Step 2 5 yrs...Step 3 6 + yrs...Step 4		
1995-96	08-30-95	No change			
1996-97	08-29-96	No change			
	02-01-97	% increase; Salary Schedule (classification renumbered)	0-1 yrs...Step 1 2-5 yrs...Step 2 6 yrs...Step 3 6+ yrs...Step 4		
1997-98	8-28-97	% increase	0-2 yrs...Step 1 3-6 yrs...Step 2 6+yrs...Step 3		

