SB889, SD2

RELATING TO PROFESSIONALLY LICENSED OR CERTIFIED GOVERNMENT EMPLOYEES

LAB, JUD, FIN

SB889 SD2 🔀 🔊 🖓

<u>S</u>ubmit Testimony

Measure Title:	RELATING TO PROFESSIONALLY LICENSED OR CERTIFIED GOVERNMENT EMPLOYEES.		
Report Title:	e: Professionally Licensed or Certified Government Employees; Tort Liability; Exclusive Liability		
Description:	Clarifies that the State shall be exclusively liable for claims for injury or loss of property, or personal injury or death, resulting from the negligent or wrongful act or omission of any professionally licensed or certified employee of the State while acting within the scope of the employee's office or employment. Precludes civil actions or proceedings for money damages against the employee, except for claims based on liability other than an employee's scope of employment with the State or other employer. Clarifies liability when the State agrees to assume full or partial responsibility in a civil action against a professional licensed or certified employee. Effective 01/07/2059. (SD2)		
Companion:	<u>HB1023</u>		
Package:	Governor		

Current Referral: LAB, JUD, FIN

Ir

Introducer(s): KOUCHI (Introduced by request of	another party)
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Sort by Date		Status Text
1/25/2017	S	Introduced.
1/25/2017 S Passed First Reading.		
1/25/2017	S	Referred to JDL, WAM.
1/27/2017	S	Re-Referred to CPH, JDL/WAM.
2/2/2017	2/2/2017 S The committee(s) on CPH has scheduled a public hearing on 02-07-17 9:00AM in conference room 229.	
AMENDMENTS. The votes in CPH were as follows: 5 Aye(s): Senator(s)		The committee(s) on CPH recommend(s) that the measure be PASSED, WITH AMENDMENTS. The votes in CPH were as follows: 5 Aye(s): Senator(s) Baker, Nishihara, S. Chang, Espero, Ruderman; Aye(s) with reservations: none; 0 No(es): none; and 2 Excused: Senator(s) Ihara, Kidani.
2/15/2017	S	Reported from CPH (Stand. Com. Rep. No. 256) with recommendation of passage on Second Reading, as amended (SD 1) and referral to JDL/WAM.

2/15/2017	S	Report adopted; Passed Second Reading, as amended (SD 1) and referred to JDL/WAM.	
2/24/2017	s	The committee(s) on JDL/WAM will hold a public decision making on 02-28- 17 9:50AM in conference room 211.	
2/28/2017 S The committee(s) on JDL recommend(s) that the measure be PASSED, WI AMENDMENTS. The votes in JDL were as follows: 3 Aye(s): Senator(s) Kei Agaran, K. Rhoads, L. Thielen; Aye(s) with reservations: none ; 0 No(es): none; and 2 Excused: Senator(s) Gabbard, Kim.			
2/28/2017	2/28/2017 S The committee(s) on WAM recommend(s) that the measure be PASSED, 2/28/2017 S Senator(s) Tokuda, Dela Cruz, English, Galuteria, Harimoto, K. Kahele, Riviere, Shimabukuro, Taniguchi; Aye(s) with reservations: none ; 0 No(es) none; and 2 Excused: Senator(s) Inouye, Wakai.		
3/3/2017	s	Reported from JDL/WAM (Stand. Com. Rep. No. 774) with recommendation of passage on Third Reading, as amended (SD 2).	
3/3/2017	S	48 Hrs. Notice 03-07-17.	
3/7/2017	3/7/2017Report adopted; Passed Third Reading, as amended (SD 2). Ayes, 25; Ayed with reservations: none . Noes, 0 (none). Excused, 0 (none). Transmitted t House.		
3/7/2017	7/2017 H Received from Senate (Sen. Com. No. 284) in amended form (SD 2).		
3/9/2017	17 H Pass First Reading		
3/9/2017	Н	H Referred to LAB, JUD, FIN, referral sheet 27	
3/10/2017	H Bill scheduled to be heard by LAB on Tuesday, 03-14-17 9:00AM in House conference room 309.		

THE SENATE TWENTY-NINTH LEGISLATURE, 2017 STATE OF HAWAII

S.B. NO. ⁸⁸⁹ S.D. 2

A BILL FOR AN ACT

RELATING TO PROFESSIONALLY LICENSED OR CERTIFIED GOVERNMENT EMPLOYEES.

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

1 SECTION 1. The legislature finds that in the recent 2 decision Slingluff v. State, 317 P.3d 683 (Haw. Ct. App. 2013), 3 the Intermediate Court of Appeals held that "physicians employed 4 by the State, including prison doctors, exercising purely 5 medical discretion in the diagnosis and treatment of potentially 6 injured or sick people, are not protected from medical malpractice claims by the doctrine of qualified immunity under 7 Hawai'i law." 8 9 The purpose of this Act is to clarify the personal 10 liability requirements for professionally licensed or certified 11 employees of the State by: 12 (1)Clarifying that the State shall be exclusively liable 13 for civil tort claims resulting from the negligent or 14 wrongful act or omission of a professionally licensed 15 or certified employee of the State acting within the

scope of the employee's office or employment;



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S.B. NO. ⁸⁸⁹ S.D. 2

1 (2)Precluding civil actions or proceedings for money 2 damages against the employee, except for claims based 3 on liability other than an employee's scope of 4 employment with the State or other employer; and 5 (3) Clarifying liability when the State agrees to assume 6 full or partial responsibility in a civil action 7 against a professionally licensed or certified 8 employee. 9 SECTION 2. Section 662-14, Hawaii Revised Statutes, is 10 amended to read as follows: 11 "§662-14 Exclusiveness of remedy. (a) The authority of 12 the State or any state agency to sue and be sued in its own name 13 shall not be construed to authorize any other actions against 14 the State or such agency on claims [for torts of its employees,] 15 cognizable under this chapter, and the rights and remedies 16 provided by this chapter and section 661-11 shall be exclusive. 17 (b) The remedy against the State provided by this chapter 18 and section 661-11 for injury or loss of property, or personal 19 injury or death, arising or resulting from the negligent or 20 wrongful act or omission of any professionally licensed or 21 certified employee of the State while acting within the scope of



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S.B. NO. ⁸⁸⁹ S.D. 2

1	the employee's office or employment shall be exclusive whenever
2	the State agrees to be fully liable for the injuries, losses,
3	and damages caused by the professionally licensed or certified
4	employee. Any civil action or proceeding for money damages
5	arising out of or relating to the same subject matter against
6	the employee or the employee's estate shall thereafter be
7	precluded without regard to when the act or omission occurred;
8	provided that claims based on liability other than an employee's
9	scope of employment with the State or employment with an
10	employer other than the State shall not be precluded. When an
11	employee is named in an individual capacity, the State may
12	notify all parties in writing that the State is invoking
13	exclusive liability by agreeing to be fully liable for the
14	injuries, losses, and damages caused by the professionally
15	licensed or certified employee, and the action or proceeding
16	shall thereafter proceed against the State alone. When the
17	State agrees to partial responsibility for the injuries, losses,
18	and damages of an employee, the employee shall remain personally
19	liable for those injuries, losses, and damages for which the
20	State has not accepted responsibility."



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Page 4

S.B. NO. ⁸⁸⁹ S.D. 2

SECTION 3. This Act does not affect rights and duties that
matured, penalties that were incurred, and proceedings that were
begun before its effective date.
SECTION 4. Statutory material to be repealed is bracketed
and stricken. New statutory material is underscored.
SECTION 5. This Act shall take effect on January 7, 2059.

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S.B. NO. ⁸⁸⁹ S.D. 2

Report Title:

Professionally Licensed or Certified Government Employees; Tort Liability; Exclusive Liability

Description:

Clarifies that the State shall be exclusively liable for claims for injury or loss of property, or personal injury or death, resulting from the negligent or wrongful act or omission of any professionally licensed or certified employee of the State while acting within the scope of the employee's office or employment. Precludes civil actions or proceedings for money damages against the employee, except for claims based on liability other than an employee's scope of employment with the State or other employer. Clarifies liability when the State agrees to assume full or partial responsibility in a civil action against a professional licensed or certified employee. Effective 01/07/2059. (SD2)

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.



DAVID Y. IGE GOVERNOR RODERICK K. BECKER Comptroller

> AUDREY HIDANO Deputy Comptroller

STATE OF HAWAII DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES

P.O. BOX 119, HONOLULU, HAWAII 96810-0119

TESTIMONY OF RODERICK K. BECKER, COMPTROLLER DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES TO THE HOUSE COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT ON TUESDAY, MARCH 14, 2017 9:00 A.M. CONFERENCE ROOM 309

S.B. 889, S.D. 2

RELATING TO PROFESSIONALLY LICENSED OR CERTIFIED GOVERNMENT EMPLOYEES.

Chair Johanson, Vice Chair Holt, and members of the Committee, thank you for the opportunity to submit testimony on S.B. 889, S.D. 2. The Department of Accounting and General Services (DAGS) supports the measure.

DAGS has multiple divisions and attached agencies that rely on the work of employees who are licensed professionals. This measure will help DAGS hire and/or retain professional employees by ensuring those professional employees cannot be held personally liable for actions they carry out in the course and scope of their State work. Without this provision, current and future State employees who require professional licensing to qualify for employment would find federal and private sector work that affords the proposed protection much more attractive. If the protections in this measure are not afforded to the licensed professional employees, individual employees may have to purchase their own professional liability insurance policies. This bill will help DAGS to attract, hire, and retain qualified licensed professionals.

Thank you for the opportunity to submit testimony on this measure.

DAVID Y. IGE GOVERNOR



STATE OF HAWAII DEPARTMENT OF PUBLIC SAFETY 919 Ala Moana Boulevard, 4th Floor Honolulu, Hawaii 96814 NOLAN P. ESPINDA DIRECTOR

> Cathy Ross Deputy Director Administration

Jodie F. Maesaka-Hirata Deputy Director Corrections

Renee R. Sonobe Hong Deputy Director Law Enforcement

No. _____

TESTIMONY ON SENATE BILL 889, SENATE DRAFT 2 RELATING TO PROFESSIONALLY LICENSED OR CERTIFIED GOVERNMENT EMPLOYEES by Nolan P. Espinda, Director Department of Public Safety

Committee on Labor & Public Employment Representative Aaron Ling Johanson, Chair Representative Daniel Holt, Vice Chair

Tuesday, March 14, 2017; 9:00 a.m. State Capitol, Conference Room 309

Chair Johanson, Vice Chair Holt, and Members of the Committee:

The Department of Public Safety (PSD) **supports** Senate Bill (SB) 889, Senate Draft (SD) 2, which proposes to amend section 662-14 of the Hawaii Revised Statutes to clarify that the exclusive remedy for injury or loss of property, or personal injury or death, arising from the act or omission of a professionally licensed or certified employee of the State acting within the scope of the employee's office or employment shall be against the State alone. PSD offers the following comments.

In <u>Singluff v. State of Hawaii</u>, the Intermediate Court of Appeals held that PSD physicians are not entitled to qualified immunity for exercising their professional medical judgment. The Court reasoned that these physicians were subject to separate professional standards for which they were specially licensed, and were exercising their professional medical judgment separate and distinct from their governmental judgment. The Court's ruling may be argued to apply to not just physicians, as personal liability may be imposed on any state employee who is a professional, such as advanced practice registered nurses.

Testimony on SB 889, SD2 Senate Committee on Labor & Public Employment March 14, 2017 Page 2

PSD has always found it difficult to recruit and retain qualified physicians, psychiatrists, and advanced practice registered nurses because government salaries are generally lower than in the private sector. Knowing that their personal assets may be at risk has further discouraged qualified candidates from applying for State employment. PSD has had to procure a malpractice insurance policy to protect PSD physicians and other medical professionals from personal financial harm and professional risk.

Thank you for the opportunity to present this testimony.

DAVID Y. IGE GOVERNOR OF HAWAII



VIRGINIA PRESSLER, M.D. DIRECTOR OF HEALTH

STATE OF HAWAII DEPARTMENT OF HEALTH P. O. Box 3378 Honolulu, HI 96801-3378 doh.testimony@doh.hawaii.gov

Testimony in SUPPORT of SB889 SD2 RELATING TO PROFESSIONALLY LICENSED OR CERTIFIED GOVERNMENT EMPLOYEES. REPRESENTATIVE AARON JOHANSON, CHAIR

HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT Hearing Date: March 14, 2017 Room Number: 309

1 Fiscal Implications: Avoided costs to the Department of Health on additional professional

2 liability insurance.

3 Department Testimony: The Department of Health (DOH) supports SB889 SD2, Relating to

4 Professionally Licensed or Certified Government Employees, which is submitted as part of

5 Governor Ige's administrative package through the Department of the Attorney General.

6 DOH does feel that protections proposed by SB 889 will provide added clarification and

7 assurance to our licensed or certified professionals employed by the department including but not

8 limited to physicians, nurse practitioners and registered nurses, psychologist, clinical social

9 workers, dentist and dental hygienists. In the capacity of a "provider of last resort," patients and

10 clients whom the department serves are often medically complex or fragile, to the point where

11 the private health care system is unable or unwilling to manage the liability.

12 Protections proposed by SB 889 will benefit recruitment, retention and overall risk management

13 activities, and minimize the need to purchase additional professional liability insurance for all

14 professionally licensed employees within the Department of Health

15 **Offered Amendments:** N/A

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SHAN TSUTSUI LT. GOVERNOR



MARIA E. ZIELINSKI DIRECTOR OF TAXATION DAMIEN A. ELEFANTE DEPUTY DIRECTOR

STATE OF HAWAII **DEPARTMENT OF TAXATION** P.O. BOX 259 HONOLULU, HAWAII 96809 PHONE NO: (808) 587-1540 FAX NO: (808) 587-1560

To: The Honorable Aaron Ling Johanson, Chair and Members of the House Committee on Labor & Public Employment

Date:Tuesday, March 14, 2017Time:9:00 A.M.Place:Conference Room 309, State Capitol

From: Maria E. Zielinski, Director Department of Taxation

Re: S.B. 889, S.D. 2 Relating to Professionally Licensed or Certified Government Employees

The Department of Taxation (Department) supports S.B. 889, S.D. 2, an Administration measure, and offers the following comments for your consideration.

The Department has numerous employees who are also professionals and who are directly affected by the holding in *Slingluff v. State of Hawaii*. This measure will help the Department recruit and retain professional employees by ensuring those professional employees cannot be held personally liable for actions they carry out in the course and scope of their government employment.

Thank you for the opportunity to provide comments.



TESTIMONY OF THE DEPARTMENT OF THE ATTORNEY GENERAL TWENTY-NINTH LEGISLATURE, 2017

ON THE FOLLOWING MEASURE:

S.B. NO. 889, S.D. 2, RELATING TO PROFESSIONALLY LICENSED OR CERTIFIED GOVERNMENT EMPLOYEES.

BEFORE THE:

HOUSE COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT

DATE:	Tuesday, March 14, 2017	TIME: 9:00 a.m.
LOCATION:	State Capitol, Room 309	
TESTIFIER(S): Douglas S. Chin, Attorney Caron M. Inagaki, Deputy A Kendall J. Moser, Deputy A	Attorney General, or

Chair Johanson and Members of the Committee:

The Department of the Attorney General supports Senate Draft 2, with amendments.

The purpose of this bill is to mitigate the personal monetary risk of professionally licensed or certified state employees.

State employees are generally afforded a qualified privilege for torts as a result of actions taken while in the course and scope of their State employment, affording them protection from individual liability. In the case of <u>Slingluff v. State of Hawai'i, et al.</u>, 131 Hawai'i 239, 317 P.3d 683 (App. 2013), however, the Intermediate Court of Appeals held that prison physicians are not entitled to a qualified privilege or immunity for the exercise of their professional medical judgment. The Court's reasoning that these employees exercise judgment for which they are specially licensed, therefore making their judgment separate and distinct from governmental judgment, could be argued to extend to any other professionally licensed or certified employee of the State, including nurses, attorneys, engineers, and other professionals.

In the wake of <u>Slingluff</u>, the State has taken steps to obtain professional liability insurance covering claims of individual liability for its physicians in the Department of Public Safety. This comes at a cost. This cost is expected to rise over time as claims

Testimony of the Department of the Attorney General Twenty-Ninth Legislature, 2017 Page 2 of 3

are made against such policies. The need for such insurance becomes unnecessary with the passage of this bill.

The potential for personal liability prevents good, well-qualified professionals from applying for jobs with the government. As of December 2016, there are at least 1,031 professionally licensed or certified employees employed by the State of Hawaii as physicians, engineers, architects, registered nurses, attorneys, dentists, physical therapists, clinical psychologists, as well as other professionals. Even though the State may now carry insurance for its physicians in the Department of Public Safety, providing liability insurance for every licensed or certified professional employed by the State would come at an extraordinary and unnecessary cost.

To address the ramifications of <u>Slingluff</u>, and in an effort to attract and retain physicians and other professionally licensed or certified state employees, it is proposed that section 662-14, Hawaii Revised Statutes, be amended to clarify that the exclusive remedy for injury or loss of property, or personal injury or death, arising from the act or omission of a professionally licensed or certified employee of the State acting within the scope of the employee's office or employment shall be against the State alone.

While the Department of the Attorney General prefers this bill in its original form, acknowledging the Hawaii Association for Justice's concerns regarding employers other than the State, and in order to make clear that the State is not and cannot be liable for prejudgment interest or punitive damages by deleting the word "fully", the Department requests the following amendments to subsection (b) starting at page 2, line 17:

(b) The remedy against the State provided by this chapter and section 661-11 for injury or loss of property, or personal injury or death, arising or resulting from the negligent or wrongful act or omission of any professionally licensed or certified employee of the State while acting within the scope of the employee's office or employment shall be exclusive whenever the State agrees to be [fully] liable for the injuries, losses, and damages caused by the professionally licensed or certified employee. Any civil action or proceeding for money damages arising out of or relating to the same subject matter against the employee or the employee's estate shall thereafter be precluded without regard

to when the act or omission occurred; provided that claims based on liability [other than an employee's scope of employment with the State or] arising from employment with an employer other than the State shall not be precluded. When an employee is named in an individual capacity, the State may notify all parties in writing that the State is invoking exclusive liability by agreeing to be [fully] liable for the injuries, losses, and damages caused by the professionally licensed or certified employee, and the action or proceeding shall thereafter proceed against the State alone. [When the State agrees to partial responsibility for the injuries, losses, and damages of an employee, the] The employee shall remain personally liable for those injuries, losses, and damages for which the State has not accepted responsibility.

We respectfully ask the Committee to pass Senate Draft 2 with the requested amendments.

From:	mailinglist@capitol.hawaii.gov
Sent:	Friday, March 10, 2017 5:50 PM
То:	LABtestimony
Cc:	KarinNomura1@gmail.com
Subject:	Submitted testimony for SB889 on Mar 14, 2017 09:00AM

<u>SB889</u>

Submitted on: 3/10/2017 Testimony for LAB on Mar 14, 2017 09:00AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Karin Nomura	Individual	Support	No

Comments: I hope that also includes confidentiality and respect for the position they hold. As it seems every time I email a representative or organization, a comment is made in my neighborhood. The most recent over a bill that I was inquiring into with a female mentioning that she was glad I approved of the items I listed as being happy that some of the issues I was fearing were listed. (Doesn't include those items claimed and re-mentioned by a party that's a partner to a State employee...)

Please note that testimony submitted <u>less than 24 hours prior to the hearing</u>, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov

SB889, SD2 Late Testimony

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Added Lang.

TESTIMONY OF ROBERT TOYOFUKU ON BEHALF OF THE HAWAII ASSOCIATION FOR JUSTICE (HAJ) REGARDING S.B. 889

Date: Tuesday, March 14, 2017 Time: 9:00 a.m. Room: 309

To: Chairman Aaron Ling Johanson and Members of the House Committee on Labor and Public Employment:

My name is Bob Toyofuku and I am presenting this testimony on behalf of the Hawaii Association for Justice (HAJ) REGARDING S.B. 889, Relating to Professionally Licensed or Certified Government Employees.

The Department of the Attorney General and HAJ are cooperatively working together to reach consensus on the specific language of this matter. An agreement in principle has been reached and language for technical non-substantive amendments to this measure will be submitted to the committee for its consideration.

Thank you very much for allowing me to testify regarding this measure. Please contact me if there are any questions or concerns.

A BILL FOR AN ACT

3

RELATING TO PROFESSIONALLY LICENSED OR CERTIFIED GOVERNMENT EMPLOYEES.

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

SECTION 1. The legislature finds that in the recent decision <u>Slingluff v. State</u>, 317 P.3d 683 (Haw. Ct. App. 2013), the Intermediate Court of Appeals held that "physicians employed by the State, including prison doctors, exercising purely medical discretion in the diagnosis and treatment of potentially injured or sick people, are not protected from medical malpractice claims by the doctrine of qualified immunity under Hawai'i law."

The purpose of this Act is to clarify the personal liability requirements for professionally licensed or certified employees of the State by:

(1) Clarifying that the State shall be exclusively liable for civil tort claims resulting from the negligent or wrongful act or omission of a professionally licensed or certified employee of the State acting within the scope of the employee's office or employment;

(2) Precluding civil actions or proceedings for money damages against the employee when the State agrees to assume responsibility, except for claims based on liability arising from employment with an employer other than the State; and

(3) Clarifying liability when the State agrees to assume full or partial responsibility in a civil action against a professionally licensed or certified employee.

SECTION 2. Section 662-14, Hawaii Revised Statutes, is amended to read as follows:

"§662-14 Exclusiveness of remedy. (a) The authority of the State or any state agency to sue and be sued in its own name shall not be construed to authorize any other actions against the State or such agency on claims [for torts of its employees,] cognizable under this chapter, and the rights and remedies provided by this chapter and section 661-11 shall be exclusive.

(b) The remedy against the State provided by this chapter and section 661-11 for injury or loss of property, or personal injury or death, arising or resulting from the negligent or wrongful act or omission of any professionally licensed or certified employee of the State while acting within the scope of the employee's office or employment shall be exclusive whenever the State agrees to be liable for the injuries, losses, and damages caused by the professionally licensed or certified employee. Any civil action or proceeding for money damages arising out of or relating to the same subject matter against the employee or the employee's estate shall thereafter be precluded without regard to when the act or omission occurred; provided that claims based on liability arising from employee is named in an individual capacity, the State shall not be precluded. When an employee is named in an individual capacity, the State may notify all parties in writing that the State is invoking exclusive liability by agreeing to be liable for the injuries, losses, and damages caused by the professionally licensed or certified employee, and the action or proceeding shall thereafter proceed against the State alone. The employee shall remain personally liable for those injuries, losses, and damages for which the State has not accepted responsibility."

SECTION 3. This Act does not affect rights and duties that matured, penalties that were incurred, and proceedings that were begun before its effective date.

SECTION 4. Statutory material to be repealed is bracketed and stricken. New statutory material is underscored.

SECTION 5. This Act shall take effect on January 7, 2059.

. . . .



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922



The Twenty-Ninth Legislature, State of Hawaii House of Representatives Committee on Labor and Public Employment

Testimony by Hawaii Government Employees Association

March 14, 2017

S.B. 889, S.D. 2 – RELATING TO PROFESSIONALLY LICENSED OR CERTIFIED GOVERNMENT EMPLOYEES

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the purpose and intent of S.B. 889, S.D. 2. This important legislation amends Chapter 662, Hawaii Revised Statutes, by providing professionally licensed or certified government employees the same privileges and legal immunities that other state employees currently receive.

More specifically, this bill will protect physicians, nurses, psychologists, engineers and others who are employed by the State of Hawaii when they exercise professional judgement in their capacity as public employees. Our organization represents many of these employees in various departments, statewide.

S.B. 889, S.D. 2, if enacted, will enable the State of Hawaii to attract and retain employees who are licensed to provide services that are essential to the public.

Thank you for the opportunity to testify in support of S.B. 889, S.D. 2.

Respectfully submitted,

Randy Perreira Executive Director

