

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

February 6, 2019

TESTIMONY TO THE
SENATE COMMITTEE ON LABOR, CULTURE AND THE ARTS

For Hearing on Thursday, February 7, 2019
2:45 p.m., Conference Room 224

By

Ryker Wada
DIRECTOR

Senate Bill No. 792
Relating to Employee Training

CHAIR TANIGUCHI, VICE CHAIR IHARA, AND MEMBERS OF THE COMMITTEE:

Senate Bill 792 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.

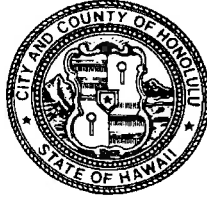
The additional funding requested by DHRD in its biennium budget request for the new learning management system and additional staff will allow DHRD to support the needs of the Executive Branch, and fulfill our vision of a single, personalized, accurate and timely training resource, supporting on-demand, 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.

DEPARTMENT OF HUMAN RESOURCES
CITY AND COUNTY OF HONOLULU

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KIRK CALDWELL
MAYOR



CAROLEE C. KUBO
DIRECTOR

NOEL T. ONO
ASSISTANT DIRECTOR

February 7, 2019

The Honorable Brian T. Taniguchi, Chair
The Honorable Les Ihara, Jr., Vice Chair
and Members of the Committee
on Labor, Culture and the Arts
The Senate
State Capitol, Room 224
415 South Beretania Street
Honolulu, Hawaii 96813

Dear Chair Taniguchi, Vice Chair Ihara, and Members of the Committee:

SUBJECT: Senate Bill No. 792
Relating to Employee Training

Senate Bill No. 792 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



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

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

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

Testimony by
Hawaii Government Employees Association

February 7, 2019

S.B. 792 – RELATING TO EMPLOYEE TRAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the second section of S.B. 792 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,

Randy Perreira
Executive Director

SB-792

Submitted on: 2/6/2019 10:36:12 AM

Testimony for LCA on 2/7/2019 2:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
kim mccumsey	Individual	Oppose	No

Comments:

TO: The Honorable Senator Brian T. Taniguchi

FROM: Kim McCumsey

SUBJECT: SB 792 - Relating to Employee Training

My name is Kim McCumsey, and I am a School of Social Work student at the University of Hawaii at Manoa and a City and County employee. I am submitting testimony to strongly oppose Senate Bill 792, Relating to Employee Training. This bill seeks to add another **mandatory deduction** from a public employees' gross salary.

I know that I struggle every month to pay for my expenses and attend school to better myself, It is inconceivable to me to think that yet another tax would be added to my paycheck. When many of us live paycheck to paycheck even a small tax can have devastating repercussions.

The cost of living in Hawaii is extremely high and too many residents are struggling to pay for housing, food and medication. To add an additional **mandatory deduction** would create an even greater hardship on an already overburdened employee. Public employees' already have union representation, human resources departments and labor specialists to help guide them with their employment. To create this program is a waste of the employee's hard earned money when there are avenues already in place for their assistance.

Thank you for the opportunity to testify in opposition of SB 792, Relating to Employee Training.

Sincerely,

Kim McCumsey

