

From: mailinglist@capitol.hawaii.gov
To: [JDLTestimony](#)
Cc:
Subject: *Submitted testimony for SB410 on Feb 9, 2017 09:05AM*
Date: Monday, February 6, 2017 2:24:13 PM

SB410

Submitted on: 2/6/2017

Testimony for JDL on Feb 9, 2017 09:05AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Don Couch	County of Maui - Mayor's Office	Oppose	No

Comments:

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HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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

The Twenty-Ninth Legislature, State of Hawaii
The Senate
Committee on Judiciary and Labor

Testimony by
Hawaii Government Employees Association

February 9, 2017

S.B. 207 – RELATING TO EMPLOYEES

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of S.B. 207, which establishes a leave share program to allow state employees to donate accumulated sick or vacation leave credits to a shared leave bank or to another state employee who has a serious personal illness or injury, with suggested amendments.

Currently, many state departments offer a shared leave program for their employees; however each program is run independently from each other, governed by different policies, and without the ability to participate in cross-departmental sharing. The shared leave program as proposed in S.B. 207 will allow employees not only to donate into a shared leave bank which employees in need can utilize, but also lends the ability to directly assist another state employee. Creating a statewide shared leave program not only significantly expands the pool of eligible leave donors and allows for more employees to participate, but will also ensure consistency and fairness in implementation.

We respectfully request the Committee's consideration in appropriately housing and administering the leave share program. As currently drafted, S.B. 207 establishes the program within the Department of Labor and Industrial Relations, however because this legislation is a newly created section in Ch. 78, Hawaii Revised Statutes, it may be more appropriate to place the program within the Department of Human Resources and Development. Additionally, we respectfully request that should this measure become law, that the Employer consult with the Exclusive Representatives on its implementation.

Thank you for the opportunity to testify in strong support of S.B. 207.

Respectfully submitted,

Randy Perreira
Executive Director

SB207
Relating to Employees
Senate Committee on Judiciary and Labor
February 9, 2017

My name is Malia Espinda. I am a state employee. However, I do not represent my department with this testimony.

Currently if a state employee is seriously ill or injured and has used up all accumulated sick *and* vacation leave, the employee may be able to seek donated vacation leave from fellow employees within the same department that the employee works in.

The state employee is not permitted to seek donated leave from fellow state employees across other departments or agencies.

This measure would address the following:

- A life-long Department of Health employee may have an established relationship with a fellow-state employee who works in the Department of the Attorney General. Over the years these state employees are more than respectful colleagues, they have become caring friends. However, if one of those employees should become seriously ill or injured, the other is prohibited from helping with donated vacation leave. This is simply not representative of the Aloha we share as state employees with our larger state employee Ohana.
- In the Capitol alone, there are 5 different departments/budgets that interface every day. If he/she ever needed the support, the Governor's, LG's, PSD Sheriff's, or Legislative staff could not assist the DAGS Janitor who has dutifully cleared out office trash for decades.
- State employees who work in a comparatively small department to that of the State's much larger departments are at an extreme disadvantage simply because the smaller number of staff presents limitations to the pool of potentially available donated leave. This is not fair.

- Currently, when an employee is seriously sick or injured and in need of donated leave, a common practice across departments is a department-wide e-mail blast soliciting donations. While this is an understandable means to garner donations, it may impact employee's desire for personal privacy during a difficult time. A broader pool may allow the employee to more comfortably seek support from close colleagues he or she work more directly with.
- When a state employee transfers from one state department to another, the employee's sick and vacation time transfers, as well. This suggests that there is a potential mechanism for departments to manage cross-department donated leave within their budgets. Alternatively, in the era of Go Funds accounts, perhaps an innovative solution could be considered and developed.

Finally, there may be overall state budget cost-savings to establishing a shared-leave program across all departments as employees opt to donate accumulated leave that might otherwise be paid out in retirement.

Thank you for considering this measure.

Aloha,
Malia Espinda

From: mailinglist@capitol.hawaii.gov
To: [JDLTestimony](#)
Cc:
Subject: *Submitted testimony for SB207 on Feb 9, 2017 09:05AM*
Date: Tuesday, February 7, 2017 9:30:46 AM

SB207

Submitted on: 2/7/2017

Testimony for JDL on Feb 9, 2017 09:05AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
robert	Individual	Support	No

Comments:

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