

Honolulu, Hawaii

FEB 16 , 2024

RE: H.B. No. 1653
H.D. 1

Honorable Scott K. Saiki
Speaker, House of Representatives
Thirty-Second State Legislature
Regular Session of 2024
State of Hawaii

Sir:

Your Committee on Labor & Government Operations, to which was referred H.B. No. 1653, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO EDUCATION,"

begs leave to report as follows:

The purpose of this measure is to provide automatic step increases in teacher and educational officer salaries who have satisfactorily completed a certain amount of service and complied with certain requirements, pursuant to a collective bargaining agreement negotiated for Bargaining Unit (5).

Your Committee received testimony in support of this measure from the Hawaii State Youth Commission; Hawaii State Teachers Association; Democratic Party of Hawai'i; Democratic Party of Hawai'i Education Caucus; and one individual. Your Committee received testimony in opposition to this measure from the Office of Collective Bargaining and Department of Budget and Finance. Your Committee received comments on this measure from the Department of Education and Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO.

Your Committee finds that average salaries for teachers in Hawaii are the lowest in the nation when adjusted for the cost living. To address matters of teacher recruitment and retention, it is critical that teacher and educational officer salaries



remain competitive to attract qualified individuals who are responsible for the education of Hawaii's children. However, your Committee notes the concerns related to equal work for equal pay and the possible necessity of making mandatory step increases across all bargaining units to ensure employees with the same positions between bargaining units are receiving the same benefits.

As affirmed by the record of votes of the members of your Committee on Labor & Government Operations that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 1653, H.D. 1, and recommends that it be referred to your Committee on Finance.

Respectfully submitted on
behalf of the members of the
Committee on Labor & Government
Operations,



SCOT Z. MATAYOSHI, Chair



