



**STATE OF HAWAII
OFFICE OF COLLECTIVE BARGAINING
EXECUTIVE OFFICE OF THE GOVERNOR**
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAII 96813-2437

January 30, 2017

TESTIMONY TO THE
HOUSE COMMITTEE ON HEALTH
For Hearing on Tuesday, January 31, 2017
8:30 a.m., Conference Room 329

By

JAMES K. NISHIMOTO
OFFICE OF COLLECTIVE BARGAINING, CHIEF NEGOTIATOR

**House Bill No. 467
Relating to Collective Bargaining in Public Employment**

(WRITTEN TESTIMONY ONLY)

CHAIRPERSON DELLA AU BELATTI, VICE CHAIR, BERTRAND KOBAYASHI AND
MEMBERS OF THE HOUSE COMMITTEE ON HEALTH:

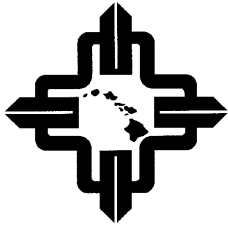
Thank you for the opportunity to testify on this important measure.

H.B. No. 467 proposes the creation of seven (7) separate collective bargaining units for employees of the Hawaii Health Systems Corporation (HHSC).

The Office of Collective Bargaining (OCB) **has concerns** (1) it appears that the proposed bargaining units would apply to the same types of employees currently included in some of the 14 existing bargaining units; (2) the definition of employer for the new bargaining units is unclear, in that reference is made to HHSC as the employer as opposed to referencing the HHSC board as originally defined; and (3) based on recent experiences, when a new bargaining unit is created there is the potential for

significant additional cost resulting from negotiations.

Based upon the preceding, it is respectfully requests that HB 467 **be held**.



HAWAII HEALTH SYSTEMS
C O R P O R A T I O N

"Quality Healthcare For All"

**House Committee on Health
Rep. Della Au Belatti, Chair
Rep. Bertrand Kobayashi, Vice Chair**

January 31, 2017
Conference Room 329
8:30 p.m.
Hawaii State Capitol

Testimony Supporting House Bill 467 Relating to Collective Bargaining in Public Employment. Creates 7 Separate collective bargaining units for employees of the Hawaii Health Systems Corporation

Linda Rosen, M.D., M.P.H.
Chief Executive Officer
Hawaii Health Systems Corporation

The HHSC Corporate Board **strongly supports** this measure. Healthcare today is a very complex, highly regulated, and rapidly changing business with constant pressure from payors to deliver higher quality care at a lower cost. As one of the largest public health care providers in the nation, HHSC employs nearly 4,000 workers in acute and long term care facilities that operate continuously 24 hours a day across the state.

The bargaining units that encompass HHSC employees also include employees from other state and county agencies, most of whom have a work environment significantly different from our public hospital operations. While HHSC does have statutory authority to negotiate specific memorandums of understanding under the current system, and has been successful in some areas, HHSC has not been able to effectively address key issues that affect our cost of doing business. HHSC's current inability to negotiate master agreements for our employees has resulted in increasing costs without any leverage to make specific changes that would benefit hospital operations. This measure would enable HHSC to address our specific labor needs and therefore supports our ability to effectively and efficiently provide high quality patient care to the communities we serve.

Thank you for the opportunity to testify before this committee. We would respectfully recommend the Committee's support of this measure.



**HOUSE OF REPRESENTATIVES
THE TWENTY-NINTH LEGISLATURE
REGULAR SESSION OF 2017**

LATE

COMMITTEE ON HEALTH

Rep. Della Au Belatti, Chair

Rep. Bertrand Kobayashi, Vice Chair

Rep. Sharon E. Har

Rep. Chris Todd

Rep. Dee Morikawa

Rep. Andria P.L. Tupola

Rep. Marcus R. Oshiro

NOTICE OF HEARING

DATE: Tuesday, January 31, 2017

TIME: 8:30 AM

PLACE: Conference Room 329
State Capitol
415 South Beretania Street

Dan Brinkman, East Hawaii Regional CEO
Hawaii Health Systems Corporation

TESTIMONY IN SUPPORT OF HB 467

RELATING TO COLLECTIVE BARGAINING IN PUBLIC EMPLOYMENT.

Creates 7 separate collective bargaining units for employees of the
Hawaii Health Systems Corporation.

The East Hawaii Region of HHSC, consisting of Hilo Medical Center, Hale Ho'ola Hamakua in Honoka'a, Ka'u Hospital and our 9 specialty clinic, **strongly supports** this measure. Healthcare today is a very complex, highly regulated, and rapidly changing business with constant pressure from payors to deliver higher quality care at a lower cost. As the largest public health care provider on Hawaii Island, the East Hawaii Region of HHSC employs over 1,200 workers in acute and long term care facilities that operate continuously 24 hours a day from Honoka'a to Hilo and out to Ka'u.

The bargaining units that encompass HHSC employees also include employees from other state and county agencies, most of whom have a work environment significantly different from our public hospital operations. While HHSC does have statutory authority to negotiate specific memorandums of understanding under the current system, and has been successful in some areas, HHSC has not been able to effectively address key issues that affect our cost of doing business. HHSC's current inability to negotiate master agreements for our employees has resulted in increasing costs without any leverage to make specific changes that would benefit hospital operations. This measure would enable HHSC to address our specific labor needs and therefore supports our ability to effectively and efficiently provide high quality patient care to the communities we serve.

Mahalo for the opportunity to submit our support for HB 467.

From: mailinglist@capitol.hawaii.gov
Sent: Monday, January 30, 2017 2:58 PM
To: HLTtestimony
Cc: ecabatu@hhsc.org
Subject: Submitted testimony for HB467 on Jan 31, 2017 08:30AM

Categories: Red Category

HB467

Submitted on: 1/30/2017

Testimony for HLT on Jan 31, 2017 08:30AM in Conference Room 329

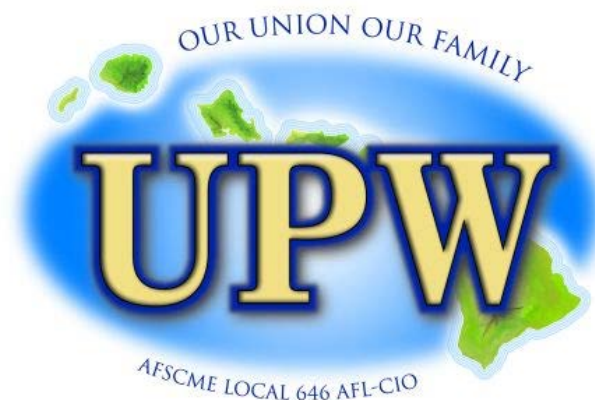
Submitted By	Organization	Testifier Position	Present at Hearing
Elena Cabatu	East Hawaii Region of Hawaii Health Systems Corporation	Support	No

Comments: On behalf of the East Hawaii Region of Hawaii Health Systems Corporation consisting of Hilo Medical Center, our Critical Access Hospitals, Hale Ho`ola Hamakua in Honoka`a and Ka`u Hospital, our 9 specialty clinics and our over 1,200 employees, please accept our "Organizational Support."

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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LATE



THE HAWAII STATE HOUSE OF REPRESENTATIVES
The Twenty-Ninth Legislature
Regular Session of 2017

COMMITTEE ON HEALTH

The Honorable Representative Della Au Belatti Chair
The Honorable Representative Bertrand Kobayashi, Vice Chair

DATE OF HEARING: Tuesday, January 31, 2017
TIME OF HEARING: 8:30 a.m.
PLACE OF HEARING: State Capitol
415 South Beretania Street

HB 467 RELATING TO COLLECTIVE BARGAINING

By DAYTON M. NAKANELUA,
State Director of the United Public Workers,
AFSCME Local 646, AFL-CIO ("UPW")

My name is Dayton M. Nakanelua, State Director of the United Public Workers, AFSCME, Local 646, AFL-CIO (UPW). The UPW is the exclusive bargaining representative for approximately 14,000 public employees, which include blue collar, non-supervisory employees in Bargaining Unit 01 and institutional, health and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties. The UPW also represents about 1,500 members of the private sector.

HB 467 creates 7 separate collective bargaining units for employees in the Hawaii Health Systems Corporation. This testimony speaks to BU-01 and BU-10 only. These UPW units are statewide units and permeate a varying degree of governmental agencies. Janitors have similar job requirements in terms of skill, knowledge and abilities to maintain facilities. Janitors at the DOE perform similar tasks as janitors at the HHSC or at the airport.

The fundamental constitutional right of workers is to be able to bargain collectively with the employer. The Hawaii State Constitution Article XIII, Organization; collective bargaining. Section 2. , states, "Persons in public employment shall have the right to organize for the purpose of collective bargaining as provided by law."

Hawaii Revised Statutes 89-1 also provides a statement of findings and policy; "(b) the legislature declares that it is the public policy of the State to promote harmonious and cooperative relations between government and its employees and to protect the public by assuring effective and orderly operations of government. These policies are best effectuated by: (1) Recognizing the right of public employees to organize for the purpose of collective bargaining;"

The operational words are "collective bargaining". It means being together to bargain.

The UPW strongly opposes this measure and requests the members of the committee to hold the bill.

Thank you for the opportunity to submit this testimony.



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

LATE

The Twenty-Ninth Legislature, State of Hawaii
House of Representatives
Committee on Health

Testimony by
Hawaii Government Employees Association

January 31, 2017

H.B. 467 AND H.B. 468 – RELATING TO
COLLECTIVE BARGAINING IN
PUBLIC EMPLOYMENT

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO opposes the purpose and intent of both H.B. 467 and H.B. 468, which creates seven separate bargaining units and establishes a separate bargaining unit for employees of the Hawaii Health Systems Corporation, respectively.

While we understand the intent of both measures, we respectfully emphasize that the HHSC already has the ability to negotiate and execute separate memorandums of understanding for employees under its jurisdiction, pursuant to §89-8.5, Hawaii Revised Statutes. Therefore, we respectfully request the Committee defer these measures.

Thank you for the opportunity to testify in opposition of the above legislation.

Respectfully submitted,

Randy Perreira
Executive Director