



STATE OF HAWAII  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
235 S. BERETANIA STREET  
HONOLULU, HAWAII 96813-2437

March 14, 2009

COMMENTS TO THE  
HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT  
For Hearing on Tuesday, March 17, 2009  
8:30 a.m., Conference Room 309

BY  
MARIE C. LADERTA, DIRECTOR

**Senate Bill No. 1126, S.D. 2**  
**Relating to Job-Sharing for Public Employees**

**WRITTEN TESTIMONY ONLY**

TO CHAIRPERSON RHOADS AND MEMBERS OF THE COMMITTEE:

This bill would authorize the agencies of the executive, judiciary, and legislative branches to establish a voluntary job-sharing program.

The Department of Human Resources Development **has the following concerns** regarding this bill:

1. The establishment of such a program under this bill will likely increase the Employer's health benefits costs, at a time when the State is facing a significant budget shortfall. More specifically, paragraph (b) on page 6 states that, "Any law to the contrary notwithstanding, the State's contribution to a job-sharer's prepaid health, prepaid dental, and any group life insurance plans **shall be the same as for full-time employees.**" Thus, if a permanent employee were to share a job with a new hire, the State would have to pay the contributions for two, rather than one employee, for the same position.
2. The establishment of a job-sharing program would require consultation and agreement of representatives of the affected bargaining units, whereas, consultation alone should be sufficient. Notably, under both HRS §302A-610 pertaining to the Department of Education's job-sharing program and HRS §312-7 pertaining to the

Hawaii State Public Libraries System's job-sharing program, only consultation is required.

If the committee prefers to pass this bill, we would be happy to assist in drafting language that would address our concerns.

Thank you for the opportunity to provide our comments.