

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

DEPT. COMM. NO. 293

STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA
830 PUNCHBOWL STREET, ROOM 321
HONOLULU, HAWAII 96813
www.labor.hawaii.gov

January 2, 2025

The Honorable Ronald D. Kouchi,
President and Members of the Senate
Thirty-Third Legislature
State Capitol, Room 409
Honolulu, HI 96813

The Honorable Nadine K. Nakamura
Speaker and Members of the
House of Representatives
Thirty-Third Legislature
State Capitol, Room 431
Honolulu, HI 96813

Dear President Kouchi, Speaker Nakamura and Members of the Legislature:

For your information and consideration, I am transmitting a copy of the Department of Labor and Industrial Relations, Goals, Objectives and Policies Report as required by [Act 100](#).

In accordance with section 93-16, HRS, I am also informing you that the report may be viewed electronically at <http://labor.hawaii.gov/find-a-report/>.

Sincerely,

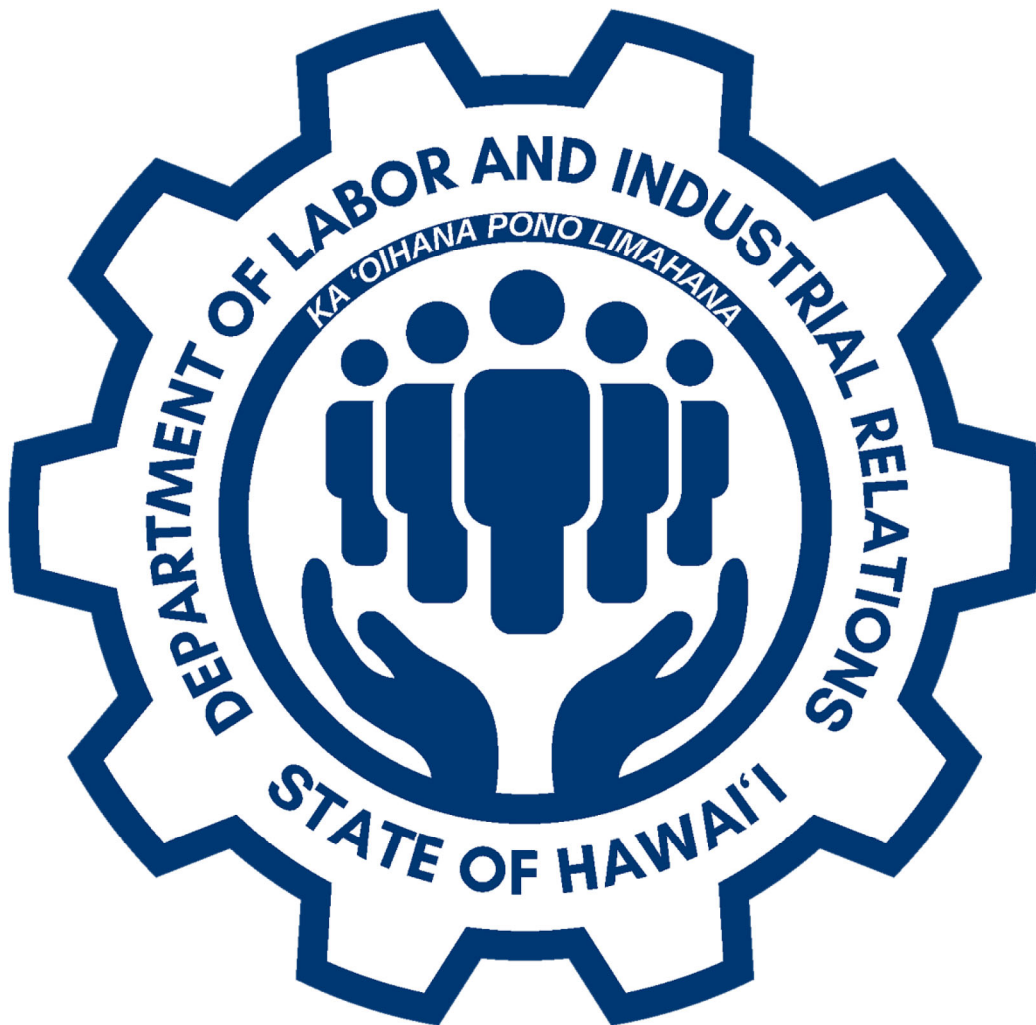
Handwritten signature of Jade T. Butay.

Jade T. Butay
Director of Labor and Industrial Relations

Enclosure

c: Legislative Reference Bureau Library
State Publications Distribution Center
University of Hawaii

**DEPARTMENT OF LABOR AND
INDUSTRIAL RELATIONS
ANNUAL REPORT
FY 2023-2024**



DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

JADE T. BUTAY, Director

WILLIAM G. KUNSTMAN, Deputy Director

DIVISIONS

LYNN ARAKI-REGAN, Administrative Services Officer

JOANN A. VIDINHAR, Administrator of the Disability Compensation Division

ALAN YAMAMOTO, Acting Administrator of the Hawaii Occupational Safety and Health Division

ANNE E. PERREIRA-EUSTAQUIO, Administrator of the Unemployment Insurance Division

SHERYL LEE, Administrator of the Wage Standards Division

MARICAR PILOTIN-FREITAS, Administrator of the Workforce Development Division

AGENCIES

MARCUS KAWATACHI, Executive Director of the Hawaii Civil Rights Commission

DWIGHT TAKAMINE, Chairperson of the Hawaii Labor Relations Board

AHLANI K. QUIOGUE, Executive Director of the Hawaii Retirement Savings Program

JOHN P. MIHLBAUER, JR., Chairperson of the Hoisting Machine Operators Advisory Board

DAMIEN ELEFANTE, Chairperson of the Labor and Industrial Relations Appeals Board

REY DOMINGO, Executive Director of the Office of Community Services

KAZUO TODD, Chairperson of the State Fire Council

BENNETTE MISALUCHA, Executive Director of the Workforce Development Council

Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities.

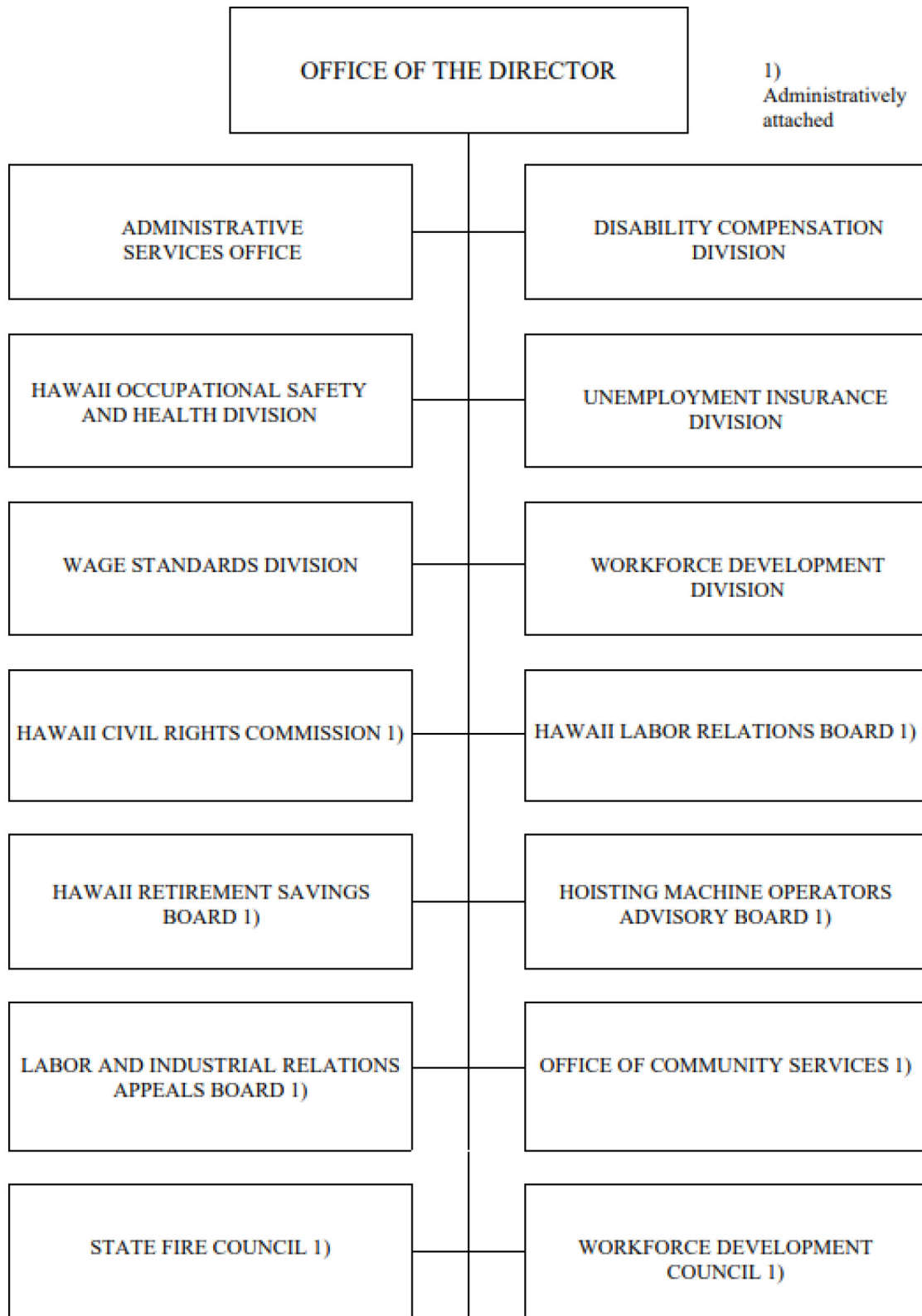
TTY/TDD Dial 711 then ask for (808) 586-8842

Table of Contents

Organization Chart	4
Disability Compensation Division	5
Hawaii Occupational Safety and Health	6
Unemployment Insurance Division	8
Wage Standards Division	9
Workforce Development Division	10
Hawai'i Civil Rights Commission	18
Hawai'i Labor Relations Board	20
Hawai'i Retirement Savings Program	27
Hoisting Machine Operators' Advisory Board	28
Labor and Industrial Relations Appeals Board	29
Office of Community Services	31
State Fire Council	34

In accordance with section 93-16, Hawaii Revised Statutes, the Department's Non-General Fund Reports and other reports may be viewed electronically at <https://labor.hawaii.gov/find-a-report/>.

STATE OF HAWAII
DEPARTMENT OF LABOR & INDUSTRIAL RELATIONS
ORGANIZATION CHART



Disability Compensation Division

The Disability Compensation Division (DCD) administers the Workers' Compensation (WC) law, the Temporary Disability Insurance (TDI) law, and the Prepaid Health Care (PHC) law. All employers with one or more employees, whether working fulltime or part-time, are directly affected.

The purpose of the Workers' Compensation law is to provide wage loss compensation and medical care to those employees who suffer work-related injuries. Workers' Compensation is an employer paid insurance program that provides economic relief for employees injured on the job. WC benefits include medical and hospital expenses, lost wages, permanent disability disfigurement, and vocational rehabilitation.

Temporary Disability Insurance benefits partially replace wages lost when an employee is unable to work because of an off-the-job sickness or injury, if the employee meets the qualifying conditions of the law. TDI is an employer provided insurance that supplies partial wage loss benefits to employees who suffer off-the-job injuries or illnesses.

The PHC law requires that employers provide employees adequate medical coverage for nonwork-related illness or injury if employees meet the qualifying conditions of the law. Coverage includes hospitalization, surgery, physician office visits, diagnostic tests, and maternity benefits. Hawaii is the only state to adopt a prepaid health care law and continues to be a leader in providing universal health care coverage.

The DCD's mission is to provide economic security and stability for Hawaii's workforce through education, enforcement, and adjudication of the WC, TDI, and PHC laws. Its primary objectives include ensuring efficient processing of claims; timely provision of medical services and payment of benefits to injured workers; employer compliance with WC, TDI, and PHC insurance coverage requirements and monitoring health plans to ensure

employees are provided with the benefits that are required under the PHC law.

The DCD plans, directs, and coordinates statewide activities relating to interpretation, implementation, and administration of WC, TDI and PHC laws, rules, regulations, policies, and procedures. The division's staff of 87 employees is organized into three (3) program offices (WC, TDI/PHC, and Program Support) and five (5) operational branches (Plans, Enforcement, WC Claims, Hearings, and Vocational Rehabilitation). The main office is in Honolulu with district offices on the Neighbor islands (Wailuku-Maui, Kealahou-Hawaii, Hilo Hawaii, and Lihue-Kauai).



Hawaii Occupational Safety and Health

The Hawaii Occupational Safety and Health Division (HIOSH) ensures compliance with two laws:

- Chapter 396, HRS, The Hawaii Occupational Safety and Health Law, which states that every employee in the State should have safe and healthful working conditions; and
- Chapter 397, HRS, The Hawaii Boiler and Elevator Safety Law, which mandates the safe operation and use of boilers, and pressure systems; elevators, lifts, kindred equipment, and amusement rides.



Occupational Safety and Health (OSH) Program (Chapter 396, HRS) staff engages in the following activities, with the goal of encouraging voluntary compliance with the law and administrative rules:

- The HIOSH enforcement staff conducts programmed inspections of high hazard workplaces, and responds to accidents, complaints, and referrals. Voluntarily Protection Program evaluations are done to identify and recognize exemplary employers.
- HIOSH consultants conduct workplace audits to improve employers' safety and health management systems in response to requests from employers. This service is free and confidential. Safety and Health Achievement Recognition Program evaluations are done to identify and recognize small employers with effective safety and health programs.

- Certifications are issued to qualified individuals in the following areas: explosives and pyrotechnics; certified safety and health professionals; and hoisting machine operators.

Promulgation of OSHA Standards

HIOSH is required to adopt "as effective as" administrative rules within 6 months of the Occupational Safety and Health Administration's adoption. These safety and health standards state what employers must do to ensure safe and healthful workplaces for their employees. HIOSH receives 50% federal funding for the compliance program and 90% federal funding for the on-site consultation program. OSHA does not permit federal funds to be used for the certification programs that are 100% state funded, except for the hoisting machine operators' certification that is 100% special funded. The U.S. OSHA provides oversight of the program, requiring benchmark staffing levels as well as performance and timeliness criteria for mandated activities.

The Boiler and Elevator Inspection Branch staff (Chapter 397, HRS) staff conducts the following activities with the goal of public safety through voluntary compliance with the law and administrative rules:

- Inspections of equipment at specific intervals to assure its safe operation and use. Equipment determined to be satisfactory are issued permits to operate.
- Investigations of accidents and some complaints.
- Review of installation and alteration plans to ensure that the equipment is being constructed/ installed/ altered in accordance with safety codes. A permit to install/ alter is issued to initiate the construction work.
- Certifications are issued to special boiler inspectors to enable them to perform third party inspections of boilers and pressure systems.
- Reviews and audits of companies

authorized by the National Board of Boiler and Pressure Vessel Inspectors to enable Hawaii companies to perform necessary repairs and alterations to critical equipment in the State.

HIOSH met 77% of its Fiscal Year 2024 Federal grant objectives and is making progress in filling its compliance officer positions. The net gain of the Enforcement Branches for FY 2024 was plus one compliance officer. Federal OSHA approved HIOSH Fiscal Year 2025 Federal grants submittals. The Boiler and Elevator Branch performed 2,807 elevator inspections and conducted or accepted 5,544 boiler & pressure vessel inspections during FY2023-24.

HIOSH continues to recruit for its vacant positions, cultivate existing staff and working towards improving staff retention.

Unemployment Insurance Division



The Unemployment Insurance (UI) Division provides temporary wage replacement to eligible workers during times of need, thereby ensuring economic stability for individuals and families.

The UI Division administers the Unemployment Insurance Trust Fund, which is funded through federal and state taxes paid by employers. This fund is managed in compliance with federal laws and regulations, ensuring that it remains sustainable and effective.

The UI Division is committed to supporting workers by offering equitable access to its services. In terms of system security, the UI Division is focused on safeguarding the unemployment insurance system by implementing stronger authentication measures. This objective will be supported by partnerships with federal agencies to verify applicant identities and the requirement for multi-factor authentication for UI claimants. The UI Division is also committed to increasing employer engagement in SIDES, an electronic information exchange system designed to expedite reporting and response times between employers and the division.

To accomplish this, the UI Division will continue to conduct outreach and training to encourage employer participation and streamline data exchange processes, and ensuring that employers are protected through the consistent collection of taxes. In addition, the UI Division prioritizes the integrity of the unemployment insurance system by managing benefit claims and enforcing a fair and independent appeals process.

The goals of the UI Division are centered around enhancing the efficiency, security, and accessibility of its services, all while contributing to the economic resilience of the State of Hawaii. The UI Division's short-term goals focus on the maintenance and security of the existing Mainframe System during the modernization process. These

goals include implementing multi-factor authentication and working with federal agencies to verify the identities of unemployment insurance applicants. Additionally, the UI Division seeks to expand employer use of the State Information Data Exchange System (SIDES) to streamline communication and improve efficiency.

In the long term, the UI Division aims to fully modernize the Mainframe System to improve overall performance, security, and service delivery. Expanding access to services, especially for individuals with limited English proficiency (LEP), is also a priority. This includes translating the web portal and developing the Statewide Call Center to provide language support, ensuring users access to critical unemployment information and services.

To achieve these goals, the UI Division has established clear objectives and supporting policies. The modernization of the UI Division's Mainframe System is a critical objective. The UI Division is committed to transitioning from its legacy system to a modern, cloud-based platform, with the aim of improving system functionality and service continuity. To ensure the success of this transition, the UI Division has allocated resources toward hiring highly specialized personnel and contracting and collaborating with technical experts.

Accessibility for LEP individuals remains a top priority. To address this, the UI Division will work to translate critical services, including the web portal, into multiple languages. The UI Division recently translated the web portal into Ilocano, Korean, Spanish, and Vietnamese. These languages were in addition to the existing English, Japanese, Simplified Chinese, and Tagalog. Additionally, the UI Division will expand the staffing and language support available through the Statewide Call Center, ensuring that users, regardless of language proficiency, can access the unemployment insurance services they need.

Wage Standards Division



The mission of the Wage Standards Division (“WSD”) is “Service with Aloha to Improve the Quality of Work-Life in Hawai‘i”.

The WSD protects Hawai‘i’s workers by administering and enforcing six different labor laws relating to wages in the Hawai‘i Revised Statutes (HRS). The laws operate to keep young workers safe in the workplace (Child Labor Law, Chapter 390, HRS); ensure employees are paid their wages due (Wage and Hour Law, Chapter 387, HRS; Payment of Wages and Other Compensation Law, Chapter 388, HRS; Wages and Hours of Employees on Public Works Law, Chapter 104, HRS); and provide job protection when family members need care (Hawai‘i Family Leave Law, Chapter 398, HRS), or an employee is discharged or discriminated against because of a lie detector test, a workers’ compensation injury, or taking an on-site drug screening (Employment Practices Law, Part II – Lie Detector Test and Part III – Unlawful Suspension or Discharge).

Highlights and Activities

The Compliance Branch resolved 205 cases this fiscal year. This included issuing 6 Notifications of Violation to contractors on public works projects that violated the Prevailing Wage Law under

Chapter 104, HRS, and ordered \$97,454 in Chapter 104, HRS, penalties to be paid to the State General Fund. There were 34 Orders of Wage Payment Violation issued to employers in violation of Chapter 388, HRS. Penalties for employees and the Labor Law Enforcement Special Fund totaled \$52,326. The Compliance Branch identified \$108,734 in back wages found due for 112 workers.

The Hearings Branch disposed of 15 unlawful termination due to work injury cases and resolved 3 Orders of Wage Payment Violation appeals and 5 Notification of Violation appeals.

The Intake and Certification Branch processed 242 complaints, made 1 presentation on Chapter 388 Orders of Wage Payment Violation, processed 19 pay exception requests, resolved 16 child labor investigations, and responded to 4,741 inquiries.

The number of child labor permits issued was 12,122. There were 52 variances and addendums granted to television and film productions such as “NCIS Hawai‘i”, “Lilo & Stitch”, “Rescue: HI Surf”, and other films and television commercials, to permit minors under age 16 to work beyond the hours permitted under the Child Labor Law.

Workforce Development Division



The Workforce Development Division (WDD):

- Plans, coordinates, and implements a statewide, customer-driven workforce development system with partner agencies.
- Delivers employment and training services to job applicants, workers, and industries.
- Services include a referral and placement service that links qualified job seekers with employers at no cost to the public.
- Partners include but are not limited to the DOE Adult Education; DHS Division of Vocational Rehabilitation (DVR); Community Colleges, State Workforce Development Council (WDC), Counties, business associations, labor organizations, community-based organizations, and other agencies.

EMPLOYMENT & TRAINING FUND (ETF)

The ETF's purpose is to assist employers and workers through innovative programs including, but not limited to training in business-specific, new occupational skills, management skills, and support services. From its inception, ETF has helped employers train over ninety-one thousand workers to learn invaluable skills for their jobs.

Through the ETF Micro Program, employers are able to register their workers for existing short-term, non-credit training courses offered by ETF-approved public and private training providers to upgrade employees' skills and capabilities to meet

the competitive demands of the workplace. From its inception, ETF has helped employers train over ninety-one thousand workers with invaluable new skills for their jobs. The Department of Labor and Industrial Relations completed a Request-for-Proposal for the two-year contract period that began in February 2024 and has executed contracts with fifteen organizations to provide training through the ETF program. For FY 2024, the ETF Micro program had 547 course registrations, which served 397 employee participants from eighty-five businesses statewide. More details of the program are available in a separate ETF Annual report.

FEDERAL BONDING

WDD operates a federal bonding program that is 100% federally funded (by U.S. DOL). The Fidelity Bonding Demonstration Grant allows for bonds to be issued to employers upon request when hiring justice-involved individuals, including those involved due to their history of opioid or drug use. WDD's grant award of \$25,000 that funds these bonds is available until April 6, 2025, or until all funds are expended. To date, eight (8) bonds have been issued. WDD staff are actively involved with Going Home Hawai'i Consortium, a group that consists of public and private entities with a network that spans statewide and nationally, and whose purpose is to ensure there are "innovative and culturally responsive reentry and reintegration services" for justice-involved individuals, their families, and communities. This has allowed WDD

to share information about the federal bonding program directly with a specific group of agencies and organizations who service justice-involved individuals in the State, also sharing bonding information directly to those being released from a Hawai'i federal prison.



HIRENET HAWAII and HI CAN

HireNet Hawai'i (www.hirenetHawai'i.com), the State's electronic job board and case management system, connects employers and jobseekers at American Job Centers statewide at no cost to the public. The vendor, Geographic Solutions, Inc., has customized HireNet Hawai'i for Hawai'i's workforce programs. Modules are continually updated to streamline tools for case management, document management, or to add features for new programs (such as the Lahaina Fire and QUEST National Dislocated Worker Grant). Anyone with internet access and a computer can self-register and benefit from online services, while those needing individualized service can contact or visit the nearest Hawai'i AJC. In FY 2024, 5,130 participants used HireNet Hawai'i to obtain individualized services. Registration videos were translated into 3 languages (Simplified Chinese, Japanese, and Tagalog) with their transcripts posted on the site. A Google Translate feature allows for the site to be translated into 18 languages to facilitate registration. Contact information for access to translators for common languages in Hawai'i are listed on the site.

MIGRANT SEASONAL FARM WORKERS (MSFW)

The Migrant Seasonal Farm Workers (MSFW) program is conducted under the Wagner-Peyser program, offering employment and benefits to migrant workers, ensuring their labor rights are protected. Hawai'i's consistent climate and

agricultural diversification has allowed agriculture producers/farmers to plant and harvest various crops throughout the year, rather than just seasonally. Except for a few primary coffee or macadamia nut growers, the demand for farmworkers today is year-round, instead of just seasonally. However, the diminished demand from previous years has made the identification of a migrant and/or seasonal farm worker more challenging with MSFW numbers dropping in tandem. The State Monitor Advocate communicates with each Local Office Manager to ensure that MSFW's are properly identified, provided needed Employment Service and Unemployment Insurance services, and reported correctly in the HireNet Hawai'i reporting system. WDD is implementing changes to the MSFW program in accordance with the Wagner-Peyser Act Staffing Final Rule (TEN 10-23) that became effective on January 23, 2024, and must be implemented by January 22, 2026, with required state merit staff to provide services to MSFW's and Employment Service customers.

NATIONAL DISLOCATED WORKER GRANTS (NDWG) - QUEST

Hawai'i's DLIR WDD was awarded \$10,595,171 under a Quality Jobs, Equity, Strategy, and Training (QUEST) Disaster Recovery National Dislocated Worker Grant (DWG) to assist individuals who have been adversely affected by the COVID-19 pandemic to enter, return to, or advance in high-quality jobs in growth industries. The two-year grant spanned from September 2022 to September 2024. Eligible individuals include those who were temporarily or permanently laid off because of the COVID-19 pandemic disaster, dislocated workers, long-term unemployed, or self-employed individuals who became unemployed or significantly underemployed due to the COVID-19 pandemic disaster. Groups targeted within the eligible population consist of historically underserved communities including individuals who are low-income, long-term unemployed, Native Hawaiians, Pacific Islanders, senior citizens (55 years plus), women, persons with a disability, veterans, and individuals with low basic skills.

The Counties of Oahu, Hawai‘i, and Maui, and the WDD operated the project within each AJC with the Chamber of Commerce of Hawai‘i (COC Hawai‘i) and The Kalaimoku Group (TKG) as contracted partners for sector partnership and outreach activities, respectively. Employment services are provided by the project operators with paid internships in government and the private sector with the goal of allowing participants to gain exposure and experience to qualify for unsubsidized jobs. The Chamber of Commerce of Hawai‘i coordinates business engagement activities. Since the program start, activities such as administrative development of policies and contracts, coupled with staff training and development of relationships among the COC Hawai‘i, TKG, and the American Job Centers for coordination of activities have developed into healthy deployment of services. With this foundation, participant services and enrollments took place at an accelerated pace in FY 24 to meet the goal of serving 300 participants statewide. By June 30, 2024, 291 participants were served statewide. A one-year no-cost extension was granted by the U.S. DOL to enable full use of remaining funds by September 30, 2025.



NATIONAL DISLOCATED WORKER GRANTS (NDWG) – MAUI WILDFIRE DISASTER RECOVERY

The Lahaina Fire on August 8, 2023, required major recovery efforts. Once the NDWG was approved by the U.S. DOL on August 25, 2023, administrative startup activities were compressed into a short timeframe to enable services to be offered quickly. By December 31, 2023, 110 participants were

enrolled, of whom 50 were working in temporary jobs, primarily in humanitarian services, with 93 applicants in the queue for temporary jobs. DLIR contracted with Maui Economic Opportunity Inc. (MEO) to provide services on Maui in October 2023. As an established community-based organization, MEO had a large network of public and private social services and employment-related service organizations. It is also a recipient of several non-U.S. DOL funded grants, including Temporary Assistance for Needy Families outreach, that serve Maui wildfire victims.

In October 2023, MEO contracted staffing agency, Employer Options, to serve as the employer of record for their temporary jobs targeted to the private sector. MEO conducted an aggressive outreach campaign for eligible jobseekers and worksites through participation in numerous community events, public TV, government/private sector groups, the Local Workforce Development Board, the Maui American Job Center, and the Disaster Resource Center and other hubs that connected people with resources. MEO’s staffing agency also solicited worksites for the temporary jobs. MEO created NDWG worksite applications, worksite agreements, and orientations for worksites and participants. They vetted worksites for NDWG eligibility and executed non-financial worksite agreements specific to the NDWG prior to the staffing agency entering into separate financial agreements with the worksites. DLIR WDD Maui Branch, another service provider for the Maui NDWG, focused on creating temporary jobs with state agencies related to wildfire clean up, restoration, and humanitarian services. However, state agencies didn’t commit to participating as host sites under this grant, mainly because clean up and restoration activities were delayed until removal of a thick layer of toxic dust from Lahaina was completed. Like MEO, WDD Maui staff actively focused on outreach at various community events, their partners, and the American Job Center to spread the word about NDWG services. Since the Maui staff is relatively small, WDD staff from other islands occasionally traveled to Maui to assist at

Disaster Centers supporting Maui residents and support the branch outreach efforts at numerous community events. By the end of FY 24, 228 participants were active, with 105 exited.

RAPID RESPONSE/LAYOFF AVERSION ACTIVITIES

Rapid Response activities are conducted by DLIR and American Job Center staff in tandem with local boards and those boards' chief elected officials. Hawai'i businesses that employ 50 or more employees from Hawai'i's workforce must provide DLIR a Dislocated Worker Notice at least 60 calendar days before covered plant closings and mass layoffs.

During FY 24, thirty-six (36) Dislocated Worker notices were submitted to DLIR, down from 42 during FY 23 (there was a high of 144 letters during the pandemic in FY 21, with 30,462 workers affected throughout the state at that time). Of those issued in FY 24, sixteen (16) companies had less than 50 employees yet chose to send notice of their sale, merger, or closure. Multiple companies that had the requisite 50+ employees mentioned that there was to be a sale to or merger with another entity, with no expectations of layoffs. All companies were contacted by Rapid Response team members with offers to provide orientation and layoff activities. Approximately 2,872 workers were potentially affected and eligible for Rapid Response services this program year.

On Oahu, strong partnerships with a core group of agencies helped the successful execution of the Rapid Response sessions with three different employers. The partner agencies included the Hawai'i State Department of Human Services, which represents MedQuest and Supplemental Nutrition Assistance Programs, the State Unemployment Insurance (UI) Division, the Legal Aid Society of Hawai'i, and the City and County of Honolulu, Work Hawai'i (the WIOA Adult, Dislocated, and Youth service providers), WeAre Oceania, and community schools for adults.

A brief overview of the sessions conducted:

- Wahiawa General Hospital | Rapid Response session held on March 27, 2024 | 50 attendees.
- Bucca Di Beppo | Rapid Response session on April 25, 2024, | 14 attendees (6 obtained medical insurance through QUEST)
- Kahi Mohala | Rapid Response on May 21 & 22, 2024 | 73 attendees

A second Kahi Mohala event took place in FY 25 during two days in September 2024 serving 28 attendees. For the two sessions held with Kahi Mohala, participants included employers from Queens Medical Center, Hawai'i Pacific Health, State Hawai'i Hospital, Waianae Coast Comprehensive Health Center's HR Division, and Waianae Health under the Hale Naua Pono program. They offered alternative employment opportunities customized to the specific needs of those affected, specifically in the healthcare field. Through these collective efforts, the approach adopted for the Rapid Response sessions ensured that the affected workers were given access to appropriate services, programs, and employment opportunities. The WDD Honolulu Staff followed up with individuals who attended the Rapid Response sessions to see if additional employment services were needed and to assist with re-employment services. On Kauai, one major retail store, Macy's, located in the Kukui Shopping Center closed its doors. Despite not issuing a letter, the store manager requested a Rapid Response presentation, which was completed on March 14th, prior to the 42 affected employees' last day of employment later in March 2024. Maui had "Rapid Response" events in conjunction with FEMA during the beginning of the Lahaina recovery effort, but these were reclassified after receipt of the NDWG.

Breakdown of notices by county:

Oahu: 27
Maui: 4
Kauai: 1
Hawai'i: 4

Total: 36 letters; 27 unique companies; 1 Rapid Response event conducted without official letter

REGISTERED APPRENTICESHIP PROGRAM

In FY 2024, there were 1,580 newly registered and reinstated apprentices, an increase of 64% from the 961 new apprentices that were registered in FY 2023. Most of the newly registered apprentices were with construction trade apprenticeship programs. This fiscal year, 506 apprentices completed various apprenticeship programs and were conferred journeyworker status. As of June 30, 2024, there were 5,230 registered apprentices in Hawai‘i.

In conjunction with 2023 National Apprenticeship Week celebration, Governor Josh Green issued a Proclamation declaring November 19-23, 2023, as Hawai‘i Apprenticeship Week in acknowledgement of the valuable contribution Registered Apprenticeship Programs make to the State of Hawai‘i. The week-long celebrations attended by over 300 individuals included virtual presentations of various sponsors to showcase their programs and promote Registered Apprenticeship as a whole. During FY 24, DLIR expanded the composition of the State Apprenticeship Council (SAC) to include representatives from non-construction trades/occupations. The SAC serves as the advisory body to the DLIR Director on matters pertaining to apprenticeship. The addition of new members from other sectors/industries to align with the goals and objectives of DLIR to expand registered apprenticeship to non-construction trades.

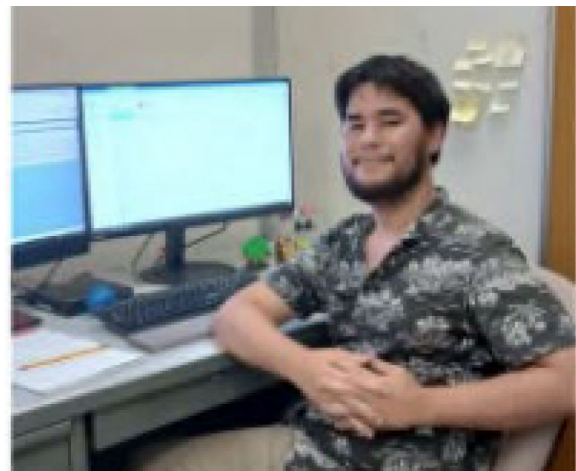
Federal grants were awarded by U.S. DOL to DLIR under the State Apprenticeship Expansion Base Formula Grant Round 1 and Round 2 in the total amount of \$1,061,248.00 to help in building DLIR’s statewide capacity to perform its roles and responsibilities as the State Apprenticeship Agency (SAA). The U.S. DOL also awarded DLIR \$4,999,707.00 under the Grant Round 2 Competitive Funding opportunity to develop a Teacher Apprenticeship Program for K-12 Licensed Teachers. The Teacher Registered Apprenticeship

Program is a partnership between DLIR, Hawai‘i State Teachers Board (HSTB) and Hawai‘i Department of Education (HIDOE) to help address the teacher shortage.

INTERNSHIPS

DLIR’s Statewide internship program, Hele Imua Statewide Internship Program, started as a pilot program in FY 22 and continues in FY 24. Current college students and recent graduates embark on 12-week internship opportunities at various State agencies including WIOA Titles II and IV partners. Annual funding from the State Legislature enables continued internship placements at State agencies throughout the executive branch. In FY 24, two hundred ninety-three (293) participants were placed in internships.

State agency placements include the following offices and agencies: Office of the Governor, Office of the Lieutenant Governor, DOH, Department of Agriculture, Department of Business and Economic Development and Tourism, Department of Land and Natural Resources, DLIR, Department of Human Resources Development, Department of Human Services, Attorney General, Budget and Finance, Department of Public Safety, and ETS. Internship occupations vary, including IT specialist, HR Assistant, Program Specialist, Accountant, Environmental Health Specialist, Engineer, Research Statistician, Marketing Specialist, Housing Coordinator, and Elections Specialist.



**SENIOR COMMUNITY SERVICE
EMPLOYMENT PROGRAM (SCSEP)**

SCSEP was authorized by the Older American Act of 1965 to assist unemployed and low-income individuals 55 years or older, engage in paid part-time training with public or local non-profit agencies across the state with the goal of helping them find employment.

There are four SCSEP operators in the State who work with various local non-profit and public agencies for partnerships crucial to serving individuals. DLIR’s WDD serves the Counties of Kauai, Hawaii, and the City and County of Honolulu. Maui Economic Opportunity, Inc., a non-profit agency, serves the County of Maui.

There were 35 active host agencies serving participants and 47 participants served in this same program year.

**SUPPLEMENTAL NUTRITION ASSISTANCE
PROGRAM EMPLOYMENT AND TRAINING
PROGRAM**

The Supplemental Nutrition Assistance Program (SNAP) Employment and Training Program is a voluntary program for individuals who receive those benefits out of State and federal funding. The subcontract between DLIR and DHS allowed for the provision of Employment and Training services to people in Kauai and Hawai’i counties receiving SNAP benefits. The Hawai’i Nutrition Employment and Training program of the University of Hawai’i Community Colleges enables SNAP participants to attend skills training at the colleges at no cost or reduced cost.

**FIRST-TO-WORK JOB DEVELOPMENT AND
JOB PREPAREDNESS SERVICES**

WDD continued providing Employment Services via First-to-Work (FTW), a program designed to prepare eligible recipients for employment and eventual financial self-sufficiency through its subcontract from DHS’ Benefit, Employment & Support Services Division (BESSD), which administers Temporary Assistance for Needy

Families (TANF). DLIR Job Developers (stationed in DHS offices) provide Job Development, develop Community Work Experience Program (CWEP) sites and opportunities throughout the State for placement of the FTW participants. Job Readiness Training (JRT) classes were provided by WDD staff on Kauai, Hawai’i, and Maui counties. DLIR FTW staff collaborated with fellow DHS subcontractor City and County of Honolulu’s Ho`ala Job Readiness Workshop staff to streamline the resume creation process for mutual participants in Oahu.

TRADE ADJUSTMENT ASSISTANCE

Trade Adjustment Assistance (TAA) continued in its phase-out termination status in FY 24, which began in July 2022. Starting then, new TAA petitions were no longer authorized. Outreach to new workers who may be eligible for the entitlement under previously approved petitions continue to be mandatory. Hawai’i received a new allocation, in FY 2024 for \$100,000.00 to aid in outreach, case management, and administrative activities. Still in effect, a policy for joint TAA and Dislocated Worker co-enrollment was issued by WDD in March 2022.

**VETERAN SERVICES & JOBS FOR
VETERANS SERVICES GRANT**



Jobs for Veterans Services Grant (JVSG) Disabled Veterans Outreach Program (DVOP) Specialists provided individualized career services and case management to veterans with significant barriers to employment that included those at risk of homelessness, with a VA-certified disability, low-income status, or previously incarcerated. DVOPs partnered with the Veteran’s Administration, Homeless Veterans Reintegration grantees,

Workforce Innovation and Opportunity Act partners, and other resources to facilitate the veteran's transition to stable employment. In FY 24, the JVSG-funded Local Veterans' Employment Representative (LVER) on Oahu continued to work with businesses statewide to help them fill their workforce needs with suitable veterans. Job Fairs and special recruitments catering to Veterans continued in FY 24. The LVER and DVOPs worked with the American Job Centers on each county to serve targeted veterans. The LVER served as the lead contact for promoting Hire Vets Medallion Program, a federal award that recognized local employers who hired and retained veterans in their workforce in 2023.

In April to June 2024, the state sponsored a series of professional development trainings for American Job Center and partner staff in Case Management, Managing Case Managers, Services to Homeless Veterans, and Services to Veteran Spouses. All training prioritized services to veterans and veteran spouses. A statewide meeting with key American Job Center staff and partners from every local area, first in December 2023 and then in June 2024, discussed how each local area would expand and improve services to veterans. Feedback on the training and meetings was positive, which may result in more professional development and meetings about veteran services in the future.

WORK OPPORTUNITY TAX CREDIT

The Work Opportunity Tax Credit (WOTC) program, (administered by the U.S. DOL and the U.S. Department of Treasury) has helped advance employment opportunities for people with barriers, including people with disabilities, veterans, ex-felons, economically disadvantaged, and long-term unemployed, incentivizing the hiring of these target groups. DLIR's WDD administrative staff process these federal tax credit applications from hundreds of participating employers.

- Unemployment Insurance information has been automated with weekly batch uploads.

- SNAP and TANF documentation automation is currently being configured to streamline the process.
- File Transfers with Requests made as early as possible will allow adequate time to fulfill the request.

WORKFORCE AND INNOVATION OPPORTUNITY ACT TITLE I (ADULT, DISLOCATED WORKER, and YOUTH)

Services to Youth, Dislocated Worker, and Adults are administered by the local workforce development boards and their providers. The Oahu Workforce Development Board is the local board, with WorkHawai'i as service provider. Goodwill Hawai'i is the service provider for both Hawai'i (Hawai'i County Local Workforce Development Board) and Maui (Maui County Workforce Development Board) counties. Due to a waiver allowing the State to act as the local board for Kauai, services are delivered by Kauai's WDD/American Job Center staff.

WIOA Title I Youth Program provides services to eligible youth who face barriers to education, training, and employment. Statewide, the WIOA Youth Programs provides services focusing on out-of-school youth. Fourteen core elements are available to Youth, including counseling, mentoring, and financial literacy. City and County of Honolulu's Work Hawai'i Youth Program serves Oahu, while Ola I Ka Hana of Goodwill serves both Hawai'i and Maui Counties. WDD provided youth services on Kauai.

Title I Adult services help individuals who meet eligibility requirements, typically barriers to employment. Priority of service is given to recipients of public assistance, other low-income individuals, those who are basic skills deficient, and veterans, among other criteria. Services including training, on-the-job training (OJT), job development, and placement are provided in Hawai'i and Maui Counties by Goodwill. City and County of Honolulu's Work Hawai'i serves Oahu.

Kauai WDD AJC staff provides services for the local area Adult program.

Title I Dislocated Worker Program services are for workers who have been terminated or laid off, or who have received a notice of termination or layoff from employment; and are eligible for or have exhausted entitlement to unemployment compensation; and are unlikely to return to a previous industry or occupation or workers who have exhausted Unemployment Insurance benefits. Services are provided in Hawai‘i and Maui Counties by Goodwill. City and County of Honolulu’s Work Hawai‘i serves Oahu. Like the other programs, Kauai WDD American Job Center staff provide Dislocated Worker program services. Rapid Response services are delivered out of each county’s American Job Center, coordinated by the WDD and their branch managers.

WIOA TITLE III (WAGNER-PEYSER ACT EMPLOYMENT SERVICES)

The Wagner-Peyser Act continues to provide “universal” employment services including job search assistance, career counseling, unemployment insurance filing assistance, and labor market information to support all eligible job seekers and employers throughout the State of Hawai‘i. As part of the WIOA framework via WDD, Wagner-Peyser funds were utilized to support various programs under the umbrella of employment services for populations with significant barriers to employment including seniors, veterans, youth, and individuals with disabilities. Outcomes for Wagner-Peyser continued to exceed all performance measures for FY 2024.

PARTNERSHIP WITH UNEMPLOYMENT INSURANCE/RESEA

In FY 2024, WP continued its partnership with the Unemployment Insurance (UI) Division to promote its alignment with the vision of WIOA and establish an entry point to other workforce system partners. Through an MOU between WDD and UI, WDD continues to provide reemployment services and UI eligibility assessment services to UI claimants determined most likely to exhaust their UI benefits in accordance with the Reemployment Services and Eligibility Assessment (RESEA) Grant State Plan. WDD continues to provide accessibility of services through virtual and in-person delivery options which resulted in 2,483 individuals completing an initial RESEA session and 2,350 individuals completing a subsequent RESEA in FY 2024.

WORKFORCE DEVELOPMENT COUNCIL (WDC)

The WDC is an advisory council composed of both public and private-sector representatives, who assist the Governor in the development, implementation, and modification of the 4-year State plan and review statewide policies, programs, and recommendation on actions that must be taken to align workforce development programs. The WIOA Unified State Plan for Hawai‘i (2024 – 2027), was approved by the U.S. DOL in Spring of 2024.

The WDC meets quarterly and is comprised of the following subcommittees: The Employer Engagement Committee The Military and Veteran Affairs Committee Sector Strategies and Career Pathways Committee, Youth Services Committee, Performance Measures and Financial Accountability Committee, Special Projects Committee, and the Executive Committee.

Hawai‘i Civil Rights Commission

The State of Hawai‘i has a strong commitment to the protection of civil rights. Article I, Section 5 of the Hawai‘i Constitution provides that “no person shall be denied the enjoyment of civil rights or be discriminated against in the exercise thereof because of race, religion, sex or ancestry.” The legislature gave meaning to this commitment by creating the Hawai‘i Civil Rights Commission (HCRC), through enactment of Act 219 in 1988 and Acts 386 and 387 in 1989.

The HCRC was organized in 1990 and officially opened its doors in January 1991. The HCRC enforces state laws prohibiting discrimination in employment (H.R.S. chapter 378, Part I), housing (H.R.S. chapter 515); public accommodations (H.R.S. chapter 489), and access to state and state-funded services (H.R.S. §368-1.5). The HCRC receives, investigates, conciliates, and adjudicates complaints of discrimination. The HCRC has five (5) uncompensated volunteer Commissioners. They are appointed by the Governor, with the consent of the Senate, based on their knowledge and experience in civil rights matters and commitment to preserve the civil rights of all individuals.

By law the Commission may hold hearings and make inquiries, as it deems necessary, and has the authority to administer oaths and affirmations, conduct depositions, compel the attendance of parties and witnesses and the production of documents by the issuance of subpoenas, examine parties and witnesses under oath, require answers to interrogatories, and delegate these powers to any member of the commission or any person appointed by the commission for the performance of its functions.

Furthermore, the law authorizes the Commission to enforce the State’s anti-discrimination statutes or any of its orders, conciliation agreements, or predetermination settlements by commencing civil action in circuit court; by issuing “right to sue”

authority to complainants; or by ordering appropriate legal and equitable relief or affirmative action when violations are found.

The law also authorizes the Commission to appoint an executive director, deputy executive director, hearings examiners, investigators, and other necessary support personnel, as well as attorneys to represent the commission in litigation.

The HCRC is looking forward to a future more focused than ever on vigorously enforcing the civil rights laws protecting Hawai‘i’s people by ending discrimination and increasing diversity. To fulfill this mission in both the short term and the long term, the HCRC will focus on filling vacancies, training new staff, improving our processes, and increasing outreach and education efforts.

Low staffing continues to be the biggest challenge to the HCRC. The HCRC, like other state employers, is constantly engaging in the recruitment and selection process to fill vacancies as they arise. Currently the HCRC serves the state of Hawai‘i with seven permanent investigators, with two vacant positions, down from a historical staff of eleven investigators in 2008, a reduction of about twenty percent of the workforce at the heart of the agency. At the same time, FY 2024 has seen a robust increase in inquiries and complaints which have exceeded pre-Covid-19 pandemic numbers.

Training of new staff while short staffed in other positions limits further the capacity to timely process cases. To address this, the HCRC has engaged in cross training of staff, sought 89-day hires, and recruited summer volunteers to help lighten the burden of those remaining permanent administrative assistants and investigators to fulfill the HCRC’s mission.

The HCRC is committed to balancing the needs and rights of our employees with our service to the

community. To improve our processes, the HCRC has begun research on updating its legacy database and case management processing to comport with the needs of technology, increase efficiency in our process, and provide a more accessible experience for the community.

The HCRC increased its emphasis and efforts in providing education and outreach to our community in FY 2024. By partnering with other governmental agencies and community groups, the HCRC is increasing its visibility and providing education on civil rights laws for the people of Hawai‘i. Through participation in the State of Hawai‘i’s Fair Housing Month trainings, in FY 2024 the HCRC reached more than 800 participants statewide for fair housing trainings held virtually and offered free of cost. Additional community events and training include representation at the annual Rev. Dr. Martin Luther King, Jr. Parade, Honolulu Pride, as well as a new national virtual fair housing conference in FY 2025 in conjunction with community partners that will also be offered free of charge to the community.

The HCRC enforcement team has also presented on various topics of concern to civil rights in the state of Hawai‘i, as well as to promote the HCRC and public interest legal practice, at the UH Mānoa William S. Richardson School of Law, and the HCRC continues to build its network of allies and partnerships in the community to better remain informed of the needs and resources to further our mission in the community and multiply our efforts.

Performance Measures:

The HCRC’s overall goals and objectives, expressed simply, are to improve internal processes to become more effective and efficient as an agency, and to increase the public’s access to our services. The HCRC tracks certain measurable standards, such as the length of time to file complaints, the length of time to investigate complaints, and the various outcomes of complaints (cause/no cause findings, settlements, administrative hearings, etc.). The HCRC will continue to track and analyze these standards to ensure that the anticipated staff and process changes result in improvements to effectiveness and efficiency when implemented. We will also be able to evaluate the impact of our efforts in the areas of outreach, education, and technological upgrades by tracking the numbers of inquiries and complaints that we receive from the public. We hope to see a dramatic increase in our complaint filing numbers, especially from the communities in the state that are traditionally most underserved.

Hawai‘i Labor Relations Board

The Hawai‘i Labor Relations Board (HLRB or Board) is a quasi-judicial agency attached to the Department of Labor and Industrial Relations (DLIR) for administrative and budgetary purposes only. HLRB has original jurisdiction over matters filed under Hawai‘i Revised Statutes (HRS) Chapter 89 (Collective Bargaining in Public Employment) and HRS Chapter 377 (Hawaii Employment Relations Act). In addition, HLRB conducts hearings on contested citations and orders issued by the DLIR Hawai‘i Occupational Safety and Health (HIOSH) Division under HRS Chapter 396 (Occupational Safety and Health).

Program Objective

The HLRB seeks to provide just, fair, and timely resolution of the issues brought before it, consistent with public policy to provide for collective bargaining in the public and private sectors, and to assure employee health and safety in the workplace.

HLRB Members and Staff

The HLRB is comprised of three Board Members, including one Chairperson, a representative of the public, one member, a representative of management, and one member, a representative of labor, who are appointed by the Governor and confirmed by the State Senate to six-year terms.

The three-member Board is supported by a staff of six, including an Executive Officer, Hearings Officer, one Staff Attorney, Researcher, Hearings and Case Management Specialist, and Secretary. The Board’s secretary holds a civil service position that is excluded from collective bargaining. All other HLRB staff positions are exempt from civil service and excluded from collective bargaining.

Accomplishments and Challenges

Number of Cases

FY 2024 marked a year of transition, with a slight increase in the overall number of cases filed with the Board, the enactment of five new laws affecting Hawai‘i Revised Statutes (HRS) Chapters 89 (Collective Bargaining in Public Employment) and 377 (Hawai‘i Employment Relations Act), the appointment of two new Board members, the filling of two vacant staff positions, and the hiring of a new Executive Officer.

In FY 2024, there were 26 new cases filed with the Board, including 19 HRS Chapter 89, one HRS Chapter 377, and six HRS Chapter 396 (Hawai‘i Occupational Safety and Health Law or HIOSH) cases. During the same period, the Board disposed of 41 cases, including 31 HRS Chapter 89, one HRS Chapter 377, and nine HRS Chapter 396 cases. At the close of FY 2024, 27 HRS Chapter 89 and three HRS Chapter 396 cases remained active, with 17 HRS Chapter 89 cases pending Board decision and order, including the remaining two consolidated, pre-2017 backlog cases.

In FY 2024, the Board continued to work diligently to reduce its backlog of cases, resulting in an all-time low of 17 HRS Chapter 89 cases and no HRS Chapter 396 cases pending final decision and order. The Board is pleased to report that all HRS Chapter 396 cases are presently up to date.

In FY 2024, the Board began issuing minute orders to inform parties of the Board’s rulings on motions and decisions, when possible, within 30 days of closing arguments or the filing of post-hearing briefs following a hearing on the merits, or de novo hearing. The benefit of issuing these minute orders is to declare the prevailing party while providing the Board sufficient time to prepare its full findings of fact, conclusions of law, and order.

Category of Cases

Most of the cases the Board typically receives under HRS Chapter 89 case are Prohibited Practice Complaints against the Employer (CE). Other cases are typically Prohibited Practice Complaint against the Union (CU). Over the past five years, there has been only one Prohibited Practice Complaint filed against an Employee (CEE).

Impasse (I) cases under HRS Section 89-11 usually arise in fiscal years when collective bargaining contracts are set to expire or are being negotiated. For example, in FY 2021, there were 15 impasse cases filed with the Board, compared to FY 2022 through FY 2024 when no impasse cases were filed. The parties typically reach settlement with little Board involvement beyond the declaration of impasse.

A third category of cases under HRS Chapter 89 is where a petitioner seeks a Declaratory Ruling (DR). The Board has authority to issue Declaratory Rulings under HRS Section 89-5 and Hawai'i Administrative Rules (HAR) Sections 12-43-50 to 12-43-54. The Board has discretion in deciding whether to issue or refuse to issue a declaratory ruling.

In FY 2024, there was one request for a Declaratory Ruling in *Academic Labor United v. UH, et al.*, Case No. 23-DR-00-120. In that case, the Board ruled that graduate assistants at the University of Hawai'i are public employees as defined under Section 89-2, HRS, and declared that graduate assistants are not included in bargaining units 1, 2, 4, 5, 6, 9, 10, 11, 12, 14 or 15, as identified in HRS Section 89-6(a). The Board's Order in that case can be found under "Board Decisions & Orders" at www.labor.hawaii.gov/hlr/. The Order illustrates how the Board applies its laws, rules, and authority in analyzing and deciding a Petition for Declaratory Ruling.

A fourth category of cases under HRS Chapter 89 is where the petitioner is seeking a Petition for Clarification or Amendment of Appropriate Bargaining Unit (RA). These types of cases are

rarely filed with the Board, and none were filed in FY 2024.

Parties in Cases

In many cases, the Complainant in an Unfair Labor Practice or Prohibited Practice Complaint is a Union or Employee. The Respondent can be the Employer or Union, or both. Between FY 2020 and FY 2024, the Hawaii Government Employees Association (HGEA), filed more prohibited practice complaints than any other public employee union, accounting for most of the cases filed by unions in each of the five most recent fiscal years, FY 2020 to FY 2024, at 96.2%, 64.7%, 89.5%, 100%, and 83%, respectively. Following HGEA, in second, third, and fourth place are the United Public Workers (UPW), the Hawaii State Teachers Association (HSTA), and the University of Hawaii Professional Assembly (UHPA), respectively. The State of Hawaii Organization of Police Officers (SHOPO) and the Hawaii Fire Fighters Association (HFFA) rarely appear before the Board, and did not appear in FY 2024.

Between FY 2020 and FY 2024, HGEA was named as a Respondent in 36% of cases filed, followed by the HSTA at 32%, UPW at 23%, SHOPO at 6%, and UHPA at 3%. The HFFA has not been named as a Respondent in any case filed with the Board over the past five fiscal years.

Labor Arbitration and Mediation Program

The Board maintains a Labor Arbitration and Mediation program by reviewing nominations submitted by the public employers and employee organizations, then establishing a list of approved arbitrators and mediators under HRS Section 89-5(i)(6) and (7). Annual submission of updated resumes and contact information is required by the Board. As of June 30, 2024, the Board had 38 persons on its approved list of arbitrators and mediators. A current list of arbitrators and mediators and their resumes can be found on the Board's website at <https://labor.hawaii.gov/hlr/arbitrator-mediator-listing>.

Report to Legislature

In December 2023, the Board submitted its final report to the Hawai‘i State Legislature pursuant to House Concurrent Resolution No. 61, House Draft 1 (H.C.R. No. 61, H.D. 1), Regular Session of 2023, requesting the Board to establish objective standards and criteria for splitting off a group of state workers into a new bargaining unit to assist the Legislature in determining the appropriateness of requests that come before it. The report is available online and downloadable from the Board’s website at <https://labor.hawaii.gov/hlrp/files/2023/12/HCR61-HD1-Rept-to-Leg-FINAL-12.28.2023.pdf>.

Community Outreach

To enhance and improve content and the user experience, the Board overhauled its website in the Fall of 2023 to provide timely, helpful, and accessible information and resources for practitioners and the public. This project could not have been accomplished without support from the Department of Labor and Industrial Relations and its consultants at eWorld Enterprise Solutions, Inc.

The Board plans to update and improve its website to provide timely, helpful, and accessible information and resources for practitioners, self represented litigants, and the public. As private subscription services are no longer available, the Board is working to develop a searchable database of its HRS Chapters 89/377 Decisions and Orders.

In its continuing effort to promote harmonious and cooperative labor-management relations, the Board expanded its general information and education outreach to unions and employers. In November 2023 and June 2024, Board members were invited to serve as panelists in Joint Labor Management Seminars sponsored by the Hawaii Government

Employees Association (HGEA) on O‘ahu and the Big Island. All Board members participated in these events.

In FY 2024, the Board completed publication and distribution of an “unofficial” booklet of its new administrative rules, entitled Rules of Practice and Procedure Before the Hawai‘i Labor Relations Board. See <https://labor.hawaii.gov/hlrp/files/2023/06/HLRB-Rules-from-LGs-ofc.pdf>.

Printed copies of both the official and unofficial administrative rules are available to practitioners and the public through the Board’s office. The Board’s official administrative rules, Hawai‘i Administrative Rules, Title 12, Subtitle 7, Chapter 43, are posted online and can be downloaded from the Board’s website at <https://labor.hawaii.gov/hlrp/files/2023/06/HLRB-Rules-from-LGs-ofc.pdf>.

In October 2023, the Board completed its latest publication Questions and Answers: Prohibited Practice Cases Before the Hawai‘i Labor Relations Board. This publication is available in print through the Board’s office or online at <https://labor.hawaii.gov/hlrp/frequently-asked-questions/>.

The Board also updated its brochure about the Hawai‘i Labor Relations Board, which is available in print at the Board’s office or may be downloaded from the Board’s website at <https://labor.hawaii.gov/hlrp/about-hlrp/>.

Case Statistics

The following represent the cases before the HLRB in FY2024:

Chapter 89/377 - Backlog Cases (Opened Prior to FY 2016)

Type of Case	Backlog Cases Active at the Beginning of FY 2024	Backlog Cases Closed in FY 2024	Backlog Cases Pending at the End of FY 2024
Chapter 377			
Unfair Labor Practice Against Union - (CU)	0	0	0
Unfair Labor Practice Against Employer - (CE)	0	0	0
Chapter 89			
Prohibited Practice Against Employer - (CE)	1	0	1
Prohibited Practice Against Union - (CU)	1	0	1
Prohibited Practice Against Employee - (CEE)	0	0	0
Impasse - (I)	0	0	0
Declaratory Ruling - (DR)	0	0	0
Unit Clarification - (RA)	0	0	0
Total 89/377 Cases	2	0	2

Chapter 89/377 - Old Cases (Opened between FY 2017 and FY 2023)

Type of Case	Old Cases Active at the Beginning of FY 2024	Old Cases Closed in FY 2024	Old Cases Pending at the End of FY 2024
Chapter 377			
Unfair Labor Practice Against Union - (CU)	0	0	0
Unfair Labor Practice Against Employer - (CE)	0	0	0
Chapter 89			
Prohibited Practice Against Employer - (CE)	28	20	8
Prohibited Practice Against Union - (CU)	15	11	4
Prohibited Practice Against Employee - (CEE)	0	0	0
Impasse - (I)	2 ¹	2	0
Declaratory Ruling - (DR)	0	0	0
Unit Clarification - (RA)	0	0	0
Total 89/377 Cases	45	33	12

¹ Two impasse cases and not one, as previously reported, remained pending at the end of FY 2023.

Chapter 89/377 - New Cases Opened in FY 2024

Type of Case	New Cases Opened in FY 2024	New Cases Closed in FY 2024	New Cases Pending at the End of FY 2024
Chapter 377			
Unfair Labor Practice Against Union - (CU)	0	0	0
Unfair Labor Practice Against Employer - (CE)	0	0	0
Card Check (CC)	1	1	0
Chapter 89			
Prohibited Practice Against Employer - (CE)	10	4	6
Prohibited Practice Against Union - (CU)	7	1	6
Prohibited Practice Against Employee - (CEE)	1	0	1
Impasse - (I)	0	0	0
Declaratory Ruling - (DR)	1	1	0
Unit Clarification - (RA)	0	0	0
Total 89/377 Cases	20	7	13

Chapter 396 (HIOSH) – Old Cases (Opened Prior to FY 2024)

Type of Case	Old Cases Active at the Beginning of FY 2023	Old Cases Closed in FY 2023	Old Cases Pending at the End of FY 2023
Chapter 396 (HIOSH)			
Contested Citation	2	2	0
Discrimination	4	3	1
Total 396 (HIOSH) Cases	6	5	1

Chapter 396 (HIOSH) – New Cases (Opened in FY 2024)

Type of Case	New Cases Opened in FY 2023	New Cases Closed in FY 2023	New Cases Pending at the End of FY 2023
Chapter 396 (HIOSH)			
Contested Citation	5	3	2
Discrimination	1	1	0
Total 396 (HIOSH) Cases	6	4	2

Hawai'i Retirement Savings Program



Act 296 (SLH, 2022) established the Hawai'i Retirement Savings Program, which provides retirement plan coverage for private-sector employees who do not have access to employer-sponsored retirement plans. The program is a state-facilitated payroll-deduction retirement savings plan where individuals can choose to opt into the program. For each enrolled employee a Roth IRA will be established into which contributions deducted from an employee's payroll will be deposited. Employees will own the contributions to, and earnings on, the amounts contributed to their IRAs under the program.

The program is administered by the Hawai'i Retirement Savings Board, in consultation with the Department of Labor and Industrial Relations and Department of Budget and Finance. The Board is

co-chaired by B&F Director Luis Salaveria and DLIR Deputy William "Bill" Kunstman, members include Jessie "Keola" Dean, Barbara Krieg, Andrew Nomura, Brian Taniguchi, Karen Yasukawa, Senator Henry Aquino and Representative Andrew Garrett. The Board met three (3) times during 2024. At its last meeting on October 21, 2024, the Board hired an Executive Director, Ahlani Quiogue to lead the program. Ms. Quiogue started with the program on December 16, 2024, and brings with her 19 years of government experience.

More information about the program and board is available at: <https://labor.hawaii.gov/hrsp>

Hoisting Machine Operators' Advisory Board



The Hawai'i Hoisting Machine Operators' Advisory Board is charged with establishing minimum standards to assure construction tower and mobile crane operators across the islands operate hoisting machines in a safe and lawful manner on behalf of the citizens of our State. Sixteen other states and six municipalities have similar requirements.

To be eligible, each operator (whether an independent contractor, a State government worker, or private company hire) must be certified by an ANSI Accredited Program, such as NCCCO, and pass criminal, medical, and practice training requirements to legally work in construction in

Hawai'i. All hoisting operators must be at least 21 years of age and need certification if they work with machinery having a lifting capacity of one ton or more. Certification ensures a minimum competency level of operators; assures employers that potential employees comply with relevant State and federal standards; and provides safeguards for the public that hoisting operators use best available practices.

More information about the program and board is available at: <https://hmoab.hawaii.gov/>

Labor and Industrial Relations Appeals Board

The Labor & Industrial Relations Appeals Board (LIRAB) is a quasi-judicial agency that is attached to the Department of Labor & Industrial Relations (DLIR) for administrative and budgetary purposes only. LIRAB adjudicates appeals from decisions rendered by the Director of Labor & Industrial Relations (Director) via the Disability Compensation Division relating to workers' compensation matters (Chapter 386, Hawaii Revised Statutes) and decisions rendered by the Director relating to the Boiler and Elevator Safety Law (Chapter 397, Hawaii Revised Statutes). Proceedings before LIRAB are subject to Chapter 91 of the Hawaii Administrative Procedures Act and other applicable administrative rules and laws. Program Objective LIRAB's program objective is to provide prompt, just and efficient adjudication of appeals from decisions of the Director of Labor & Industrial Relations relating to Workers' Compensation and Boiler and Elevator Safety.

Program Objective

LIRAB's program objective is to provide prompt, just and efficient adjudication of appeals from decisions of the Director of Labor & Industrial Relations relating to Workers' Compensation and Boiler and Elevator Safety.

LIRAB Members

LIRAB comprises three Board Members, one of whom is the Chairperson, who are appointed by the Governor of the State of Hawaii and confirmed by the Hawaii State Senate. The Chairperson is required by law to be an attorney licensed to practice in all of the courts of this State.

LIRAB Staff

For FY 2024, the three-member Board was supported by a staff of 9: Executive Officer, Hearings Officer, two Staff Attorneys, Paralegal, Researcher, Chief Clerk, Secretary, and Office Assistant.

However, for the latter half of FY 2024, the Board was reduced to two members, with the early resignation of a Board Member and was supported by a reduced staff of 7 due to the retirement of the Chief Clerk and extended leave of a Staff Attorney.

LIRAB Activities for FY 2024

Workers' Compensation Cases	
New LIRAB appeals received in FY 2024	197
Cases disposed of or closed by settlement, dismissal, Decision & Order, or other means in FY 2024	185
Cases pending as of June 30, 2024	379
Pre-hearing conferences (initial conferences, settlement conferences, and status conferences) held in FY 2024	281
Motions/Orders to Show Cause /Oral Arguments heard in FY 2024	101
Trials held in FY 2024	119
Percentage of appeals resolved within 15 months of receipt in FY 2024	57%
Decisions & Orders issued	38
Number of cases awaiting written decision and order in FY 2024	162
Boiler & Elevator Safety Cases	
Cases pending as of June 2024	0
New appeals filed during FY 2024	0

LIRAB Accomplishments and Challenges for FY 2024

- In FY 2024, the LIRAB faced the challenge of a reduced Board as a result of one of its Board Members resigning prior to the end of her term. A further challenge included the retirement of its long-time Chief Clerk and the extended leave by one of its Staff Attorneys.

- The LIRAB also faced the additional challenges associated with an increased number of appeals involving unrepresented injured workers, as well as those requiring Limited English Proficiency (LEP) services. Such increases resulted in a greater amount of time expended by the LIRAB staff in accommodating the needs, inquiries, and requests of these injured employees.
- The LIRAB continues to face the challenge of addressing the pandemic-related backlog as well as the backlog of cases and delays associated with the testing and implementation of the DLIR-DCD's modernization project. However, as of the end of FY 2024, the LIRAB completely eliminated its backlog of and is current regarding its review, processing, and approval of settlement documents and its review and issuance of orders relating to attorneys' fee requests.
- To encourage the preparation and submission of settlement documents that are more accurate and complete, while also more completely addressing issues of fairness to, especially, the unrepresented injured worker, the LIRAB prepared and posted on its website an extensive guidance memorandum regarding settlement documents and has accommodated its stakeholders by hosting conferences regarding settlement and its associated document(s). This has reduced the time for the LIRAB and other agencies to review and process settlement documents and has reduced the occurrence of settlement document having to be declined and redrafted by stakeholders.
- The LIRAB continues to assist with the DLIR-Disability Compensation Division on a multi-phase modernization project to digitally transform the Workers' Compensation system from a paper-based system to an electronic one. The implementation to electronic based filing and operations will have a positive impact on injured workers, employers, and insurance carriers when claims and appeals of benefit awards can be processed more efficiently and when the parties have 24/7 access to their Workers' Compensation records.
- The LIRAB continued to implement an appointment system to safely manage in-person visitors, maintained 100% telework capacity, utilized telephonic and videoconferencing appearances for conferences and hearings, and accommodated the electronic filing of documents.
- To accommodate stakeholders requesting in-person hearings/conferences and others who preferred the remote participation in the same hearings/conferences, in FY 2024, the LIRAB continued to implement video and audio technology, including "hybrid" hearings and conferences where the participants may appear remotely or in-person at the same hearing/conference.

Office of Community Services

The Office of Community Services (OCS) was established by Act 305 (SLH,1985) to facilitate the development, delivery, and coordination of human services programs. These programs are aimed to assist low-income individuals and families, refugees, and immigrants so they can live healthier lives and achieve greater economic self-sufficiency.

Administratively attached to DLIR, OCS has been working diligently to become a model for grant administration in the State of Hawai'i. OCS' goal is to improve the effectiveness and efficiency of administering grants by using sound fiscal management, maximizing the utilization of grant funds, improving contract and on-site monitoring, and improving overall contract performance.

OCS administers many of the HRS Chapter 42F Grants-in-Aid (GIA) appropriated by the Hawai'i State Legislature to non-profit agencies for which DLIR is the expending agency. In Fiscal Year (FY) 2024, OCS managed a portfolio of 84 GIA's that were awarded, totaling over \$21.8 million of which approximately \$20 million was for capital improvement projects and \$1.8 million was for operating grants. All ten (10) operating GIAs were successfully contracted by the encumbrance deadline of June 30, 2024. In contrast, 22 of the capital improvement GIAs have been either transferred or closed, while the remaining 52 awarded to OCS in 2023, 15 have been contracted and 37 remain pending execution, with an encumbrance deadline of June 30, 2026. In addition, OCS is continuing to administer the FY2023 GIAs.

Furthermore, during the 2024 Hawaii State Legislative Session, OCS was designated as expending agency for 89 GIAs that were awarded, totaling over \$22.2 million. OCS anticipates that all 2024 operating GIAs will be contracted by the end of FY 2025, to meet the encumbrance deadline of June 30, 2025, established by Act 230, SLH 2024.

OCS also anticipates that all 2024 capital improvement projects will be contracted by the encumbrance deadline of June 30, 2026.

In addition to GIAs, OCS is also responsible for the following programs.

The **Employment Services Program** helps Hawai'i's low-income individuals and legal immigrants to gain employment skills, find and retain jobs, and receive basic vocational training. The total appropriation in FY 2024 was \$1.3 million. Starting in late 2023, a portion of the appropriation was set aside for Maui wildfire victims. In FY 2024, 364 people completed job-readiness training, and 203 of them went on to obtain employment. The program provided financial assistance for vocational training for 60 of these participants. This is a life-changing program for many of these people, who often come to the program after long periods of unemployment and with difficult barriers to employment.



The **Immigrants Resource Center Program** provides funding to agencies statewide to serve as Immigrant Service Centers to improve access to government services for low-income legal immigrants and increase immigrant opportunities to make civic and economic contributions to the community. During FY 2024, the State allocated \$835,000 to three Immigrants Resource Centers

providing services in Hawaii County, Maui County, and the City and County of Honolulu.

Community Services Block Grants (CSBG) supports Hawai'i's four community Action Agencies (Honolulu Community Action Program, Inc., Hawaii County Economic Opportunity Council, Maui Economic Opportunity, Inc., and Kauai Economic Opportunity, Inc.) with federal funding to assist in providing an array of services to address community needs identified such as job training and job placement, Head Start, housing assistance, transportation services, food assistance, shelter assistance, and financial literacy. The FY 2024 grant award was \$4,021,915. During times of disaster, CSBG funds can be utilized to create programs to assist those affected by disaster.



The Emergency Food Assistance Program (TEFAP) provides shelf-stable and frozen foods to supplement the diets of low-income individuals at no cost. TEFAP is by far our largest food program serving an estimated monthly average of 98,956 people through funding from the U.S. Department of Agriculture (USDA)'s Food and Nutrition Service (FNS) branch. FY 2024 grant award included \$287,356 in administrative funding. In FY 2024, TEFAP also received Farm to Foodbank funds (\$21,151), which provided Hawaii with even more administrative funding and allowed each food bank to partner with local farmers who donated locally grown produce to be distributed. In FY 2024, TEFAP also received Commodity Credit Corporation (CCC) funds (\$227,000) to help emergency food organizations as they continue to deal with supply chain challenges and elevated food costs by supporting food purchases and operational

costs for the storage and distribution of the additional food purchases.

The **TEFAP Reach and Resiliency Grant** provides additional funding for the food banks providing TEFAP to expand TEFAP's reach into remote, rural, Tribal, and/or low-income areas that are underserved by the program. From State FY 2023 through FY 2025, Hawaii received \$417,128 in TEFAP Reach and Resiliency round 1 funds. USDA FNS also provided additional funding of \$696,521 for TEFAP Reach and Resiliency round 2 funds for food banks to utilize from State FY 2023 to FY 2025.

The **Commodity Supplement Food Program (CSFP)** provides one box per month of pre-selected canned and packaged foods to 3,226 low-income seniors through the USDA's FNS branch. A typical box contains a cross-section of foods, including canned fruits and vegetables; dry goods such as flour, rice, pasta, and cereal; canned meat, poultry and fish; plant-based protein such as beans and peanut butter; cheese; and beverages such as fruit juices and milk. The FY 2024 grant award was \$329,831.

The **Senior Farmers' Market Nutrition Program (SFMNP)** provided \$50 in food coupons in FY 2024 to about 7,800 Hawaii seniors aged 60 and older. The seniors used these coupons to purchase locally grown fruits and vegetables from participating farmers and farmers' markets. The grant award from the U.S. Department of Agriculture for the 2024 program year was approximately \$435,000.

The **Legal Advocacy, Outreach, and Referral Services to Protect the Rights of Children and Their Families** are two programs that collectively serve approximately 2,000 children under this grant funded by the U.S. Department of Health and Human Services (DHHS). It provides legal services to children in low-income households to address myriad of issues ranging from family violence, abuse, and neglect, to child support and access to education and social-net services. The FY 2024 grant awards were \$132,000 and \$150,000.

The **Weatherization Assistance Program (WAP)** provides funding from the U.S. Department of Energy (DOE) for energy conservation education and the installation of weatherization measures: solar water heaters, hybrid heat pumps, energy-efficient refrigerators, air conditioner replacements, compact fluorescent lights (CFLs) or light emitting diodes (LEDs), advanced power strips, and low-flow faucet aerators and shower heads. The state FY 2024 grant award is \$371,550. DOE also provided WAP Readiness Funds to assist in addressing necessary repairs (e.g., Health and Safety issues, structural) in dwellings that are receiving weatherization services, or dwellings that are currently in the queue to be weathered, but at risk of deferral. In state FY 2024, Hawaii's WAP award includes \$72,845 in WAP Readiness Funds.

The **Refugee and Entrant Assistance Program** provides refugees and asylees with two types of services under this formula grant from the U.S. Department of Health and Human Services, Office of Refugee Resettlement: (1) Social services for employment and other social services for up to five years after arrival into the U.S. or granting of status; and (2) Cash and medical assistance for up to twelve months from arrival into the U.S. or granting of status. During FY 2024 the Office of Refugee Resettlement allocated additional funds for Ukrainian refugees in addition to the State's base funds. The FY 2024 grants awards were (1) \$221,543 and (2) \$246,654, respectively. The Office of Refugee Resettlement also extended the obligation of FY 2023 funds through FY 2025.



State Fire Council



The SFC is administratively attached to the State of Hawaii’s (State) Department of Labor and Industrial Relations and comprised of the four county Fire Chiefs, a representative from the Hawaii State Aircraft Fire Fighting Unit (ARFF); and a representative from the Division of Forestry and Wildlife, Department of Land and Natural Resources (DOFAW). The SFC’s primary mission is to develop a comprehensive fire service emergency management network for the protection of life, property, and environment throughout the State. The SFC is responsible for adopting a state fire code; coordinating and facilitating federal fire-related training courses; and administering a Reduced Ignition Propensity Cigarette (RIPC) Program. The SFC establishes qualifications for testing and certifying individuals who perform maintenance and testing of portable fire extinguishers, fire protection systems, and fire alarm systems. It advises and assists the county fire departments where appropriate and prescribes standard procedures and forms related to inspections, investigations, and fire reporting. It also advises the Governor and legislature on issues relating to fire prevention and protection, life safety, and any other function or activity for which the various county fire departments are responsible.

The National Fire Protection Association (NFPA) 1 Fire Code, 2024 Edition

The State Fire Code, in conjunction with the county fire codes, comprehensively addresses minimum requirements for the protection of life and property to mitigate and prevent the disastrous effects of fires, explosions, and hazardous materials incidents.

The NFPA 1 Fire Code, 2024 Edition, was published with an effective date of September 14, 2023. The SFC normally convenes a State Fire Code Investigative Committee, which is composed of one member from each county fire department and an NFPA representative, to review and generate amendments to the national model code. The amendment package will then be forwarded to the State Attorney General for review. The SFC will review and vote to approve the 2024 amendment package at a quarterly meeting. According to Hawaii Revised Statute §107-24, the SFC has two years after the official publication date of the NFPA 1 Fire Code to adopt its amendments. If the amendments aren’t adopted within the two years, the NFPA 1 Fire Code becomes the default State Fire Code with no amendments.

SBCC (State Building Code Council)

The SFC has been a voting member of the SBCC since its inception in 2007. Its 11 voluntary members are county, State, and private stakeholders who review and approve a comprehensive set of national model building codes and standards for design and construction in the State. These approved codes are used as the basis for the county building codes. The SBCC is administratively attached to the State Department of Accounting and General Services.

In FY 2024, the Governor’s Emergency Proclamation Relating to Affordable Housing suspended the State Building Code Council’s ability to amend or update the state building codes. However, updates to the building codes, without any amendments from the SBCC, have automatically become part of the [Hawaii State Building Codes](#) per HRS§107-24(c).

SFC Legislative Efforts

The SFC introduced the bills listed below and submitted testimony for other bills during the 2024 Legislative Session to improve overall fire safety in Hawaii.

Bill No.	Title	Description	Position	Status
HB 1886	State Fire Council Package; Fire Protection; Reduced Ignition Propensity Cigarette Program; Special Fund	Authorizes moneys in the reduced ignition propensity cigarette program special fund to be used to defray the cost of statewide fire prevention, education, life safety, and preparedness programs, and hiring of administrative personnel.	Support	Failed
HB 1887 & SB 2229	State Fire Council Package; Counties; Residences; Fire Sprinkler Systems	Repeals section 46-19.8, Hawai‘i Revised Statutes, to allow the counties to determine the proper requirements for fire sprinkler systems in residences.	Support	Failed
HB 1888 & SB 2230	Hawai‘i State Fire Council Package; Fireworks; Restrictions	Imposes a statewide limitation on consumer fireworks, except by permit for use at cultural events.	Support	Failed
HB 1889	Hawai‘i State Fire Council Package; Cancer; Firefighters; Workers' Compensation Medical Benefits	Expands workers' compensation medical benefits for firefighters to include coverage for breast cancer and cancer of the female reproductive organs. (SD2)	Support	Passed; Act 101

Fire Department Training

The SFC coordinated and facilitated these fire service training courses conducted by lecturers from the National Fire Academy:

Course	Department	Dates
Health and Safety Program Manager - Cancelled	Kauai Fire Department	July 6 to 7, 2023
Leadership in Supervision: Frameworks to Success	Honolulu Fire Department	August 10 to 11, 2023
Strategy and Tactics for Initial Company Operations - Cancelled	Maui Fire Department	August 24 to 25, 2023
Incident Command for Structural Collapse Incidents	Kauai Fire Department	February 15 to 16, 2024
Incident Safety Officer	Honolulu Fire Department	April 4 to 5, 2024
WUI Firefighting for the Structural Company Officer	Kauai Fire Department	April 18 to 19, 2024

Fire Protection Systems (FPS) Certificate of Fitness (COF)

SFC staff processed numerous inquiries on the administrative rules regarding licensing of individuals for inspection, testing, and maintenance of FPS. During FY 2024, the SFC reviewed 110 applications and approved 109 for FPS COF.

SFC Quarterly Meetings

The SFC met quarterly using interactive conference technology in compliance with the Hawaii Revised Statutes §92 to fulfill its statutory duties and responsibilities. However, the FY2024 third quarter meeting was not held due to scheduling conflicts.

State Wildfire Prevention Working Group

This working group was established and convened by State Representatives Linda Ichiyama and Darius Kila to address issues related to the August 2023 Lahaina Wildfire and make recommendations to improve wildfire safety in Hawaii. SFC members and staff participated in the working group upon request by Representative Ichiyama. The SFC provided recommendations which were included in the [Lahaina Wildfire Interim Working Groups Final Report](#).

Reestablishment of the State Fire Marshal (SFM)

As a result of the State Wildfire Working Group and other factors, numerous bills were introduced during the 2024 Hawaii Legislature to reestablish the Hawaii SFM that was abolished in 1979. The bills were consolidated

to a version that passed both House and Senate. The final version, [Act 209](#), was signed by Governor Josh Green on July 5, 2024. Act 209 requires a few tasks for the SFC:

1. Appoint a SFM for a term of five years.
2. Establish the terms of employment for the position of the SFM.
3. Submit a report to the Legislature by 11/1/2024, which shall include (at minimum):
 - a. An organizational plan, including structure and personnel plan for the office of the SFM.
 - b. Description of the roles and divisions of responsibilities between the State and the counties, and the office of the SFM and the SFC, regarding fire prevention and response.
 - c. Proposed operating budget for the office of the SFM.
 - d. Creation of a position description for the SFM.

Fire Prevention Week (FPW) 2023

SFC members and representatives of the Hawaii Wildfire Management Organization (HWMO) met Governor Josh Green on October 5, 2023 for the proclamation of FPW. SFC members and HWMO representatives also met with Governor Green and his staff to discuss proposals to improve wildfire safety for Hawaii. A few weeks after the meeting, the SFC and HWMO delivered their [written proposal](#) to the Governor.

Fire Fighter’s Safety Guide (FFSG)

The FFSG is produced and published by the Honolulu Fire Department to educate, instill, and promote fire safe behavior amongst Hawaii’s schoolchildren and their families. The FFSG is distributed to K – 6th grade schoolchildren in both public and private schools. The SFC provided \$5,000 to fund the [Hawaiian language version](#) of the 2023 FFSG. Four thousand copies of the Olelo Hawaii version of the FFSG were printed and distributed to Hawaiian language immersion schools.

Financial Report

The SFC received its allocation of \$95,400 from DLIR at the beginning of FY 2024. The allocation was reduced 10% by the governor. At the end of the FY, the SFC had a surplus of \$13,866.17. The SFC’s FY 2024 surplus will carry over to FY 2025.

Reduced Ignition Propensity Cigarette (RIPC) Program

1. RIPC Specialist
 - a. Earle Kealoha retired from the RIPC Specialist position at the end of calendar year 2023 after 9 years. He was the first RIPC Specialist for the State of Hawaii. We greatly appreciate his work, and the work of the SFC staff along the way, in creating and implementing the RIPC program.
 - b. Michael O’Sullivan was hired as the new RIPC Specialist at the start of 2024. He is a retired Honolulu Fire Department Captain with over 27 years of service.

2. Certifications

- a. Currently 675 brand styles certified for sale in the State of Hawaii. This is a reduction of 134 brand styles since the start of the FY24.

3. RIPC Fund

Total RIPC FY24 Starting balance	\$ 642,325.20
C & C HON Excess Funds Encumbered from FY23 Starting balance (FY24)	\$ 146,253.88
C & C HON Allocation transferred from RIPC Fund(FY24)	\$ 150,000.00
C & C HON Expenditures (FY24)	<\$ 76,034.14>
C & C HON Total Balance	\$ 220,219.74
Funds returned to State RIPC Sp. Fund***	<\$ 146,253.88>
C & C HON Ending Balance (FY24)	\$ 73,965.86
RIPC Special Fund Balance starting balance (FY24)	\$ 496,071.32
RIPC Fees Collected (FY24)	\$ 214,125.00
RIPC Interest Accrued (FY24)	\$ 45,347.57
RIPC State Expenditures (FY24)	<\$ 21,704.48>
RIPC Funds transferred to the City (FY24)(Salaries, Testing)	<\$150,000.00>
Funds returned from C & C HON***	\$146,253.88
RIPC Special Fund ending balance (FY24)***	\$733,093.29
Total RIPC Funds Available	\$807,059.15

***Transfer of funds pending

- a. The City managed funds began FY24 with a balance of \$146,253.88 from FY23. At the end of FY24 the city had a combined surplus of \$220,219.74. The excess funds from FY23 will be returned to the State RIPC Fund.
- b. The City balance has grown over the years due to a number of factors. Examples: COVID restricted travel, Testing reductions at the end of FY24.

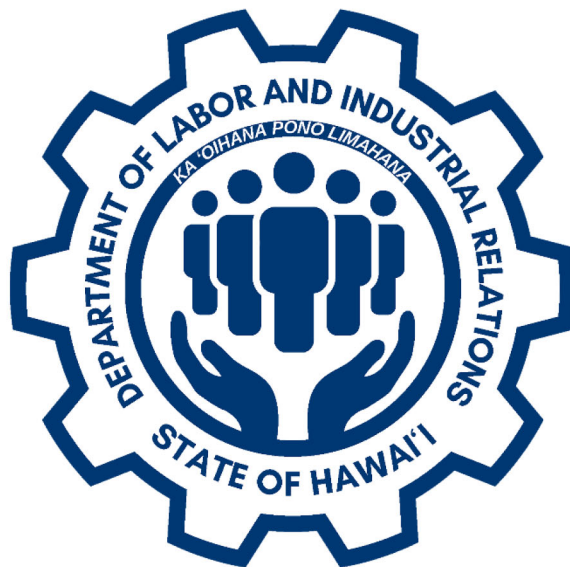
- c. This office will review expenses after a complete Fiscal Year to determine if adjustments need to be made to the amount of funds transferred from the State to the City.
- d. This office will review the budget of the fund over the Fiscal Year to determine if incoming fees are enough to cover expenses for the current goals of the program.

4. Inspections

- a. Inspections began slowly in March, with a total of about 300 inspections conducted on the island of Oahu so far.
- b. I am updating our in-house retailer list with a list of retailers received from the State Tax office through the AG's office. The goal is to have an updated accurate list going forward. While using the updated list I have found new retailers that have opened during the last year.
- c. Inspections will accelerate for the rest of the year with the goal of completing the state by December.
- d. Neighbor island inspections will start in late August.

5. Testing

- a. The testing contract earlier than expected at the end of 2023 due to the two contractors discontinuing testing at their facilities.
- b. It was determined that a new solicitation would wait until the next FY.
- c. A new solicitation is posted with an end date for bids on August 13.
- d. Testing will resume once new contractors are selected.



The Hawai'i Department of Labor and Industrial Relations Princess Ruth Ke'elikolani Building | 830 Punchbowl Street | Honolulu, Hawaii 96813 Online at <http://labor.hawaii.gov>