



HAWAII FIRE FIGHTERS ASSOCIATION
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The Senate
The Twenty-Seventh Legislature
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Committee on Judiciary and Labor

Testimony by
Hawaii Fire Fighters Association

S.B. No. 34 RELATING TO PUBLIC EMPLOYEES

My name is Robert H. Lee and I am the President of the Hawaii Fire Fighters Association, Local 1463, IAFF, AFL-CIO, representing more than 3,100 active and retired professional fire fighters throughout the State. HFFA supports S.B No. 34 which requires that across-the-board wage increases or reductions and changes in health and retirement benefits for excluded employees in the excluded managerial compensation plan are at least equal to adjustments provided under collective bargaining to employees in the bargaining unit from which the employees in the managerial compensation plan are excluded.

This proposal further clarifies what "benefits, or other terms and conditions of employment" are applicable to employees affected by Chapter 89C. Across-the-board wage increases or reductions, health benefit contributions and step movements should be controlled by the process reserved for excluded managers as currently identified in Chapter 89C. Furthermore, we believe that the terms and conditions of employment, in its totality, contained in unit's collective bargaining agreements (CBA) of which the employee is exempt should not be automatically applied to these employees. To entitle excluded managers every provision of the unit's CBA effectively charges the exclusive representative with negotiating on behalf of those excluded employees.

The Hawaii Fire Fighters Association supports S.B. No. 34 and respectfully requests your support. Thank you for the opportunity to testify.