A BILL FOR AN ACT

RELATING TO PUBLIC EMPLOYEES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

- 1 The purpose of this Act is to authorize a state SECTION 1. employer to establish a voluntary unpaid leave program for state 2 employees from July 1, 2009, to June 30, 2011; and to encourage 3 4 agencies to examine the appropriate use of voluntary unpaid leave as a means of providing flexible employment opportunities 5 and improving the cost-effectiveness of operations. 6 7 SECTION 2. Any agency may establish a voluntary unpaid leave program from July 1, 2009, until June 30, 2011. Under the 8 9 voluntary unpaid leave program, an employee may request unpaid leave for a period of time not to exceed one year. 10 11 Participation in the program by employees shall be strictly 12 voluntary. 13 SECTION 3. Any unpaid leave taken by an employee through programs created under this Act shall not cause or be deemed to 14 15 cause:
- 16 (1) A break in the employee's employment;
- 17 (2) An interruption in the employer's contribution to the
- 18 Hawaii employer-union health benefits trust fund;



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1	(3)	A decrease in the amount of vacation or sick leave
2		earned by the employee prior to any voluntary unpaid
3		leave;
4	(4)	A decrease in the employee's time in service for
5		purposes of the employee's pension, retirement, and
6		deferred compensation plans; and
7	(5)	Any change in any right, privilege, or benefit that
8		the employee is entitled to or would have been
9		entitled to by law but for the voluntary unpaid leave;
10	provided	that during a period of voluntary unpaid leave, the
11	employee	shall not continue to accrue vacation and sick leave,
12	nor time	in service for the purposes of the employee's pension,
13	retiremen	t, and deferred compensation plans.
14	SECT	ION 4. This Act shall take effect upon its approval
15	and shall	be repealed on June 30, 2011.
16		

НВ HMS 2009-1612

Report Title:

Voluntary Unpaid Leave; Public Employees

Description:

Authorizes state employers to establish a voluntary unpaid leave program for state employees from July 1, 2009, to June 30, 2011.