

Honolulu, Hawaii

FEB 14 2019

RE: S.B. No. 792
S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirtieth State Legislature
Regular Session of 2019
State of Hawaii

Sir:

Your Committee on Labor, Culture and the Arts, to which was referred S.B. No. 792 entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYEE TRAINING,"

begs leave to report as follows:

The purpose and intent of this measure is to:

- (1) Establish the public employees training program to provide training to state employees;
- (2) Allocate either 0.01 percent of each employee's gross salary, or an amount negotiated pursuant to collective bargaining, to the public employees training program; and
- (3) Require all new employees to be provided with a general orientation on their benefits and rights.

Your Committee received testimony in opposition to this measure from one individual. Your Committee received comments on this measure from the Department of Human Resources Development, City and County of Honolulu Department of Human Resources, and Hawaii Government Employees Association.

Your Committee finds that there is a rising number of eligible retirees within the various departments of state



government, which creates a pressing need to prepare the next generation of workers to occupy positions vacated by retirees, especially at the supervisory level. Your Committee believes that a public employees training program could help to stabilize the workforce and ensure the transfer of essential skills and institutional knowledge. However, your Committee also wants to ensure that new employees are informed about their benefits and rights as soon as possible. This measure will establish a board to provide training programs for public employees and require that new employees are provided with an orientation where they will be informed about their benefits and rights.

Your Committee has amended this measure by:

- (1) Removing language that would have required public employees to contribute to the public employees training fund;
- (2) Inserting an effective date of January 1, 2051, to encourage further discussion; and
- (3) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the record of votes of the members of your Committee on Labor, Culture and the Arts that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 792, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 792, S.D. 1, and be referred to your Committee on Ways and Means.

Respectfully submitted on
behalf of the members of the
Committee on Labor, Culture and
the Arts,


BRIAN T. TANIGUCHI, Chair



