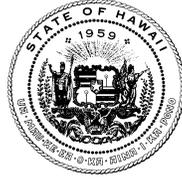


JOSH B. GREEN, M.D.  
GOVERNOR

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

**Senate Committee on Labor and Technology**  
**February 6, 2026, 3:00 p.m.**  
**State Capitol, Room 225**

**SB 3090 – Relating to Making Emergency Appropriations  
For Public Employment Cost Items**

To: Sen. Brandon J.C. Elefante, Chair  
Sen. Rachele Lamosao, Vice Chair  
Members of the Senate Committee on Labor and Technology

The Hawai'i State Public Library System (HSPLS) supports SB3090 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 SB3090 and for your continued support of the Hawai'i State Public Library System.

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

**SYLVIA LUKE**  
Lt. Governor



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

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

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

## **Written Only Testimony**

TESTIMONY OF SHARON HURD  
CHAIRPERSON, BOARD OF AGRICULTURE AND BIOSECURITY  
BEFORE THE SENATE COMMITTEE ON LABOR AND TECHNOLOGY

FRIDAY, FEBRUARY 6, 2026  
3:00 PM  
CONFERENCE ROOM 225 & VIDEO CONFERENCE

SENATE BILL NO. 3090  
MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST  
ITEMS

Chair Elephante, Vice Chair Lamosao, and Members of the Committee:

Thank you for the opportunity to testify on Senate Bill 3660, 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.



**UNIVERSITY OF HAWAII SYSTEM**

**‘ŌNAEHANA KULANUI O HAWAII**

Legislative Testimony

Hō'ike Mana'o I Mua O Ka 'Aha'ōlelo

---

Testimony Presented Before the  
Senate Committee on Labor and Technology  
February 6, 2026 at 3:00 p.m.

By

Luis P. Salaveria

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

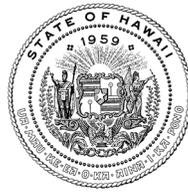
SB 3090 – MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT  
COST ITEMS

Chair Elefante, Vice Chair Lamosao, and Members of the Committee:

Thank you for the opportunity to present testimony today. The University of Hawai'i **supports** SB 3090, 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.



JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR

SETH S. COLBY, Ph.D.  
DIRECTOR

SABRINA NASIR  
DEPUTY DIRECTOR

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

**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 SENATE COMMITTEE ON LABOR AND TECHNOLOGY  
ON  
SENATE BILL NO. 3090

**February 6, 2026**  
**3:00 p.m.**  
**Room 225 and Videoconference**

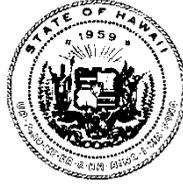
**MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS**

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



**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  
**SENATE COMMITTEE ON LABOR AND TECHNOLOGY**

**Friday, February 6, 2026**  
**3:00 PM – Room 225, Hawaii State Capitol**

In consideration of  
**SB 3090**

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

Honorable Chair Elefante, Vice Chair Lamosao and members of the Senate Committee on Labor and Technology:

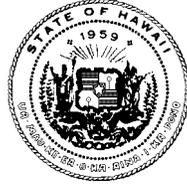
The Hawaii Public Housing Authority (HPHA) strongly supports SB 3090. This measure makes emergency appropriations for collective bargaining cost items for the members of Bargaining Units (1) and (10) and their excluded counterparts to resolve issues related to temporary hazard pay for fiscal year 2025-2026.

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  
KE KIA'ĀINA



LEANNE GILLESPIE  
EXECUTIVE DIRECTOR  
LUNA HO'OKELE

Phone: (808) 587-5710  
Fax: (808) 587-5734

STATE OF HAWAII  
KA MOKU'ĀINA O HAWAI'I  
DEPARTMENT OF HUMAN SERVICES  
KA 'OIHANA MĀLAMA LAWELAWE KANAKA  
**OFFICE OF YOUTH SERVICES**  
**Ke'ena Lawelawe 'Ōpio**  
1010 Richards Street, Suite 314  
Honolulu, Hawaii 96813

February 5, 2026

TO: The Honorable Senator Brandon J.C. Elefante, Chair  
The Honorable Senator Rachele Lamosao, Vice Chair  
Committee on Labor and Technology

FROM: Leanne Gillespie, Executive Director

SUBJECT: SB 3090, MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC  
EMPLOYMENT COST ITEMS

Hearing: Friday, February 6, 2026 @ 3:00 p.m.  
Conference Room 225, State Capitol

**DEPARTMENT'S POSITION:** The Office of Youth Services (OYS) supports this measure.

**PURPOSE:** The purpose of this bill is to make emergency appropriations for collective bargaining cost items for the members of Bargaining Unit (1) and (10) and their excluded counterparts to resolve issues related to temporary hazard pay for fiscal year 2025-2026.

Members of collective Bargaining Units (1) and (10) were awarded sums related to temporary hazard pay (THP). OYS was not awarded an additional appropriation to cover these THP payments. OYS covered the THP payments using \$719,820.50 from our base budget. OYS respectfully requests an appropriation to replenish our base budget to cover operational expenses.

Thank you for the opportunity to provide comments.

AN EQUAL OPPORTUNITY AGENCY

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



STATE OF HAWAII | KA MOKU'ĀINA 'O HAWAII  
**DEPARTMENT OF CORRECTIONS  
AND REHABILITATION**  
*Ka 'Oihana Ho'omalua 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 SENATE BILL 3090  
MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC  
EMPLOYMENT COST ITEMS.

by  
Tommy Johnson, Director  
Department of Corrections and Rehabilitation

Senate Committee on Labor and Technology  
Senator Brandon J.C. Elefante, Chair  
Senator Rachele Lamosao, Vice Chair

Friday, February 6, 2026, 3:00 p.m.  
State Capitol, Conference Room 225 & Videoconference

Chair Elefante, Vice Chair Lamosao, and Members of the Committee:

The Department of Corrections and Rehabilitation (DCR) **supports** Senate Bill (SB) 3090, which seeks to make emergency appropriations for collective bargaining cost items for the members of Bargaining Units (BU) (1) and (10) and their excluded counterparts to resolve issues related to temporary hazard pay (THP) 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 SB 3090 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 SB 3090.

Thank you for the opportunity to provide testimony in **support** of SB 3090.

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

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

FEBRUARY 6, 2026, 3:00 P.M.  
CONFERENCE ROOM 225 AND VIA VIDEOCONFERENCE, STATE CAPITOL

S.B. 3090

MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS.

Chair Elefante, Vice Chair Lamosao, and members of the Committee, thank you for the opportunity to submit testimony on S.B. 3090.

S.B. 3090 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** S.B. 3090. 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.



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

**Date:** 02/06/2026

**Time:** 03:00 PM

**Location:** CR 225 & Videoconference

**Committee:** LBT

**Department:** Education

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

**Title of Bill:** SB3090, 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.

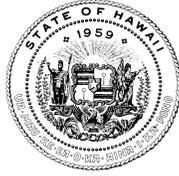
**Department's Position:**

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 SB 3090.

Thank you for the opportunity to provide testimony on SB 3090.

JOSH GREEN, M.D.  
GOVERNOR  
STATE OF HAWAII  
*Ke Kia'āina o ka Moku'āina 'o  
Hawai'i*

SYLVIA J. LUKE  
LT. GOVERNOR  
STATE OF HAWAII  
*Ka Hope Kia'āina o ka Moku'āina  
'o Hawai'i*



KALI WATSON  
CHAIRPERSON, HHC  
*Ka Luna Ho'okele*

KATIE L. LAMBERT  
DEPUTY TO THE CHAIR  
*Ka Hope Luna Ho'okele*

**STATE OF HAWAII**  
**DEPARTMENT OF HAWAIIAN HOME LANDS**  
*Ka 'Oihana 'Āina Ho'opulapula Hawai'i*

P. O. BOX 1879  
HONOLULU, HAWAII 96805

TESTIMONY OF KALI WATSON, CHAIR  
HAWAIIAN HOMES COMMISSION  
BEFORE THE SENATE COMMITTEE ON LABOR AND  
TECHNOLOGY  
ON FEBRUARY 6, 2026 AT 3:00PM IN CR 225

**HB 3090, RELATING TO MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC  
EMPLOYMENT COST ITEMS**

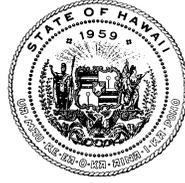
February 6, 2026

Aloha Chair Elefante, Vice Chair Lamosao, and Members of the Committee:

The Department of Hawaiian Home Lands (DHHL) **supports** this bill 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 for fiscal year 2025-2026.

This measure will ensure there is sufficient funding to reimburse departments for United Public Workers Temporary Hazard Pay payments made earlier this fiscal year. DHHL supports resolving certain issues concerning temporary hazard pay through this bill.

Thank you for your consideration of our testimony.



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 SB3090**  
MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST  
ITEMS.

SEN. BRANDON J.C. ELEFANTE, CHAIR  
SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Hearing Date: February 6, 2026

Room Number: 225

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 SB2491, 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  
KE KIA'ĀINA

**LATE**



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 SENATE BILL 3090  
RELATING TO EMERGENCY APPROPRIATIONS FOR  
PUBLIC EMPLOYEE COST ITEMS  
Before the Senate Committee on  
LABOR AND TECHNOLOGY  
Friday, February 6, 2026, 3:00 p.m.  
State Capitol Conference Room 225  
Testifier: Russell Fong

Chair Elefante, Vice Chair Lamosao, and members of the Committees:

The Department of Law Enforcement (DLE) strongly supports Senate Bill 3090. This bill makes emergency appropriations for collective bargaining cost items for the members of the Bargaining Units (1) and (10) and their excluded counterparts to resolve issues related to temporary hazard pay fiscal year 2025-2026. This appropriation measure is for 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 does 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



**STEPHEN F. LOGAN**  
MAJOR GENERAL  
ADJUTANT GENERAL  
KA 'AKUKANA KENELALA

**PHILLIP L. MALLORY III**  
BRIGADIER GENERAL  
DEPUTY ADJUTANT GENERAL  
KA HOPE 'AKUKANA KENELALA



STATE OF HAWAI'I  
KA MOKU'ĀINA O HAWAI'I  
**DEPARTMENT OF DEFENSE**  
**KA 'OIHANA PILI KAUA**  
OFFICE OF THE ADJUTANT GENERAL  
3949 DIAMOND HEAD ROAD  
HONOLULU, HAWAI'I 96816-4495

February 5, 2026

TESTIMONY ON SENATE BILL 3090  
RELATING TO EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS.  
BEFORE THE SENATE COMMITTEE ON Labor and Technology

BY  
MAJOR GENERAL STEPHEN F. LOGAN  
ADJUTANT GENERAL  
AND DIRECTOR OF HAWAI'I EMERGENCY MANAGEMENT AGENCY

Aloha Chair Elefante, Vice-Chair Lamosao, and members of the committee:

I am Major General Stephen F Logan, Adjutant General and Director of Hawai'i Emergency Management Agency, State of Hawai'i, Department of Defense.

The Department of Defense (DEF) provides written testimony in **SUPPORT** of SB3090.

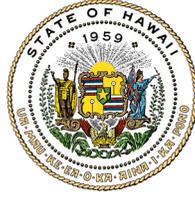
The Department of Defense is in urgent need of funding to meet critical requirements for temporary hazard pay this fiscal year. Without this funding, the Department of Defense will face a funding shortfall in the fourth quarter of FY2026.

Thank you for the opportunity to support SB3090.

If you have any questions or need additional information to our response, please contact our Administrative Services Officer COL (retired) Rusty Spray at (808) 369-3458 or at [rusty.spray@hawaii.gov](mailto:rusty.spray@hawaii.gov).

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



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

Before the Senate Committee on  
LABOR AND TECHNOLOGY

Friday, February 6, 2026  
3:00 PM  
State Capitol, Conference Room 225

In consideration of  
SENATE BILL 3090

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

Senate Bill 3090 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.

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



## 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

Friday, February 4, 2026, 3:00 PM  
Conference Room 225 & Videoconference

**Re: Testimony on SB3090 – MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS**

Chair Elefante, Vice Chair Lamosao, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO (“UPW”) is the exclusive bargaining representative for approximately 12,000 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** SB3090, 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 for fiscal year 2025-2026.

Since as early as 2021, UPW has vigorously fought to get our members the Temporary Hazard Pay they earned for performing their duties during the COVID-19 pandemic. UPW members ratified a negotiated settlement agreement with the Department of Education (“DOE”) last May. While a dispute has arisen regarding this agreement, we humbly request that the Legislature continue to move this measure forward, as it is our sincere hope that UPW and the DOE can resolve any outstanding issues during this legislative session to ensure that our DOE members are finally paid the THP they are **contractually** owed.

Mahalo for the 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  
Phone 808.961.3424

#### KAUAI

2970 Kele Street, Suite 213  
Lihue, Hawaii 96766-1803  
Phone 808.245.2412

#### MAUI

841 Kolu Street  
Wailuku, Hawaii 96793-1436  
Phone 808.244.0815

1.866.454.4166

Toll Free - Molokai/Lanai only