



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

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

Testimony by  
Hawaii Government Employees Association

March 16, 2021

S.B. 830, S.D. 2 – RELATING TO EMPLOYMENT

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the concept of telework for willing and able state employees and provides comments on the intent of S.B. 830, S.D. 2 which directs the Department of Human Resources Development to convene a working group of stakeholders to update and create policies and procedures relating to telework and alternative work schedules and submit a report to the 2022 Legislature. We appreciate the amendments from the Senate Committee on Ways and Means that are contained in the current S.D. 2. **However, we stress that since telework and alternative schedules significantly impact an employee's condition of employment, the terms must be negotiated and mutually agreed upon.**

Telework and alternative work schedules are innovative solutions that ensure workplace flexibility and we fully recognize the many benefits they can have on employees, the employer, and the public, including a better work-life balance, increased productivity, and possible cost-savings from reduced energy and office space use. Workplace flexibility can also be utilized as a tool to help the employer recruit and retain the best and brightest employees, where government salary and benefits alone may not compete with what's offered in the private sector.

Although we understand the intent of the measure is to bring stakeholders together, we must insist that any changes to an included bargaining unit employee's wages, hours, and terms and conditions of work are constitutionally protected and must be negotiated and mutually agreed upon prior to implementation. Therefore, regardless of the working group's recommendations to the Legislature or legislative directives to update the 2010 telework program guidelines and establish policies and procedures, the Employer and the Exclusive Representative must mutually agree upon the provisions of any telework or alternative work week agreement. **While rooted with good intent, the creation of a "telework and alternative work schedules policy working group" may hinder, delay, or confuse the negotiations process that is exclusively reserved for the Employer and the Union.**

Additionally, Section 2(d) of S.B. 830, S.D. 2 includes language for reimbursable expenses including travel, consulting fees, and administrative expenses, therefore we

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respectfully note the need for an appropriation to be included in this measure. However, for consistency in our position, we are compelled to remind the Committee that both the short-term and long-term economic projections show that our state budget is in a severe crisis and while many steps have already been taken to mitigate the impact of the COVID-19 worldwide pandemic, there remains a delicate and precarious balance of our state finances.

Thank you for the opportunity to testify on S.B. 830, S.D. 2.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Randy Perreira". The signature is fluid and cursive, with a large initial "R" and a long, sweeping tail.

Randy Perreira  
Executive Director