

DAVID Y. IGE
GOVERNOR



RYKER WADA
DIRECTOR

JASON MINAMI
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

February 11, 2019

**TESTIMONY TO THE
HOUSE COMMITTEE ON LABOR, & PUBLIC EMPLOYMENT**

For Hearing on Thursday, February 12, 2019
9:20 a.m., Conference Room 309

By

Ryker Wada
DIRECTOR

House Bill No. 845
Relating to Employee Training

CHAIR JOHANSON, VICE CHAIR ELI, AND MEMBERS OF THE COMMITTEE:

House Bill 845 establishes the public employees training program to provide training to state employees; allocates either 0.01% of each employee's gross salary, or an amount negotiated pursuant to collective bargaining, to the public employees training program; requires all new employees to be provided with a general orientation on their benefits and rights.

The Department of Human Resources Development (DHRD) **supports the intent** of this measure with **comments**.

DHRD's Training Office was formally re-established in May 2014. With continuing financial support from the Legislature, DHRD's Training Office has initiated and continues to expand employee training programs for all employees of the Executive Branch and has extended its training programs to other state entities as well, including employees of the Legislature. Our curriculum ranges in scope from new hire orientation, career and professional development, to pre-retirement planning. Our Training Office has taken a blended approach, authoring and facilitating a classroom-based curriculum of classes and launching a learning management system hosting approximately 1,000 on-demand offerings. On-demand course completion alone has expanded to over 29,000 courses completed in FY 2018.

With existing funding from the Legislature, DHRD has, for the most part, been able to provide these learning opportunities at no cost to employees of the Executive Branch. However, as a result of the expanded participation in and demand for training opportunities and programs, additional funding is now necessary to secure an enhanced, more robust learning management system.

The additional funding requested by DHRD in its biennium budget request for the new learning management system and additional staff will allow DHRD to support the needs of the Executive Branch, and fulfill our vision of a single, personalized, accurate and timely training resource, supporting on-demand, virtual, and facilitated programs customized by position, focusing on the development of our employees from the point of hire all the way until retirement.

Thank you for the opportunity to testify on this measure.

HB-845

Submitted on: 2/9/2019 1:53:37 PM

Testimony for LAB on 2/12/2019 9:20:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Dara Carlin, M.A.	Individual	Support	No

Comments:



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

LATE

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

The Thirtieth Legislature, State of Hawaii
House of Representatives
Committee on Labor and Public Employment

Testimony by
Hawaii Government Employees Association

February 12, 2019

H.B. 845 – RELATING TO EMPLOYEE TRAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the section of H.B. 845 which requires that all new employees are provided with a general orientation on their rights and benefits, and provides comments on the first section of the measure that establishes the public employee training program and allocates either a portion of every employee's salary or a negotiated amount to the program.

First, 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.

Secondly, while we strongly support the creation and implementation of training programs to enhance professional development, we cannot support the specific provision that mandates all employees fund a program that they may not have access to participate in. We recognize that training programs need funding but it should not be the responsibility of the employee to pay.

Thank you for the opportunity to testify in support of employee orientations and with comments on the mechanics of the training fund.

Respectfully submitted,

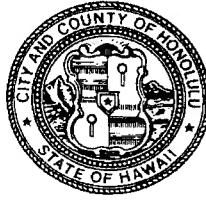
For
Randy Perreira
Executive Director

DEPARTMENT OF HUMAN RESOURCES
CITY AND COUNTY OF HONOLULU

650 SOUTH KING STREET 10TH FLOOR • HONOLULU, HAWAII 96813
TELEPHONE: (808) 768-8500 • FAX: (808) 768-5563 • INTERNET: www.honolulu.gov/h

LATE

KIRK CALDWELL
MAYOR



CAROLEE C. KUBO
DIRECTOR

NOEL T. ONO
ASSISTANT DIRECTOR

February 12, 2019

The Honorable Aaron Ling Johanson, Chair
The Honorable Stacelynn K.M. Eli, Vice Chair
and Members of the Committee on Labor & Public Employment
House of Representatives
State Capitol, Room 309
415 South Beretania Street
Honolulu, Hawaii 96813

Dear Chair Johanson, Vice Chair Eli, and Members of the Committee:

SUBJECT: House Bill No. 845
Relating to Employee Training

House Bill No. 845 amends Chapter 78, Hawaii Revised Statutes, by adding three new sections to Part 1. The City and County of Honolulu (City) is seeking clarification that this bill is intended to cover the State only and not the counties. The Department of Human Resources (DHR) respectfully recommends that language be added to clarify that the counties are excluded from the amendments, as that appears to be the intent. DHR already has an established program for new employee orientation, as well as training of City employees at every level and stage of their career, including development for professional, managerial, and leadership-level employees.

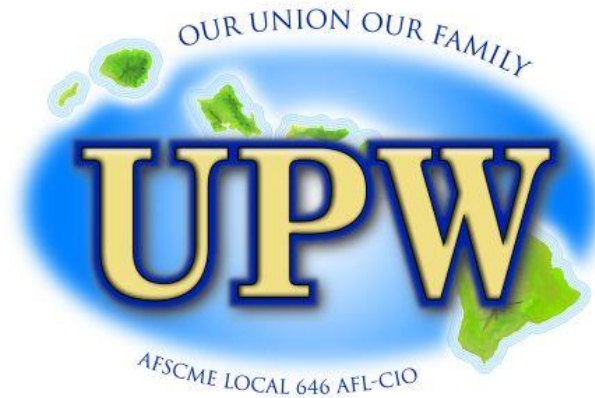
Thank you for the opportunity provide comments on this measure.

Sincerely,

A handwritten signature in black ink that reads "Carolee C. Kubo".

Carolee C. Kubo
Director

LATE



THE HAWAII STATE HOUSE OF REPRESENTATIVES

The Thirtieth Legislature
Regular Session of 2019

Committee on Labor & Public Employment

Representative Aaron Ling Johanson, Chair
Representative Stacylynn K.M. Eli, Vice Chair

Date of Hearing: Tuesday, February 12, 2019

Time of Hearing: 9:20 a.m.

Place of Hearing: Conference Room 309

TESTIMONY ON HB845 RELATING TO EMPLOYEE TRAINING

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

My name is Dayton M. Nakanelua and I am the 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.

HB845 establishes the public employees training program by allocating either 0.01% of each employees' gross salary, or an amount negotiated pursuant to collective bargaining, to the public employees' training program. The UPW **opposes** the taking of employee wages for training that the employer is directly responsible to provide to the employee to perform his or her work efficiently, effectively, safely and in compliance with federal and state government laws especially in safety, health, job specific training, FLSA, ethics, non-harassment, EEO, non-discrimination, and more. These training programs are continuous as

the laws and regulations change. The DHRD, as the central human resource and development agency is responsible for staff development and training in coordination with the various departments. Employee development is the obligation of every public manager, director, supervisor and leader in order to achieve the departmental or agency goals and mission.

Thank you for the opportunity to submit this testimony.