



## HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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

City Council  
City and County of Honolulu

Testimony by  
Hawaii Government Employees Association

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### RESOLUTION 23-114 (2023) — RELATING TO TEMPORARY HAZARD PAY

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of Resolution 23-114 (2023), which urges the City Administration to provide hazard pay to eligible city employees who performed essential work during the COVID-19 pandemic.

The HGEA represents roughly 3,300 city and county employees across five different bargaining units, including engineers, police dispatchers, building plan examiners, refuse and wastewater treatment plant supervisors, lifeguards, satellite city hall and motor vehicle (DMV) representatives, among others. These employees risked their lives and set aside their fears of an unknown threat to ensure that city operations and functions were met, while the island paused during a time of global uncertainty. They are Oahu's unsung heroes.

Our members had an opportunity to apply for Temporary Hazard Pay (THP) from 2021 to 2022. Many of our members applied and submitted it to the city for consideration. **So far, the city has denied all THP request and claimed that upon their review, an employee's exposure to COVID-19 was 'less than severe' due to actions taken by the city, however they did not proffer the basis of that determination.** The decision to not grant a single employee THP is extremely disappointing and appalling, especially when a lot of employees were placed in hazardous situations, did not have the opportunity to work from home, and were forced to perform duties that exceeded their job classification. The city needs to get its priorities in order, these employees stepped in to ensure that the people of Oahu were taken care of – now it's time for the city to take care of its own.

**We appreciate the Council for hearing this resolution. We respectfully ask that the resolution be amended within the 'BE IT RESOLVED' section which reflects that an employee be paid THP in accordance with their collective bargaining agreement.**

Thank you for the opportunity to provide testimony in strong support of Resolution 23-114 (2023).

Respectfully submitted,

Randy Perreira  
Executive Director