

JAN 22 2016

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# A BILL FOR AN ACT

RELATING TO GRIEVANCES.

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

1           SECTION 1. Many states and counties have established  
2 grievance procedures to avoid the expensive and debilitating  
3 lawsuits that arise when dissatisfied government employees see  
4 no other means to address their complaints. Although the number  
5 of grievances filed rarely overwhelms state or county resources,  
6 addressing grievances consumes managerial time and a high volume  
7 of grievances generally correlates with high employee turnover  
8 rates.

9           The legislature finds that collecting and analyzing data on  
10 grievance claims may identify problem areas and suggest  
11 improvements such as revised departmental policies and  
12 additional training for managers and supervisors.

13           The purpose of this Act is to require the department of  
14 human resources development to submit an annual report to the  
15 legislature on the number of grievances filed by public  
16 employees.



1 SECTION 2. Chapter 78, Hawaii Revised Statutes, is amended  
2 by adding a new section to be appropriately designated and to  
3 read as follows:

4 "§78- Grievances data; report. The department of human  
5 resources development shall submit an annual report on public  
6 employee grievances to the legislature, no later than twenty  
7 days prior to the convening of each regular session. The annual  
8 report shall include:

9 (1) Data on the number and type of grievance claims filed  
10 by employees in each department during the previous  
11 fiscal year; and

12 (2) The number of grievances resolved.

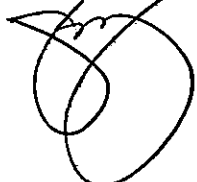
13 The department of human resources may submit the  
14 information to the legislature as an individual report or as  
15 part of another report."

16 SECTION 3. New statutory material is underscored.

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

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INTRODUCED BY:

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# S.B. NO. 2455

**Report Title:**

Grievances; Department of Human Resources; Report

**Description:**

Requires DHRD to submit an annual report to the legislature on the number of grievances filed by public employees.

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

