

DAVID Y. IGE  
GOVERNOR



RYKER WADA  
DIRECTOR

ANDREW T. GARRETT  
DEPUTY DIRECTOR

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

TESTIMONY TO THE  
HOUSE COMMITTEE ON LABOR AND TOURISM

For Hearing on Tuesday, March 16, 2021 at 9:00 a.m.  
Conference Room 312 (Via Video Conference)

By

RYKER WADA  
DIRECTOR

**Senate Bill 1275, Senate Draft 2 – Relating to Public Employees**

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

Thank you for the opportunity to provide testimony in **opposition** to SB1275 SD2, which requires each state government branch to establish a shared leave program for state employees, and permits the chief executive of each county to establish the same for its employees.

The Department of Human Resources Development appreciates the intent of the bill but has concerns that it expands the existing leave sharing program for public sector employees across the separate employer jurisdictions as set forth by statute. SB1275 SD2 proposes to amend Section 78-26, HRS, Leave Sharing Program, which allows for the establishment of leave sharing programs within jurisdictions to allow employees who earn vacation to donate accumulated vacation leave credits to another employee within the same jurisdiction who has a serious personal illness or injury.

As written, SB 1275 SD2 would require an assessment of existing policies and programs across all jurisdictions to assess integration into a centralized system prior to design and implementation. This process would need to be coordinated and agreed upon across all State

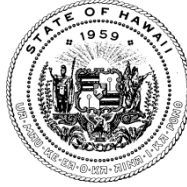
jurisdictions, and a budget for staffing, software development and maintenance, security, and hosting would need to be considered and accounted for, for this measure to proceed. As the conditions for usage include limitations over the life of an employee's State employment, a comprehensive and sustainable tracking system would also be necessary. Authority for the grant and appeals process would require formalization to include a multi-jurisdictional board or referee to insure fairness and transparency across the affected jurisdictions.

DHRD also notes that there may be fiscal implications associated with implementing a leave sharing program. Currently, there is no information regarding who donates leaves, who accesses leave and the associated monetary value of such. Depending on the actual usage of shared leave, there may be further unanticipated costs accrued to the State.

For the reasons above, we request that SB1275 SD2 be **held**.

Thank you for the opportunity to provide testimony in opposition to this measure.

DAVID Y. IGE  
GOVERNOR



**TESTIMONY BY:**

JADE T. BUTAY  
DIRECTOR

Deputy Directors  
LYNN A.S. ARAKI-REGAN  
DEREK J. CHOW  
ROSS M. HIGASHI  
EDWIN H. SNIFFEN

**STATE OF HAWAII**  
**DEPARTMENT OF TRANSPORTATION**  
869 PUNCHBOWL STREET  
HONOLULU, HAWAII 96813-5097

March 16, 2021  
9:00 a.m.  
State Capitol, Teleconference

**S.B. 1275, S.D. 2**  
**RELATING TO EMPLOYMENT**

House Committee on Labor and Tourism

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The Department of Transportation (DOT) **supports** this bill with reservations to provide for the establishment of leave sharing programs for state and county employees.

DOT's limitation in diverting federal funds is concerning. When leave hours are transferred, the equivalent leave dollars are also transferred.

Thank you for the opportunity to provide testimony.



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**  
AFSCME Local 152, AFL-CIO

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

The Thirty-First Legislature, State of Hawaii  
House of Representatives  
Committee on Labor and Tourism

Testimony by  
Hawaii Government Employees Association

March 16, 2021

S.B. 1275, S.D. 2 – RELATING TO PUBLIC EMPLOYEES

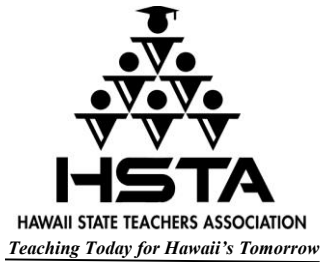
The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of S.B. 1275, S.D. 2 which requires each state government branch to establish a shared leave program for state employees and precludes a state government branch from prohibiting leave sharing between different departments or bargaining units because of administrative infeasibility.

Currently, many state departments offer a shared leave program for their employees; however, each program is run independently from each other, governed by different policies, and without the ability to participate in cross-departmental sharing. Creating a shared leave program where employees can donate to different departments significantly expands the pool of eligible leave donors and allows for more employees to participate. We respectfully request that should this measure become law, the Employer consult with the Exclusive Representatives on its implementation.

Thank you for the opportunity to testify in strong support of S.B. 1275, S.D. 2.

Respectfully submitted,

Randy Perreira  
Executive Director



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Executive Director

## TESTIMONY BEFORE THE HOUSE COMMITTEE ON LABOR & TOURISM

RE: SB 1275, SD2 - RELATING TO PUBLIC EMPLOYEES

TUESDAY, MARCH 16, 2021

COREY ROSENLEE, PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Onishi and Members of the Committee:

The Hawaii State Teachers Association **strongly supports SB 1275, SD2**, relating to public employees. This bill requires each state government branch to establish a shared leave program for state employees. Precludes state government branches from prohibiting leave sharing between employees of different departments or bargaining units because of administrative infeasibility. Allows a public employee to designate beneficiaries to the employee's unpaid vacation allowance and wages through a statement that is not verified or written. Appropriates funds. Effective 7/1/2050. (SD1)

Shared leave can save lives. Under the state's current leave sharing program, according to the Hawai'i State Department of Human Resources Development, an employee may be eligible to give and receive donated vacation credits *within* their department to "ease the burden of fellow departmental co-workers who would otherwise need to take time off from work without pay to recover from a serious personal illness/injury or to care for a family member who has a serious personal illness/injury and is incapable of self-care."

Our state does not currently provide for shared leave *across* state departments. We do not believe that a lack of resources for tracking interdepartmental leave sharing is a good excuse for preventing state employees from contributing to the wellness of their colleagues. On the contrary, we contend that the generosity of state workers in contributing to the wellness of their peers and their coworkers' families advances a holistic approach to wellness, in which employees are seen as valued members of an integrated team, rather than disposable cogs in a bureaucratic machine.

To enhance the well-being of our state employee community, the Hawaii State Teachers Association asks your committee to **support** this bill.