



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

Date: 03/14/2019
Time: 09:00 AM
Location: 309
Committee: House Labor & Public
Employment

Department: Education

Person Testifying: Dr. Christina M. Kishimoto, Superintendent of Education

Title of Bill: SB 1143, SD1 RELATING TO COLLECTIVE BARGAINING.

Purpose of Bill: Expands the types of employee information government agencies are required to disclose, upon written request, to employees' exclusive representatives. 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. Takes effect on 1/1/2051. (SD1)

Department's Position:

The Department of Education (Department) respectfully provides comments on SB 1143, SD1.

Although the employer currently provides the exclusive representative with various types of requested information, the proposed additional requirement of providing physical worksite address, date of change of physical worksite address, and the worksite telephone number of employees within a particular bargaining unit(s) is not possible for all employees. Such detailed 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 employed 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 recording keeping.

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.

Finally, the proposed language provides a new deadline for new hire employee information, i.e.,

within one payroll period. This new deadline is in addition to the current deadline to provide information within a reasonable time after receipt of the written request. It is not certain that the information can be provided on a regular basis for new hires within one payroll period, especially during the start of the school year when most new hires begin employment.

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.



LATE

The House Committee on Labor & Public Employment
Thursday, March 14, 2019
9:00 am, Conference Room 309

RE: **SB 1143, SD1 RELATING TO COLLECTIVE BARGAINING**

Attention: Chair Aaron Johanson, Vice Chair Stacelynn Eli and members of the Committee

The University of Hawaii Professional Assembly (UHPA) urges the committee to **support passage of SB 1143, SD1.**

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 SB 1143, SD1.**

Respectfully submitted,

A handwritten signature in black ink that reads "Kristeen Hanselman".

Kristeen Hanselman
Executive Director



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

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LATE

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

Testimony by
Hawaii Government Employees Association

March 14, 2019

S.B. 1143, S.D. 1 – RELATING TO EMPLOYEE TRAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of S.B. 1143, S.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 S.B. 1143, S.D. 1.

Respectfully submitted,


for Randy Perreira
Executive Director