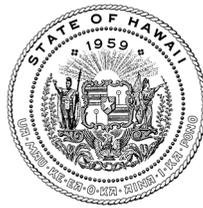


JOSH GREEN, M.D.  
GOVERNOR  
KE KIA'ĀINA



STATE OF HAWAII | KA MOKU'ĀINA 'O HAWAII  
**DEPARTMENT OF CORRECTIONS  
AND REHABILITATION**  
*Ka 'Oihana Ho'omalu Kalaima  
a Ho'oponopono Ola*  
1177 Alakea Street  
Honolulu, Hawaii 96813

**TOMMY JOHNSON**  
DIRECTOR

**Melanie Martin**  
Deputy Director  
Administration

**Vacant**  
Deputy Director  
Correctional Institutions

**Sanna Muñoz**  
Deputy Director  
Rehabilitation Services  
and  
Programs

No. \_\_\_\_\_

TESTIMONY ON HOUSE BILL 2271  
MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC  
EMPLOYMENT COST ITEMS.

by  
Tommy Johnson, Director  
Department of Corrections and Rehabilitation

House Committee on Labor  
Representative Jackson D. Sayama, Chair  
Representative Mike Lee, Vice Chair

Tuesday, February 10, 2025, 9:30 a.m.  
State Capitol, Conference Room 309 & Videoconference

Chair Sayama, Vice Chair Lee, and Members of the Committee:

The Department of Corrections and Rehabilitation (DCR) **supports** House Bill (HB) 2271, which seeks to make emergency appropriations for collective bargaining cost items for the members of Bargaining Units (1) and (10) and their excluded counterparts to resolve issues related to temporary hazard pay for fiscal year 2025-2026.

DCR employs the largest number of Bargaining Unit 10 employees statewide. During the COVID-19 pandemic, these employees continued to provide essential services under hazardous conditions. In the Arbitration between United Public Workers (UPW) and the State of Hawai'i, the Arbitrator awarded UPW the THP to its BUs 1 and 10, which required DCR to pay approximately \$31.1 million to its Unit 1 and Unit 10 employees who qualified for the THP.

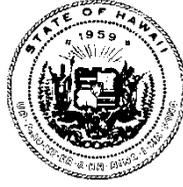
However, the amount of \$14 million appropriated in Act 29, Session Laws of Hawai'i 2025, is insufficient to fully reimburse DCR for these payments. As a result, several DCR programs face a critical shortfall and will not have sufficient funds to cover payroll in the last quarter of this fiscal year.

Passage of HB 2271 is essential to ensure that DCR can maintain operations and meet its payroll obligations without disruption. This measure will provide the emergency appropriations necessary to uphold collective bargaining agreements and sustain the effective functioning of our correctional system.

DCR respectfully requests the Legislature's favorable consideration and immediate passage of HB 2271.

Thank you for the opportunity to provide testimony in **support** of HB 2271.

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



**HAKIM OUANSAFI**  
EXECUTIVE DIRECTOR

**BARBARA E. ARASHIRO**  
EXECUTIVE ASSISTANT

STATE OF HAWAII  
KA MOKU'ĀINA O HAWAI'I  
**HAWAII PUBLIC HOUSING AUTHORITY**  
1002 NORTH SCHOOL STREET  
POST OFFICE BOX 17907  
HONOLULU, HAWAII 96817

IN REPLY PLEASE REFER TO:

26:OED

Statement of the  
**Hawaii Public Housing Authority**

Before the  
**HOUSE COMMITTEE ON LABOR**

**Tuesday, February 10, 2026**  
**9:30 AM – Room 309, Hawaii State Capitol**

In consideration of  
**HB 2271**

**MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS**

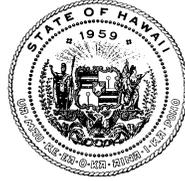
Honorable Chair Sayama, Vice Chair Lee and members of the House Committee on Labor:

The Hawaii Public Housing Authority (HPHA) strongly supports HB 2271. This measure makes emergency appropriations for collective bargaining cost items for the members of Bargaining Units (1) and (10) and their excluded counterparts to resolve issues related to temporary hazard pay for fiscal year 2025-2026.

HPHA is made up of a large, geographically dispersed workforce statewide, including but not limited to general laborers, building maintenance helpers, carpenters, electricians, plumbers, and plumber helpers. The Authority respectfully requests that this measure be passed to cover the costs related to temporary hazard pay settlements.

The HPHA appreciates the opportunity to provide the Committee with the HPHA's testimony. We thank you very much for your dedicated support.





JOSH GREEN, M.D.  
GOVERNOR OF HAWAII  
KE KIA'AINA O KA MOKU'AINA 'O HAWAII

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

KENNETH S. FINK, M.D., M.G.A., M.P.H.  
DIRECTOR OF HEALTH  
KA LUNA HO'OKELE

**Testimony in SUPPORT of HB2271**  
MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST  
ITEMS.

REP. JACKSON D. SAYAMA, CHAIR  
HOUSE COMMITTEE ON LABOR

Hearing Date: February 10, 2026

Room Number: 309

1 **Fiscal Implications:** An appropriation is required to make the Department of Health's current  
2 fiscal year budget whole, which is currently experiencing a shortfall.

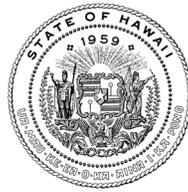
3 **Department Testimony:** The Department of Health (DOH) supports HB2271, which is part of  
4 the Governor's Administrative Package.

5 This measure will provide appropriations to fund a temporary hazard pay settlement for the  
6 State of Hawaii Executive Branch departments, including the Department of Education and  
7 University of Hawaii system, with the United Public Workers (UPW) as provided by Act 29,  
8 Session Laws of Hawaii 2025.

9 The temporary hazard pay for UPW employees at DOH that was disbursed 2025 was funded  
10 with DOH's general funds from the base budget. Additional funding is necessary to replace  
11 those general funds otherwise DOH will not have sufficient funds to meet payroll in the  
12 4<sup>th</sup> quarter.

13 Thank you for the opportunity to testify.

14 **Offered Amendments:** N/A.



JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR

EMPLOYEES' RETIREMENT SYSTEM  
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
OFFICE OF THE PUBLIC DEFENDER

SETH S. COLBY, Ph.D.  
DIRECTOR

SABRINA NASIR  
DEPUTY DIRECTOR

**STATE OF HAWAII**  
**DEPARTMENT OF BUDGET AND FINANCE**  
*Ka 'Oihana Mālama Mo'ohelu a Kālā*  
P.O. BOX 150  
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE  
BUDGET, PROGRAM PLANNING AND MANAGEMENT DIVISION  
FINANCIAL ADMINISTRATION DIVISION  
OFFICE OF FEDERAL AWARDS MANAGEMENT

TESTIMONY BY SETH S. COLBY, Ph.D.  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE HOUSE COMMITTEE ON LABOR  
ON  
HOUSE BILL NO. 2271

**February 10, 2026**  
**9:30 a.m.**  
**Room 309 and Videoconference**

**MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS**

The Department of Budget and Finance supports moving this Administration proposal, or a similar bill, as collective bargaining negotiations regarding the issue of temporary hazard pay (THP) are currently in progress and additional appropriations are needed both for an agreement and arbitration awards that have already been made and for an additional supplemental award.

As submitted, this measure appropriates and authorizes unspecified appropriations to cover the balance of requirements to fund the THP settlement for employees of the Department of Education as well as arbitration awards for employees of the University of Hawai'i and other State of Hawai'i Executive Branch departments represented by United Public Workers, Bargaining Units (BU) 1 and 10, as provided by Act 29, SLH 2025. In addition, the supplemental award issued for employees of the other State of Hawai'i Executive Branch departments for BUs 1 and 10 is no longer subject to litigation. Finally, additional appropriations may be needed for other agreements or arbitration awards that may be resolved prior to the end of the legislative session.

Thank you for your consideration of our comments.

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



**MIKE LAMBERT**  
Director

**ERNEST J. ROBELLO**  
Deputy Director  
Administration

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

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII  
**DEPARTMENT OF LAW ENFORCEMENT**  
*Ka 'Oihana Ho'okō Kānāwai*  
715 South King Street  
Honolulu, Hawaii 96813

**JARED K. REDULLA**  
Deputy Director  
Law Enforcement

**TESTIMONY ON HOUSE BILL 2271  
RELATING TO EMERGENCY APPROPRIATIONS FOR  
PUBLIC EMPLOYEE COST ITEMS  
Before the House Committee on  
LABOR**

Tuesday, February 10, 2026, 9:30 a.m.

State Capitol Conference Room 309

Testifier: Russell Fong

Chair Sayama, Vice Chair Lee, and members of the Committees:

The Department of Law Enforcement (DLE) strongly supports House Bill 2271. This bill provides emergency appropriations for collective bargaining cost items for members of Bargaining Units (1) and (10), along with their excluded counterparts, to address issues related to temporary hazard pay for fiscal year 2025-2026. This appropriation specifically funds the United Public Workers (UPW) temporary hazard pay.

This funding is essential for maintaining our operational capacity within the DLE.

The emergency appropriations totaling \$322,371.00 in general funds and totaling \$191,826.00 in Interdepartmental transfer funds for fiscal year 2025-2026 to cover payroll, and may cover partial fringe benefits, and do not cover other costs, and increase the ceiling for law enforcement personnel of the Department of Law Enforcement.

Thank you for the opportunity to testify in strong support of this bill.

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

SYLVIA LUKE  
LIEUTENANT GOVERNOR | KA HOPE KIA'ĀINA



STATE OF HAWAII | KA MOKU'ĀINA 'O HAWAII'  
DEPARTMENT OF LAND AND NATURAL RESOURCES  
KA 'OIHANA KUMUWAIWAI 'ĀINA  
P.O. BOX 621  
HONOLULU, HAWAII 96809

DAWN N.S. CHANG  
CHAIRPERSON  
BOARD OF LAND AND NATURAL RESOURCES  
COMMISSION ON WATER RESOURCE  
MANAGEMENT  
RYAN K.P. KANAKA'OLE  
FIRST DEPUTY  
CIARA W.K. KAHAHANE  
DEPUTY DIRECTOR - WATER  
AQUATIC RESOURCES  
BOATING AND OCEAN RECREATION  
BUREAU OF CONVEYANCES  
COMMISSION ON WATER RESOURCE  
MANAGEMENT  
CONSERVATION AND COASTAL LANDS  
CONSERVATION AND RESOURCES  
ENFORCEMENT  
ENGINEERING  
FORESTRY AND WILDLIFE  
HISTORIC PRESERVATION  
KAHOOLAWE ISLAND RESERVE COMMISSION  
LAND  
STATE PARKS

**Testimony of  
RYAN K.P. KANAKA'OLE  
Acting Chairperson**

**Before the House Committee on  
LABOR**

**Tuesday, February 10, 2026  
9:30 AM  
State Capitol, Conference Room 309**

**In consideration of  
HOUSE BILL 2271  
MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS.**

House Bill 2271 proposes to make emergency appropriations for public employment cost items for Fiscal Year 2025-26. This measure also helps ensure that there is sufficient funding to reimburse departments for temporary hazard pay payments made earlier in the fiscal year to employees in Unit 1 and their excluded counterparts. **The Department of Land and Natural Resources supports this measure.**

Providing this reimbursement authority is important to maintain fiscal stability within departmental budgets while honoring compensation obligations that have already been incurred.

Mahalo for the opportunity to comment on this measure.

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



KEITH A. REGAN  
COMPTROLLER  
KA LUNA HO'OMALU HANA LAULĀ  
  
MEOH-LENG SILLIMAN  
DEPUTY COMPTROLLER  
KA HOPE LUNA HO'OMALU HANA LAULĀ

**STATE OF HAWAI'I | KA MOKU'ĀINA O HAWAI'I**  
**DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES | KA 'OIHANA LOIHELU A LAWELAWE LAULĀ**  
P.O. BOX 119, HONOLULU, HAWAI'I 96810-0119

WRITTEN TESTIMONY  
OF  
KEITH A. REGAN, COMPTROLLER  
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES  
TO THE  
**COMMITTEE ON LABOR**

FEBRUARY 10, 2026, 9:30 A.M.  
CONFERENCE ROOM 309 AND VIA VIDEOCONFERENCE, STATE CAPITOL

H.B. 2271

MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS.

Chair Sayama, Vice Chair Lee, and members of the Committee, thank you for the opportunity to submit testimony on H.B. 2271.

H.B. 2271 makes emergency appropriations for collective bargaining cost items for the members of Bargaining Units (1) and (10) and their excluded counterparts to resolve issues related to temporary hazard pay for fiscal year 2025-2026.

The Department of Accounting and General Services (DAGS) **supports** H.B. 2271. DAGS defers to the Department of Budget and Finance on the amount of the appropriation required for collective bargaining cost items.

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

**JOSH GREEN, M.D.**  
Governor

**SYLVIA LUKE**  
Lt. Governor



State of Hawai'i  
**DEPARTMENT OF AGRICULTURE & BIOSECURITY**  
KA 'OIHANA MAHI'AI A KIA'I MEAOLA  
1428 South King Street  
Honolulu, Hawai'i 96814-2512  
Phone: (808) 973-9560 FAX: (808) 973-9613

**SHARON HURD**  
Chairperson  
Board of Agriculture & Biosecurity

**DEAN M. MATSUKAWA**  
Deputy to the Chairperson

## **Written Testimony Only**

TESTIMONY OF SHARON HURD  
CHAIRPERSON, BOARD OF AGRICULTURE AND BIOSECURITY

BEFORE THE HOUSE COMMITTEE ON LABOR

TUESDAY, FEBRUARY 10, 2026  
9:30 AM  
CONFERENCE ROOM 309 & VIDEO CONFERENCE

HOUSE BILL NO. 2271  
MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST  
ITEMS

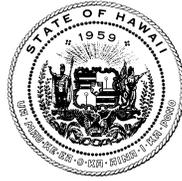
Chair Sayama, Vice Chair Lee, and Members of the Committee:

Thank you for the opportunity to testify on House Bill 2271, Making Emergency Appropriations for Public Employment Cost Items. This bill makes emergency appropriations for negotiated settlement amounts related to temporary hazard pay for the Department of Education, University of Hawaii and Executive Branch employees that are members of collective bargaining units (1) and (10) and their excluded related counterparts for FY 26. The Hawaii Department of Agriculture and Biosecurity supports this bill.

Thank you for the opportunity to testify on this measure.

JOSH B. GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR



STACEY A. ALDRICH  
STATE LIBRARIAN  
Ke Po'o Hale Waihona Puke Moku'āina

STATE OF HAWAII  
HAWAII STATE PUBLIC LIBRARY SYSTEM  
'OIHANA HALE WAIHONA PUKE AUPUNI O KA MOKU'ĀINA O HAWAII  
OFFICE OF THE STATE LIBRARIAN  
44 MERCHANT STREET  
HONOLULU, HAWAII 96813  
(808) 586-3704

**House Committee on Labor**  
**February 10, 2026, 9:30 a.m.**  
**State Capitol, Room 309**

**HB 2271 – Public Employment Cost Items; BU-1 and BU-10; Emergency Appropriations**

To: Rep. Jackson D. Sayama, Chair  
Rep. Mike Lee, Vice Chair  
Members of the House Committee on Labor

The Hawai'i State Public Library System (HSPLS) **supports** HB2271 which appropriates funds for collective bargaining cost items for the members of bargaining units (1) and (10) and their excluded counterparts to resolve issues related to temporary hazard pay for fiscal year 2025-2026.

The amounts requested are part of a negotiated settlement to fund collective bargaining cost items associated with grievances related to temporary hazard pay. The emergency appropriation will ensure that HSPLS will have sufficient funding for operations through the end of this fiscal year.

Thank you for the opportunity to testify on HB2271 and for your continued support of the Hawai'i State Public Library System.



STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
KA 'OIHANA HO'ONA'AUAO  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**Date:** 02/10/2026  
**Time:** 09:30 AM  
**Location:** 309 VIA VIDEOCONFERENCE  
**Committee:** LAB

**Department:** Education

**Person Testifying:** Keith T. Hayashi, Superintendent of Education

**Title of Bill:** HB2271, MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS.

**Purpose of Bill:** Makes emergency appropriations for collective bargaining cost items for the members of Bargaining Units (1) and (10) and their excluded counterparts to resolve issues related to temporary hazard pay for fiscal year 2025-2026.

**Department's Position:**

The Hawaii State Department of Education (Department) appreciates the Legislature's recognition of the commitment and resilience that Department employees in Bargaining Units (1), (10), and their excluded counterparts displayed during the COVID-19 pandemic. Therefore, the Department is in support of HB 2271.

Thank you for the opportunity to provide testimony on HB 2271.



**UNIVERSITY OF HAWAII SYSTEM**

**‘ŌNAEHANA KULANUI O HAWAII**

Legislative Testimony

Hō'ike Mana'o I Mua O Ka 'Aha'ōlelo

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Testimony Presented Before the  
House Committee on Labor  
February 10, 2026 at 9:30 a.m.

By

Luis P. Salaveria

Vice President for Budget and Finance/Chief Financial Officer  
University of Hawai'i System

## HB 2271 – MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS

Chair Sayama, Vice Chair Lee, and Members of the Committee:

Thank you for the opportunity to present testimony today. The University of Hawai'i **supports** HB 2271, Making Emergency Appropriations for Public Employment Cost Items. This bill makes emergency appropriations for collective bargaining cost items for members of BU01 and BU10 and their excluded counterparts to resolve issues related to temporary hazard pay for fiscal year 2025-2026.

In this fiscal year, the University of Hawai'i (UH) paid nearly \$6 million in temporary hazard pay to current and former UPW employees or their beneficiaries as a result of an arbitration award. Although funds were appropriated in Act 29, Session Laws of Hawai'i 2025, they were insufficient to fully cover the costs for every department in the state, and UH has not received its share of general funds, amounting to \$5,260,963.48, to cover the costs associated with these payments that were already made. We respectfully request the inclusion of these funds to make UH whole in this matter.

Thank you for this opportunity to testify.



## UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

### HOUSE OF REPRESENTATIVES THE THIRTY-THIRD LEGISLATURE REGULAR SESSION OF 2026

**COMMITTEE ON LABOR**  
Rep. Jackson D. Sayama, Chair  
Rep. Mike Lee, Vice Chair

Tuesday, February 10, 2026, 9:30 AM  
Conference Room 309 & Videoconference

**Re: Testimony on HB2271 – MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS**

Chair Sayama, Vice Chair Lee, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO (“UPW”) is the exclusive bargaining representative for approximately 14,000 public employees, which includes blue collar, non-supervisory employees in Bargaining Unit 1 and institutional, health, and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties.

UPW **strongly supports** HB2271, which makes emergency appropriations for collective bargaining cost items for the members of Bargaining Units (1) and (10) and their excluded counterparts to resolve issues related to temporary hazard pay (“THP”) for fiscal year 2025-2026.

We respectfully request that this measure be passed to resolve any remaining THP grievances with the Executive Branch and Department of Education so that our members can finally receive the THP they earned, and are **contractually owed**, for performing their duties during the COVID-19 pandemic.

Mahalo for this opportunity to testify in support of this measure.

---

#### HEADQUARTERS

1426 North School Street  
Honolulu, Hawaii 96817-1914  
Phone 808.847.2631

#### HAWAII

362 East Lanikaula Street  
Hilo, Hawaii 96720-4336  
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2970 Kele Street, Suite 213  
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1.866.454.4166

Toll Free - *Molokai/Lanai only*