

**JOSH GREEN, M. D.**  
GOVERNOR  
KE KIA'ĀINA

**SYLVIA LUKE**  
LT. GOVERNOR  
KA HOPE KIA'ĀINA



**BRENN H. HASHIMOTO**  
DIRECTOR  
KA LUNA HO'OKELE

**BRIAN K. FURUTO**  
DEPUTY DIRECTOR  
KA HOPE LUNA HO'OKELE

**STATE OF HAWAII | KA MOKU'ĀINA O HAWAII**  
**DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**  
**KA 'OIHANA HO'OMŌHALA LIMAHANA**  
235 S. BERETANIA STREET  
HONOLULU, HAWAII 96813-2437

Statement of  
**BRENN H. HASHIMOTO**  
Director, Department of Human Resources Development

Before the  
**SENATE COMMITTEE ON LABOR AND TECHNOLOGY**  
**SENATE COMMITTEE ON ENERGY AND INTERGOVERNMENTAL AFFAIRS**  
Tuesday, February 3, 2026  
3:00PM  
State Capitol, Conference Room 224

In consideration of  
**SB2120, Relating to Transfer of Employee Benefits**

Chair Elefante, Chair Wakai, and the members of the Committee on Labor and Technology and Committee on Energy and Intergovernmental Affairs:

The Department of Human Resources Development (HRD) appreciates the intent of SB2120 and offers the following comments.

The purpose of SB2120 is to, among other things, require HRD to adopt rules and revise policies to allow employees who separate from state service and are subsequently rehired within one calendar year to transfer accrued vacation and sick leave.

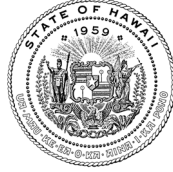
HRD is concerned that because the measure conflicts with existing collective bargaining agreements, adopting rules and policies would not be effective. The accrual of vacation leave and sick leave, as well as the transfer of accrued vacation and sick leave, are mandatory subjects of collective bargaining. Current collective bargaining agreements permit the transfer of accrued vacation or sick leave when an employee is rehired by the state or any county government within seven days of separation.

As a result, HRD cannot adopt rules or revise policies with the intent of overriding the terms of an existing collective bargaining agreement.

We are available to answer any questions or provide further information as needed.

**JOSH GREEN, M. D.**  
GOVERNOR  
KE KIA'ĀINA

**SYLVIA LUKE**  
LT. GOVERNOR  
KA HOPE KIA'ĀINA



**J.N. MUSTO, PhD**  
CHIEF NEGOTIATOR  
KE PO'O KUKAKUKA

**STATE OF HAWAII | KA MOKU'ĀINA O HAWAII**  
**OFFICE OF COLLECTIVE BARGAINING**  
**KE KE'ENA MĀLAMA LIMAHANA AUPUNI**  
**EXECUTIVE OFFICE OF THE GOVERNOR**  
235 S. BERETANIA STREET, SUITE 1201  
HONOLULU, HAWAII 96813-2437

Statement of  
**J.N. Musto, PhD**  
Chief Negotiator, Office of Collective Bargaining

Before the  
**SENATE COMMITTEE ON LABOR AND TECHNOLOGY**  
**SENATE COMMITTEE ON ENERGY AND INTERGOVERNMENTAL AFFAIRS**  
Tuesday, February 3, 2026  
3:00PM  
State Capitol, Conference Room 224

In consideration of  
**SB2120, RELATING TO TRANSFER OF EMPLOYEE BENEFITS**

Chair Elefante, Chair Wakai, and members of the Committee on Labor and Technology and Committee on Energy and Intergovernmental Affairs:

The Office of Collective Bargaining (OCB) appreciates the intent of SB2120, which amends rules and policies to ensure that certain employees can transfer accrued vacation and sick leaves if rehired by the state or county within one calendar year of separation. However, OCB respectfully opposes this bill as the collective bargaining agreement already provides language regarding vacation and sick leave accruals for employees rehired by the employer. Vacation and sick leave benefits are subject to negotiations as provided in the Hawaii Revised Statute, §89-9.

We are available to answer any questions or provide further information as needed.



The Senate Committees on Labor and Technology &  
Energy and Intergovernmental Affairs

February 3, 2026

Room 224

3:00 PM

**RE: SB 2120, Transfer of Employee Benefits**

Attention: Chairs Brandon J.C. Elefante and Glenn Wakai, Vice Chairs Rachele Lamosao and Stanley Chang, Members of the Committees

The University of Hawaii Professional Assembly (UHPA), the exclusive bargaining representative for all University of Hawai'i faculty members across Hawai'i's statewide 10-campus system, **supports SB 2120**.

This measure strengthens the financial security of public employees by extending the timeframe in which a rehired employee may transfer their accrued vacation and sick leave credits from ninety days to one calendar year. Furthermore, we support the provisions that redefine a "break in service" regarding the Hawaii Employer-Union Health Benefits Trust Fund (EUTF), ensuring that faculty members are not penalized with a loss of favorable vesting status due to a temporary interruption in service of less than a year. These changes provide necessary flexibility for our members to manage personal or professional gaps in employment without forfeiting the benefits they have earned over their careers.

**UHPA supports the passage of SB 2120.**

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'C. Fern'.

Christian L. Fern  
Executive Director  
University of Hawaii Professional Assembly

University of Hawaii  
Professional Assembly

**SB-2120**

Submitted on: 1/30/2026 5:25:00 PM

Testimony for LBT on 2/3/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mike Golojuch, Sr.	Individual	Support	Written Testimony Only

Comments:

I support SB2120. Please pass this bill.

Mike Golojuch, Retired Administrative Services Officer, Department of Budget and Fiscal Services, City and County of Honolulu



## UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

THE SENATE  
KA 'AHA KENEKOA

THE THIRTY-THIRD LEGISLATURE  
REGULAR SESSION OF 2026

### COMMITTEE ON LABOR AND TECHNOLOGY

Senator Brandon J.C. Elefante, Chair  
Senator Rachele Lamosao, Vice Chair

### COMMITTEE ON ENERGY AND INTERGOVERNMENTAL AFFAIRS

Senator Glenn Wakai, Chair  
Senator Stanley Chang, Vice Chair

Monday, February 2, 2026, 3:00 PM  
Conference Room 225 & Videoconference

**Re: Testimony on SB2120 – RELATING TO TRANSFER OF EMPLOYEE BENEFITS**

Chairs Elefante and Wakai, Vice Chairs Lamosao and Chang, and Members of the Committee:

United Public Workers, AFSCME Local 646, AFL-CIO ("UPW") provides **comments** SB2120, which requires the State, Legislature, and counties to amend rules and policies to ensure that certain employees can transfer accrued vacation and sick leaves if rehired by the State or a county within one calendar year of separation. This measure also extends the allowable break in service for purposes of determining certain state and county contributions to the Hawaii Employer-Union Health Benefits Trust Fund from ninety calendar days to one full year.

UPW supports Part II of this measure, which amends the definition of "break in service" within Section 87A-35, Hawaii Revised Statutes ("HRS") from ninety calendar days to one full year. Ninety calendar days is simply not an adequate amount of time for an individual to determine whether it would be beneficial for them to return to public employment. Even if said individual decided to return to public employment within the current timeframe, it would be improbable for them to do so given current hiring practices for the majority of positions within the State and counties despite the considerable number of vacancies. While we cannot say with certainty that expanding the definition by nine months is adequate, UPW feels that one calendar year is a more appropriate amount of time for separated employees to make an informed decision to return to public service.

Despite UPW's support for Part II, we have concerns about Part I as it pertains to preserving vacation leave for rehired employees. Under the current collective bargaining agreements for Bargaining Units 1 and 10, a separating member is entitled to a lump sum payment for accumulated vacation leave. Should this committee pass this measure, we hope this will be taken into consideration.

Mahalo for the opportunity to testify on this measure.

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