



**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 House of Representatives  
Committee on Finance

Testimony by  
Hawaii Government Employees Association

February 27, 2024

H.B. 1945, H.D. 1 — RELATING TO A LEAVE CASH-OUT PROGRAM

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the purpose and intent of H.B. 1945, H.D. 1, which establishes and appropriates funds for leave cash-out pilot programs for eligible department of corrections and rehabilitation and department of health employees.

The HGEA represents many employees across several bargaining units, including registered nurses, office clerks, and social workers, among others, within the State Correctional Facilities and the Hawaii State Hospital. At times, these employees are subject to low staffing and unsafe working conditions, which has led to worker burn out and low morale. We believe that this optional program may increase worker morale and attendance and help with the recruitment and retention of employees by providing an additional financial incentive, especially in hard-to fill positions.

Thank you for the opportunity to provide testimony in strong of H.B. 1945, H.D. 1.

Respectfully submitted,

  
Randy Perreira  
Executive Director



## UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

**HOUSE OF REPRESENTATIVES  
THE THIRTY-SECOND LEGISLATURE  
REGULAR SESSION OF 2024**

**COMMITTEE ON FINANCE**

Rep. Kyle T. Yamashita, Chair

Rep. Lisa Kitagawa, Vice Chair

Tuesday, February 27, 2024, 2:00 PM  
Conference Room 308 & Videoconference

**Re: Testimony on HB1945, HD1 – RELATING TO A CASH-OUT LEAVE PROGRAM**

Chair Yamashita, Vice Chair Kitagawa, 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.

UPW **supports** HB1945, HD1, which establishes and appropriates funds for a leave cash-out pilot program for eligible Department of Corrections and Rehabilitation (“DCR”) employees who work in any state correctional facility.

While most State departments are grappling with how to attract new employees to fill the numerous departmental vacancies, DCR correctional facilities are worksites dealing with a large number of “call outs” that result in short staffing for daily operations. UPW believes this bill will help with the retention of the senior workforce and help to incentivize scheduled attendance while significantly decreasing absenteeism.

Due to severe staffing shortages, many employees are being required to remain on duty and are required to work a significant number of overtime (“OT”) shifts. Generally, compensatory time off (“comp time”), unlike vacation hours, can be accrued a lot faster when an employee chooses to receive comp time in lieu of compensation for OT. However, use of “comp time” is the most difficult to get approval for. We believe a program like this could reduce OT, as well as result in cost savings by allowing eligible employees the opportunity to cash-out their leave now rather than years later when they retire at a higher rate of compensation.

Mahalo for the opportunity to testify in support of this measure.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kalani Werner", is written over a light blue horizontal line.

Kalani Werner  
State Director

**HEADQUARTERS**

1426 North School Street  
Honolulu, Hawaii 96817-1914  
Phone 808.847.2631

**HAWAII**

362 East Lanikaula Street  
Hilo, Hawaii 96720-4336  
Phone 808.961.3424

**KAUAI**

2970 Kele Street, Suite 213  
Lihue, Hawaii 96766-1803  
Phone 808.245.2412

**MAUI**

841 Kolu Street  
Wailuku, Hawaii 96793-1436  
Phone 808.244.0815

1.866.454.4166

Toll Free - Molokai/Lanai only