



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

Date: 03/12/2019

Time: 02:45 PM

Location: 224

Committee: Senate Labor, Culture and the Arts

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.

This version deleted the specified period of time in which information regarding newly-hired employees is to be provided to the appropriate exclusive representatives. However, the amendment does not solve the overall concern of the Department that we 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.

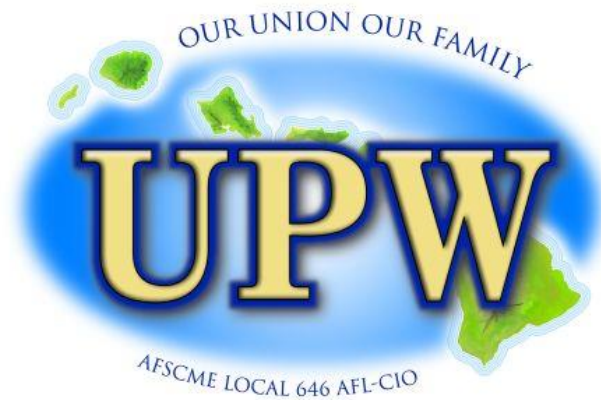
In addition, the proposed requirement for the employer to provide the exclusive representative with the physical worksite address, date of change of physical worksite address, and the worksite telephone number of employees within a particular bargaining unit is not possible for all employees. Such detailed 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 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 record 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.



THE HAWAII STATE SENATE

The Thirtieth Legislature
Regular Session of 2019

Committee on Labor, Culture and the Arts

Senator Brian T. Taniguchi, Chair
Senator Les Ihara, Jr., Vice Chair

Date of Hearing: Tuesday, March 12, 2019
Time of Hearing: 2:45 p.m.
Place of Hearing: Conference Room 224

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. 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 **supports** this measure.

Thank you for the opportunity to provide these comments.



The Senate Committee on Labor, Culture and the Arts
Tuesday, March 12, 2019
2:45 pm, Room 224

RE: HB 157, HD1 Relating to Collective Bargaining

Attention: Chair Brian T. Taniguchi, Vice Chair Les Ihara, Jr. 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

**University of Hawaii
Professional Assembly**



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

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The Thirtieth Legislature, State of Hawaii
The Senate
Committee on Labor, Culture and the Arts

Testimony by
Hawaii Government Employees Association

March 12, 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,


for Randy Perreira
Executive Director