



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

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The Thirtieth Legislature, State of Hawaii
House of Representatives
Committee on Finance

Testimony by
Hawaii Government Employees Association

February 22, 2019

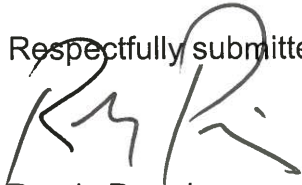
H.B. 157, H.D. 1 – RELATING TO COLLECTIVE BARGAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.B. 157, H.D. 1 which codifies the types of employee information that government agencies must disclose to Exclusive Representatives and requires prompt transmittal of information regarding new hire employees.

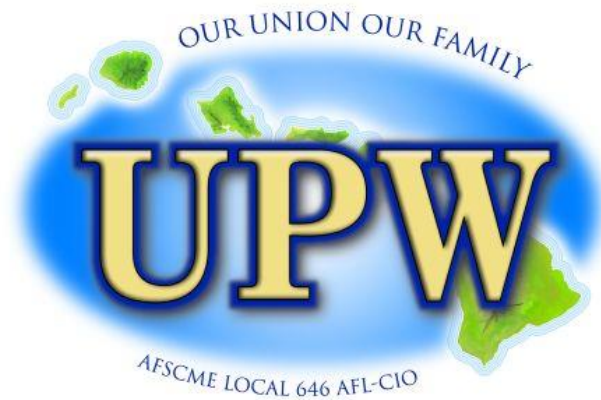
By law, Exclusive Representatives must represent every employee in a bargaining unit, regardless of the employee's membership status. In order to provide timely and responsive service, it is appropriate for all Exclusive Representatives to have pertinent employment information, the ability to physically locate and access employees, and timely transmittals about new employees we must represent. It is important to note that since we represent employees within every jurisdiction of state and county government, the vast majority of Employers already provide us with this comprehensive list of information; therefore, we view this amendment as a housekeeping measure.

Thank you for the opportunity to testify in strong support of H.B. 157, H.D. 1.

Respectfully submitted,



Randy Perreira
Executive Director



THE HAWAII STATE HOUSE OF REPRESENTATIVES

The Thirtieth Legislature
Regular Session of 2019

Committee on Finance

Representative Sylvia Luke, Chair
Representative Ty J.K. Cullen, Vice Chair

Date of Hearing: Friday, February 22, 2019
Time of Hearing: 12:30 p.m.
Place of Hearing: Conference Room 308

TESTIMONY ON HOUSE BILL 157, HD1 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 four counties. The UPW also represents about 1,500 members in the private sector.

HB157 expands the type of employee information government agencies must disclose, upon written request, to the employee exclusive representatives. The UPW agrees with this first sentence. HB157 also requires that information regarding new hire employees under collective bargaining disclosure requirements be provided to the appropriate exclusive representatives within an unspecified payroll period. The UPW respectfully requests that this information on new hires be provided within one payroll period rather than go unspecified. Thank you for the opportunity to provide these comments.



The House Committee on Finance
Friday, February 22, 2019
12:30 pm, Conference Room 308

RE: **HB 157, HD1 Relating to Collective Bargaining**

Attention: Chair Sylvia Luke, Vice Chair Ty Cullen and members of the Committee

The University of Hawaii Professional Assembly (UHPA) urges the committee to **support passage of HB 157, HD1.**

This measure seeks to expand the types of employee information government agencies are required to disclose, upon written request, to employees' exclusive representatives. It further requires that information regarding new hire employees under the collective bargaining disclosure requirements of section 89-16.6, Hawaii Revised Statutes, be provided to the appropriate exclusive representatives within one payroll period.

Public employees deserve to understand the collective bargaining environment that they have entered into when beginning work for the State of Hawai'i or one of the Counties. This measure will ensure that the exclusive representatives have the necessary contact information to provide new public employees with important information regarding protections and benefits available to them that they may otherwise be unaware of.

Thank you for the opportunity to provide testimony on this measure. **UHPA supports the passage of HB 157, HD1.**

Respectfully submitted,

Kristeen Hanselman
Executive Director



STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 02/22/2019
Time: 12:30 PM
Location: 308
Committee: House Finance

Department: Education

Person Testifying: Dr. Christina M. Kishimoto, Superintendent of Education

Title of Bill: HB 0157, HD1 RELATING TO COLLECTIVE BARGAINING.

Purpose of Bill: Expands the types of employee information government agencies must disclose, upon written request, to employee exclusive representatives. Requires that information regarding new hire employees under collective bargaining disclosure requirements be provided to the appropriate exclusive representatives within an unspecified payroll period. (HB157 HD1)

Department's Position:

The Department of Education (Department) respectfully provides comments on HB 157, HD1.

HB 157, HD 1 deleted the specified period of time (within "one" payroll period") in which information regarding new hire employees is to be provided to the appropriate exclusive representatives, the amendment does solve the overall concern of the Department that it may not be able to meet the yet to-be-determined statutory deadline on a regular basis, especially during the start of the school year when most new hires begin employment.

In addition, the proposed requirement for the employer to provide the exclusive representative with the physical worksite address, date of change of physical worksite address, and the worksite telephone number of employees within a particular bargaining unit(s) is not possible for all employees. Such detailed worksite information is not available as part of the centralized record and transaction database for state offices and district offices. Although pay warrant location is available, often times employees employed in state and/or district positions provide services to a specific school or schools. The physical worksite location may change depending upon the needs of the students and schools. The physical location is not tracked as part of the centralized recording keeping.

Finally, the proposed additional requirement to provide the exclusive representative with the organization structure, including name and codes for department, division, branch, section, and unit, or equivalent, as applicable, is information already provided to the exclusive representatives on an annual basis through the consultation process regarding the annual plan

of organization. Through this process, changes in organization structure and positions that have occurred throughout the school year are captured as of June 30 annually.

Thank you for the opportunity to provide testimony on this measure.

The Hawaii State Department of Education seeks to advance the goals of the Strategic Plan which is focused on student success, staff success, and successful systems of support. This is achieved through targeted work around three impact strategies: school design, student voice, and teacher collaboration. Detailed information is available at www.hawaiipublicschools.org.

HB-157-HD-1

Submitted on: 2/21/2019 8:16:05 AM

Testimony for FIN on 2/22/2019 12:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Dylan P. Armstrong	Oahu County Democrats	Support	No

Comments:

Dear Chair Luke, and Members of the Finance Committee,

I write in support of House Bill 157 House Draft 1.

This bill seeks to increase the timely availability of new employee information to be provided to their exclusive representatives upon written request.

The Oahu County Democrats is "the party of working people in Hawaii", per our Platform. Our status is qualified with our support to "protect employees' rights to organize and bargain collectively with their employers." At its essence, HB157 HD1 is in full accord with this goals, and not to the detriment of any others. This bill is a win for worker protection.

Previously, other organizations have mentioned implementation and privacy concerns. Both of these are legitimate considerations. Accordingly, the various legislative and executive agencies may wish to seek amendments to the bill that will phase in total compliance, incrementally and cooperatively.

Again, the Oahu County Democrats is in strong support of its union sisters and brothers. The foundation of a strong working class is the power of a union, achieved through collective bargaining. Therefore, HB157 HD1 seems a prudent step for the future of Hawaii. Thank you for this opportunity to testify in support.

Respectfully,

Dylan P. Armstrong, Vice Chair

Oahu County Committee, Oahu County Democrats