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STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
KA 'OIHANA HO'OMŌHALA LIMAHANA
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

Statement of
BRENN A H. HASHIMOTO
Director, Department of Human Resources Development

Before the
SENATE COMMITTEE ON JUDICIARY
And the
SENATE COMMITTEE ON WAYS AND MEANS

Tuesday, April 4, 2023
10:00 a.m
State Capitol, Conference Room 211 and Videoconference

In consideration of
HB 163 HD1 SD1, RELATING TO COLLECTIVE BARGAINING

Chairs Rhoads and Dela Cruz, Vice Chairs Gabbard and Keith-Agaran, and the members of the committee.

The Department of Human Resources Development (DHRD) is in **support** of HB 163 HD1 SD1.

The purpose of this bill is to require DHRD to conduct a study to review the repricing processes in section 89-9, Hawaii Revised Statutes, and submit a report to the Legislature prior to the convening of the Regular Session of 2024.

An evaluation of the current repricing processes will help to determine if they are appropriate and if improvements are necessary. DHRD appreciates the opportunity to review and recommend a system that will support equal pay for equal work, and federal and state laws that prohibit discrimination.

Thank you for the opportunity to provide testimony and comments on this measure.

Hawaii Psychological Association

For a Healthy Hawai`i

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COMMITTEE ON JUDICIARY

Senator Karl Rhoads, Chair
Senator Mike Gabbard, Vice Chair

COMMITTEE ON WAYS AND MEANS

Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S. C. Keith-Agaran, Vice Chair

April 4, 2023 10:00 A.M. - VIA VIDEO CONFERENCE — Room 211

The Hawaii Psychological Association (HPA) supports HB163 HD1 SD1 RELATING TO COLLECTIVE BARGAINING

Due to the low salaries offered by the State of Hawaii, the State has been unable to hire psychologists and other mental health professionals to fill long-standing vacancies.

This is especially problematic given the current mental health crisis and the need for state services. For example, the lack of psychologists has created delays for court-ordered fitness and sanity evaluations. Our State Hospital and community mental health centers offer limited access to services for adults and children most in need.

The State's collective bargaining structure includes both medical and non-medical categories for mental health professionals. Psychologists are at the top of the non-medical category, but this salary is inadequate and needs re-pricing. The State has not agreed to move the psychologists to the medical category which is necessary to achieve a market rate salary. State agencies assert that the status quo should be maintained in order to make sure salaries reflect market value, but state psychologists wages are well below market value.

In the past, state psychologists were provided a shortage differential to compensate for the disparity in salaries among the categories; however, those differentials were cut. These shortage differentials are sorely needed to keep up with inflation because for over 30 years there has been an impasse with re-pricing.

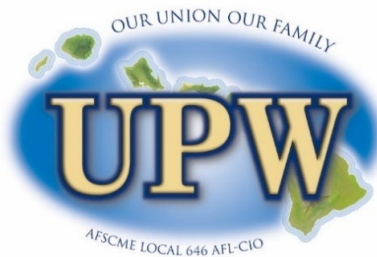
To put this into context: the average state psychologist makes \$30,000 **less** than what Kaiser psychologists made before the 6 month strike was settled. The bill provides for a study of a procedure to resolve the re-pricing impasse to finally move forward.

Thank you for the opportunity to provide testimony in strong support of this important bill.

Sincerely,

Alex Lichton, Ph.D.

Alex Lichton, Ph.D.
Chair, HPA Legislative Action Committee



**THE SENATE
THE THIRTY-SECOND LEGISLATURE
REGULAR SESSION OF 2023**

COMMITTEE ON JUDICIARY
Senator Karl Rhoads, Chair
Senator Mike Gabbard, Vice Chair

COMMITTEE ON WAYS AND MEANS
Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair

Tuesday, April 4, 2023, 10:00 AM
Conference Room 211 and via Videoconference

Re: Testimony on HB163, HD1, SD1 – RELATING TO COLLECTIVE BARGAINING

Chairs Rhoads and Dela Cruz, Vice Chairs Gabbard and Keith-Agaran, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO (“UPW”) is the exclusive bargaining representative for approximately 14,000 public employees, which includes blue collar, non-supervisory employees in Bargaining Unit 1 and institutional, health, and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties. The UPW also represents 1,500 members in the private sector.

UPW provides comments on HB163, HD1, SD1, which requires the Department of Human Resources Development to conduct a study to review the repricing processes in section 89-9, Hawaii Revised Statutes, and submit a report to the Legislature prior to the convening of the Regular Session of 2024.

It is extremely difficult for public employees to seek the repricing of their classifications under Section 89-9, Hawaii Revised Statutes. The ability for public employees to negotiate repricing of classes within a bargaining unit will help to ensure that public employees are being paid competitive and fair wages. By promoting access to fair and competitive wages, the State and Counties would be able to recruit and retain workers to help to address any outstanding vacancies and prevent high turnover for these positions.

We hope that the study proposed by this measure will provide meaningful recommendations to address the shortcomings of the current repricing process.

Thank you for the opportunity to provide testimony.

Sincerely,

Kalani Werner
State Director



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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

The Thirty-Second Legislature, State of Hawaii
The Senate
Committee on Ways and Means
Committee on Judiciary

Testimony by
Hawaii Government Employees Association

April 4, 2023

H.B. 163, H.D. 1, S.D. 1 — RELATING TO COLLECTIVE BARGAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO opposes the purpose and intent of H.B. 163, H.D. 1, S.D. 1 which requires the Department of Human Resources Development to conduct a study to review the repricing processes in section 89-9, Hawaii Revised Statutes, and submit a report to the Legislature prior to the convening of the regular session of 2024.

In the past twenty years since the civil service reform, employees have sought to reprice their classifications with very limited success. Employers deny repricing requests and claim that upon their review, they have determined that all current position pricing is appropriate, however they do not proffer the basis of that determination. The current process is clearly lopsided and unfair: it fails to include any appeal mechanism or adjudication via impartial review and empowers the employer to arbitrarily rule against employees without recourse. This measure will allow the employer to continue to do just that. It is not appropriate to require public employees to wait another year for a fair and impartial appeal process due to the employer's inability to complete their due diligence in a fair amount of time. The employers cannot continue to delay this process and need to address this issue immediately. This unbalanced situation has adversely impacted governmental operations, as the high vacancy rates and the use of long-term shortage differentials continue to heighten, which has led to the reduction in vital services to the public.

Secondly, the definition of repricing outlined in this measure is inaccurate. As written on line 2 to 6, repricing is defined as a "reassignment of an existing class from one pay range to another without a change in duties when it has been found that the class is not in proper internal alignment with other classes in the same bargaining unit." Repricing should be defined when an existing job classification is significantly below the market and industry average.

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It is our hope that all stakeholders can work together to develop a fair framework by properly pricing classes of employees. Paying a competitive salary should be one of many tools utilized in reducing the state and counties high turnover and vacancy rates. We will continue to advocate for a fair appeal process, and we will continue to work with all appropriate stakeholders involved.

Thank you for the opportunity to provide testimony in opposition of H.B. 163, H.D. 1, S.D. 1.

Respectfully submitted,

A handwritten signature in black ink that reads "Randy Pereira". The signature is written in a cursive, flowing style.

Randy Pereira
Executive Director