

STAND. COM. REP. NO. **2267**

Honolulu, Hawaii

FEB 13 2024

RE: S.B. No. 2449
S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Second State Legislature
Regular Session of 2024
State of Hawaii

Sir:

Your Committee on Labor and Technology, to which was referred
S.B. No. 2449 entitled:

"A BILL FOR AN ACT RELATING TO COLLECTIVE BARGAINING,"

begs leave to report as follows:

The purpose and intent of this measure is to:

- (1) Require employers to initiate negotiations on repricing of classes within a bargaining unit within thirty days of its receipt of the exclusive representative's written request to negotiate; and
- (2) Establish that the employer's failure to initiate the negotiation within this time frame and the parties' failure to reach an agreement within ninety days of the exclusive representative's written request to negotiate, or by January 31 of the year in which the collective bargaining agreement is due to expire, whichever is earlier, constitute an impasse subject to the statutory impasse procedures.

Your Committee received testimony in support of this measure from the United Public Workers, AFSCME Local 646, AFL-CIO, and Hawaii Government Employee Association, AFSCME Local 152, AFL-CIO.



Your Committee received testimony in opposition to this measure from the Department of Human Resources Development, Department of Corrections and Rehabilitation, and Maui County Department of Personnel Services.

Your Committee received comments on this measure from the Department of Budget and Finance, County of Kauai Department of Human Resources, and City and County of Honolulu Department of Human Resources.

Your Committee finds that public employees in the State are experiencing significant difficulties in hiring and retaining employees. Your Committee further finds that in the past twenty years since civil service reform, public employees have sought to reprice their classifications with very limited success. Employers can deny pricing requests and claim that upon their review, they have determined that all current position pricing is appropriate without providing the basis of their determination. This measure will ensure that public employees are being paid competitive and fair wages, thereby enabling the public sector to recruit and retain more employees.

Your Committee has amended this measure by:

- (1) Inserting an effective date of July 1, 2050, to encourage further discussion; and
- (2) 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 and Technology that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 2449, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 2449, S.D. 1, and be referred to your Committees on Ways and Means and Judiciary.



Respectfully submitted on
behalf of the members of the
Committee on Labor and
Technology,

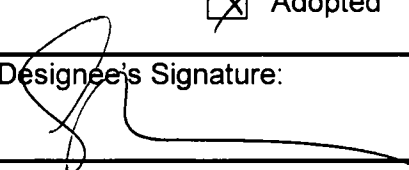


HENRY J.C. AQUINO, Chair



The Senate
 Thirty-Second Legislature
 State of Hawai'i

Record of Votes
 Committee on Labor and Technology
 LBT

Bill / Resolution No.:* 5B2449	Committee Referral: LBT, NAM/JDC	Date: 2/2/24		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is: <input type="checkbox"/> Pass, unamended 2312 <input checked="" type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
AQUINO, Henry J.C. (C)	X			
MORIWAKI, Sharon Y. (VC)		X		
IHARA, Jr., Les	X			
LEE, Chris	X			
FEVELLA, Kurt	X			
TOTAL	4	1		
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: 				
Distribution: Original Yellow Pink Goldenrod File with Committee Report Clerk's Office Drafting Agency Committee File Copy				

*Only one measure per Record of Votes