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## A BILL FOR AN ACT

RELATING TO FURLOUGHS.

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

1           SECTION 1. The purpose of this Act is to clarify  
2 collective bargaining issues by specifying that a "furlough"  
3 relates to an employee's wages and hours and constitutes a term  
4 and condition of employment that is a core subject of collective  
5 bargaining.

6           SECTION 2. Section 89-9, Hawaii Revised Statutes, is  
7 amended by amending subsection (a) to read as follows:

8           "(a) The employer and the exclusive representative shall  
9 meet at reasonable times, including meetings sufficiently in  
10 advance of the February 1 impasse date under section 89-11, and  
11 shall negotiate in good faith with respect to wages, hours, the  
12 amounts of contributions by the State and respective counties to  
13 the Hawaii employer-union health benefits trust fund or a  
14 voluntary employees' beneficiary association trust to the extent  
15 allowed in subsection (e), and other terms and conditions of  
16 employment that are subject to collective bargaining and that  
17 are to be embodied in a written agreement as specified in  
18 section 89-10, but the obligation does not compel either party



1 to agree to a proposal or make a concession[~~7 provided that the~~  
2 ~~parties may not negotiate with respect to cost items as defined~~  
3 ~~by section 89-2 for the biennium 1999 to 2001, and the cost~~  
4 ~~items of employees in bargaining units under section 89-6 in~~  
5 ~~effect on June 30, 1999, shall remain in effect until July 1,~~  
6 ~~2001].~~

7 For the purpose of this subsection, "furlough" means the  
8 mandatory reduction of wages in return for a reduction of hours  
9 of work attendance or paid leave, which shall be a term or  
10 condition of employment that is subject to collective  
11 bargaining."

12 SECTION 3. Statutory material to be repealed is bracketed  
13 and stricken. New statutory material is underscored.

14 SECTION 4. This Act shall take effect upon its approval.

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INTRODUCED BY:

Calvin H. Ay  
JAN 27 2010



**Report Title:**

Furlough; Subject To Collective Bargaining

**Description:**

Specifies that a "furlough" relates to an employee's wages and hours of employment and constitutes a term or condition of employment that is subject to collective bargaining.

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