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TESTIMONY BY RODERICK K. BECKER
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE SENATE COMMITTEE ON WAYS AND MEANS
ON
HOUSE BILL NO. 845, H.D. 1, S.D 1

March 28, 2019
10:15 a.m.
Room 211

RELATING TO EMPLOYEE TRAINING

House Bill (H.B.) No. 845, H.D. 1, S.D. 1: establishes the State Employees Training Program (SETP) and State Employees Training Special Fund (SETSF) within the Department of Human Resources Development (DHRD); establishes the SETP governing board and members; identifies and prioritizes employee training programs to be developed; and requires all new employees to be provided a general orientation of their benefits and rights.

As a matter of general policy, the department does not support the creation of any special fund which does not meet the requirements of Section 37-52.3, HRS. Special funds should: 1) serve a need as demonstrated by the purpose, scope of work and an explanation why the program cannot be implemented successfully under the general fund appropriation process; 2) reflect a clear nexus between the benefits sought and charges made upon the users or beneficiaries or a clear link between the program and the sources of revenue; 3) provide an appropriate means of financing for the program or activity; and 4) demonstrate the capacity to be financially self-sustaining.

No. 1 Capitol District Building, 250 S. Hotel Street, Honolulu, Hawaii 96813

With regards to H.B. No. 845, H.D. 1, S.D. 1, it is difficult to determine whether the

proposed special fund would be self-sustaining.

The department defers to DHRD regarding the implementation of this measure.

Thank you for your consideration of our comments.

The Thirtieth Legislature, State of Hawaii
The Senate
Committee on Ways and Means

Testimony by
Hawaii Government Employees Association
March 28, 2019

<u>H.B. 845, H.D. 1, S.D. 1 –</u>
<u>RELATING TO EMPLOYEE TRAINING</u>

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the section of H.B. 845, H.D. 1, S.D. 1 which requires that all new employees are provided with a general orientation on their rights and benefits. We appreciate the amendments made in the Committee on Labor, Culture and the Arts which removed the specific provision that employees would have to pay a portion of their salary into the training fund.

We strongly support the provision that mandates employee orientation for new hire employees. Most employees who join government service will have similar statutorily provided benefits from the Employees Retirement System and the Employer-Union Health Benefits Trust Fund; therefore it makes sense to ensure uniformity and consistency across jurisdictions. Additionally, Exclusive Representatives must represent every employee in a bargaining unit, regardless of the employee's membership status, so we feel it is appropriate for representatives to meet and discuss employees' rights and benefits as provided by their collective bargaining agreement.

While we support the creation and implementation of training programs to enhance professional development, we cannot support any provision that mandates all employees to fund a program that they may not have access to participate in, as was included in the original H.B. 845. We recognize that training programs need funding but it should not be the responsibility of the employee to pay. We appreciate the prior Committee's removal of this specific language.

Thank you for the opportunity to testify in support of H.B. 845, H.D. 1, S.D. 1.

Respectfully submitted,

Randy Perreira
Executive Director