

STATE OF HAWAII

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

ANNUAL REPORT FY12-13



THE HAWAII DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

Princess Ruth Ke'elikolani Building | 830 Punchbowl Street | Honolulu, Hawaii 96813

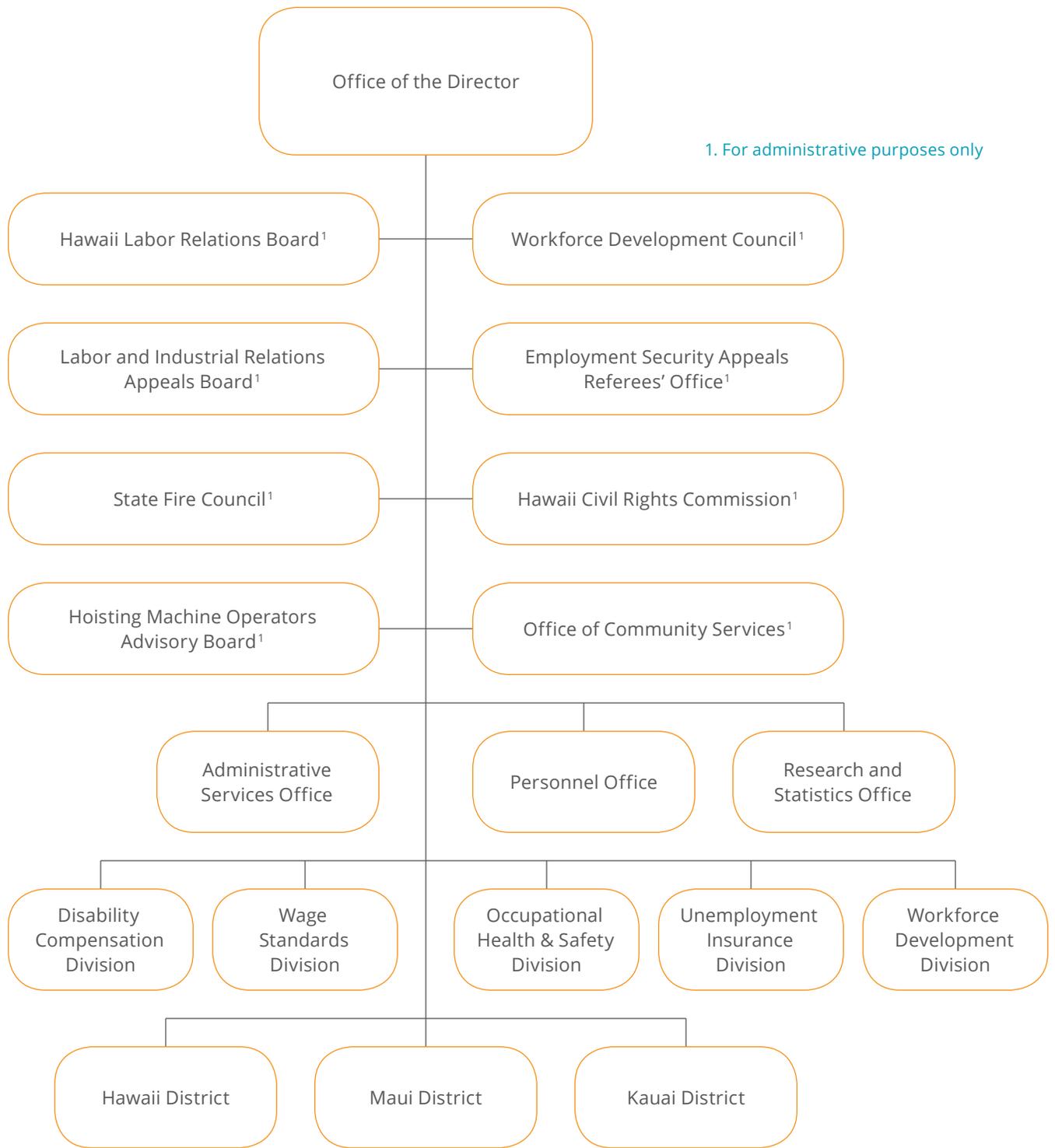


The Employment Benefit & Rights line of business protects the economic security, physical, economic and social well-being of workers and supports good labor-management relations. This includes developing and disseminating labor market information and assisting job seekers, workers and employers to facilitate workforce development.

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STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
ORGANIZATION CHART





Aloha,

As we move further away from the Great Recession, the Department of Labor and Industrial Relations has begun to rebuild capacity and improve our ability to serve our community and achieve our mission. There are many special partners who helped to build some positive momentum through their collective contributions, and we would like to say—Mahalo.

By teaming up our partners with our hard working staff—*together*—we have been able to make progress in areas such as worker safety, unemployment insurance, workforce development, and boiler and elevator inspections. But there is still much more work ahead of us.

I would like to acknowledge our program administrators and their dedicated staff who put in the long hours necessary to serve our community well. Also, a Mahalo to the many volunteers who serve on our boards, councils, and committees.

We need to express our appreciation and gratitude to our Legislators and Congressional Representatives and their staff for all that they do. Our federal and county counterparts have also been part of this overall effort.

We hope you will find this report to be informative, and a reflection of people focused on working together to provide the highest quality of public services possible. Our clear commitment is to best serve the people of our state, and to continue working with all of our partners to realize our common goals.

Mahalo Nui Loa,

A handwritten signature in black ink, appearing to read "Dwight Takamine". The signature is stylized and fluid.

Dwight Takamine
Director

>>> SPOTLIGHT ON: HIWI.ORG



The Hawaii Workforce Infonet (HIWI) website is a powerful labor market information system. It was specifically designed for employers, job seekers, researchers and analysts, and others seeking economic and workforce information. The system provides fast access to a complete set of data tools in one web site. It is designed to be a comfortable system for everyone, even the person who has little computer experience.

Examples of HIWI features that help employers, job seekers, and researchers and analysts include:

FOR EMPLOYERS

- Workforce & Economic data
- Education and training
- Affirmative Action (EEO)
- Occupational wages
- Post job openings
- Find workers

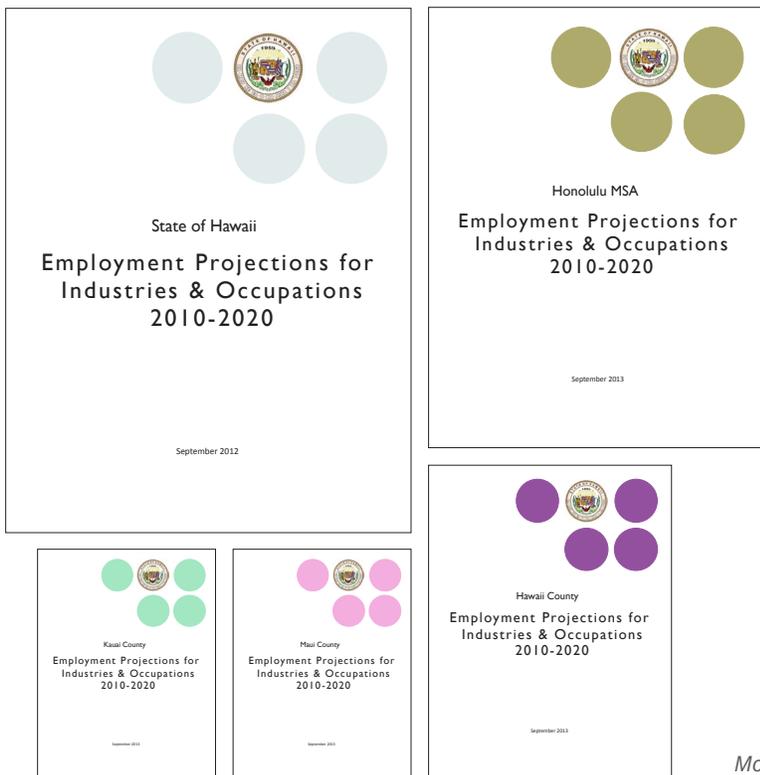
FOR JOBSEEKERS

- Find employers near you
- Education and training
- Career assistance
- Find a job

FOR RESEARCHERS & ANALYSTS

- Occupational data
- Industry data
- Area data
- Local Employment Dynamics
- Workforce data and reports

>>> RECENT REPORTS FROM THE R&S OFFICE



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/// Workforce Development Division



The Workforce Development Division (WDD) plans, directs, coordinates and implements a statewide, customer-driven workforce development system

that delivers employment and training services to job applicants, workers and industries. Services include a referral and placement service that links qualified job seekers with employers at no cost to the public.

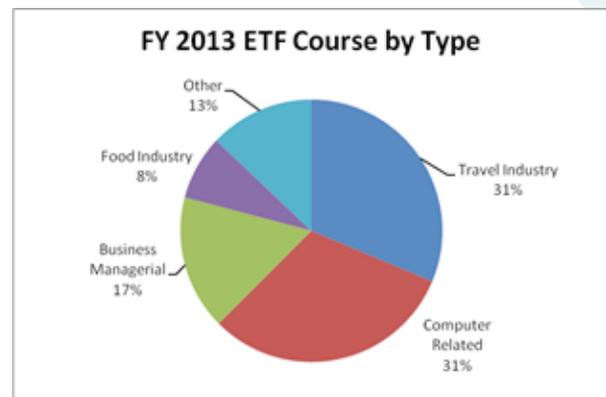
These activities are delivered in partnership with the Workforce Development Council, Counties, business associations, labor organizations, community-based organizations, and other agencies to jointly identify emerging employment trends, coordinate services, and apply for federal, state and other funds such as National Emergency Grants to carry out employment and training program activities and services.

The Division is also involved in strategically planning for economic dislocations of workers in declining industries, working closely with employers, labor organizations, and local workforce investment boards to make appropriate services available to dislocated workers using rapid response teams, and securing additional funds to assist workers laid off from business closings or large-scale layoffs.

One-Stop Career Centers: Through the One-stop Centers system employment and training providers that linked electronically and/or co-located at one site provide an integrated array of labor exchange and Workforce Investment Act (WIA) services to business and job seeking customers. HireNet Hawai'i is the electronic job board and database that connected employers and jobseekers and all One-Stop Centers throughout the islands.

Workforce Investment Act (WIA) Job Training Services: Through the WIA, the division and its partners provided remedial education, job training, and employment to eligible adults, youth, and dislocated workers.

Services to Military Veterans: Over 5,200 military veterans, including over 990 disabled veterans, received job counseling, job search assistance, and job referrals to maximize the veterans' employment opportunities.



Employment and Training Fund (ETF): The ETF Program consists of "macro" grants that are awarded to businesses to develop or expand customized training for their employees; and "micro" grants that subsidize training from pre-approved training vendors for employees of different businesses. Both types of grants are intended to enhance business growth and improve the long-term employability of Hawai'i's people.

Volunteer Internship Program: The Volunteer Internship Program (VIP) is a voluntary program that allows jobseekers, especially those receiving unemployment insurance (UI) benefits, to gain workforce training through an unpaid internship with interested employers.

Partnership with Department of Human Services: A partnership with the State Department of Human Services enabled the WDD to provide services to welfare recipients in the FIRST-TO-WORK program in all counties and Supplemental Nutrition Assistance Program (SNAP) program recipients on Hawai'i and Kaua'i.

Apprenticeship Program: Apprenticeship is long-term job training lasting from one to five years. In most cases, private industry assumes the cost through full time on-the-job training combined with classroom/shop instruction at a community college. This method of training has resulted in a constant flow of highly skilled workers for Hawai'i's industries.

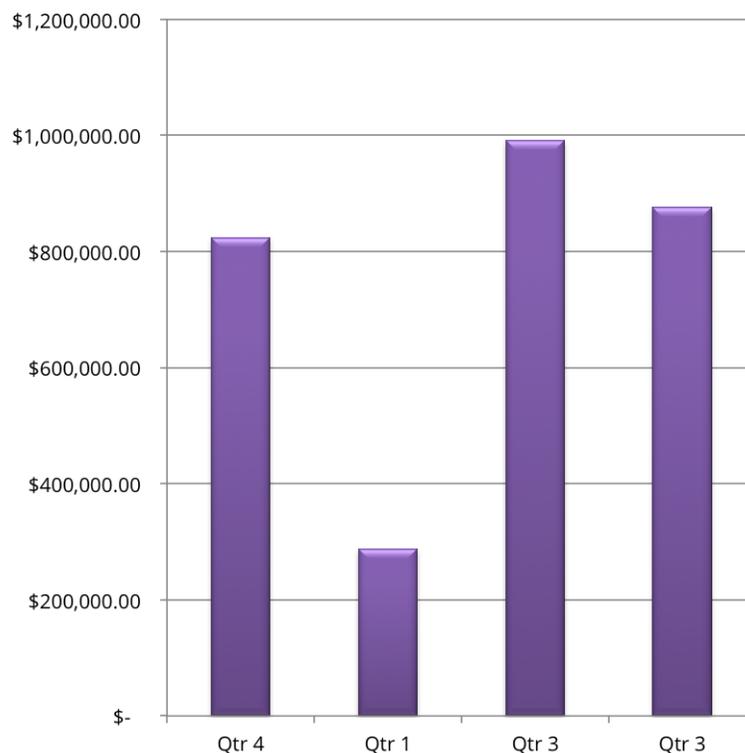
Senior Community Service Employment Program (SCSEP): The SCSEP assists unemployed, low-income persons, age 55 and older, with poor employment prospects to engage in part-time community service training activities to help them develop skills and experiences for transition into unsubsidized jobs.

Dislocated Worker Training National Emergency Grant (DWT NEG): In June 2013, Hawaii received \$1.7 million to assist dislocated workers with occupational training and On-the-job Training. Priority for enrollment into the statewide program is for those who are facing prolonged unemployment, defined as being unemployed for twenty-seven consecutive weeks or more.

Rapid Response: Rapid Response services continued to be provided on-site, in coordination with employers and participating unions, to workers who were scheduled to be terminated due to business closings or large-scale layoffs.

Reemployment Eligibility Assessment (REA): Since September 2008, WDD has been providing reemployment services to randomly selected Unemployment Insurance (UI) claimants through the REA program. Last year, approximately 7,400 participants were provided skills assessment, labor market information, and job and training referrals. A comparison made between a control group and the REA group demonstrated how the REA program reduced the average duration of UI benefits by 1.01 weeks, resulting in a net savings of approximately **\$2.3 million** to the UI trust fund.

Total Net Savings to UI Trust Fund from REA (\$2,275,608)





The Hawai'i Workforce Development Council ("WDC") is comprised of 31 private and public sector members appointed by the Governor. The members provide direction to the State's workforce development efforts, and support the best use of resources for those purposes.

The Council is responsible for preparing and overseeing the comprehensive state plan for workforce development in the state of Hawaii, and for advising the Governor, via annual reports, on state policies and funding priorities that it believes should be adopted by the state government in order to address the unmet workforce and economic development needs across the state.

The WDC is also the Statewide Workforce Investment Board for purposes of the federal Workforce Investment Act (WIA) of 1998 and the Wagner-Peyser Act. The WDC helps develop a state plan on the use of the funds, develop performance goals, and oversee the implementation of the programs.

The WIA funds are administered by the DLIR's Workforce Development Division ("WDD") which acts as the administrative/fiscal oversight entity for the funds. Funds are contracted to the four (4) counties, and they in partnership with their public/private local Workforce Investment Boards, deliver services to their respective local communities.

The WDC also applies for and acts as a conduit for federal monies targeted for specific workforce development programs. Through various departments in the federal government, including the U.S. Department of Labor (U.S.DOL) and the Department of Health and Human Services, the WDC has sought and been awarded a number of grants.

HIGHLIGHTS

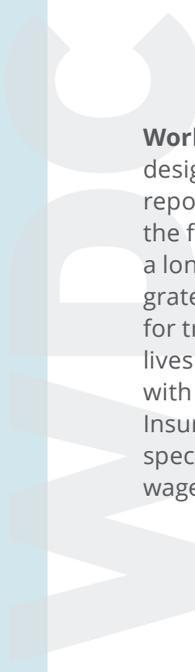
Workforce Investment Act—For PY 2012, the State met or exceeded all seventeen (17) negotiated performance levels for the three job training funds the state receives under WIA.

State Energy Sector Partnership (SESP) & Job Training Grant—During PY 2012, all activities under SESP grant were completed by its 14 sub-recipients. Originally scheduled to end on December 30, 2012, the grant was extended at no additional cost to June 30, 2013.

Agricultural Industry Skills Panels—In partnership with the State Department of Agriculture, the DLIR sponsored five (5) Sustainable Agriculture Skill Panel meetings to address industry needs and identify barriers that impeded development of a viable agricultural workforce. The following DLIR priorities were implemented:

1. Developed a database of Agriculture Workforce Training and Funding Resource List
2. Promoted agricultural education pathway programs and vocational training through mentorships, internships, On-the-Job Training (OJT), and apprenticeship programs.
3. Identified training needs for new and existing farmers in skill areas such as business management, record-keeping, agriculture economics, etc.

Disability Employment Initiative—In October 2011, Hawaii was awarded a \$2.9 million, three-year grant to provide enhanced employment services to individuals with disabilities. The U.S. DOL selected Hawaii and Maui counties as the focus for Hawaii's DEI program. To implement this initiative, each of the two selected counties established Disability Resource Coordinators and Business Relations Inclusion Coordinators positions to enhance the delivery of employment services to individuals with disabilities.



Workforce Data Quality Initiative—The WDQI is designed to promote cross-agency data sharing, reporting and evaluation. Program Year 2012 was the first of a three-year, \$1 million grant to create a longitudinal administrative database that integrates workforce data and links it to education data for tracking clients through school and their work lives. The information gathered will be compared with earnings data provided by the Unemployment Insurance Division and used to determine whether specific training programs are effectuating better wages for clients.

Community College Trade Adjustment Act (C3T) Grant—The WDC and the University of Hawaii Community College (UHCC) System executed a Memorandum of Understanding in PY 2012 to provide employer outreach and workforce development services under the \$24.7 million C3T grant. The C3T grant is focused on training new workers for a variety of careers in agriculture, energy, and health-care industries in Hawaii.



The Hawaii Occupational Safety and Health Division (HIOSH) ensures compliance with two laws:

- Chapter 396, HRS, The Hawaii Occupational Safety and Health Law, which states that every employee in the State should have safe and healthful working conditions; and
- Chapter 397, HRS, The Hawaii Boiler and Elevator Safety Law, which mandates the safe operation and use of boilers, and pressure systems; elevators, lifts, kindred equipment, and amusement rides.

Occupational Safety and Health (OSH) Program (Chapter 396, HRS) staff engages in the following activities, with the goal of encouraging voluntary compliance with the law and administrative rules:

- The HIOSH enforcement staff conducts programmed inspections of high hazard workplaces, and responds to accidents, complaints,

and referrals. VPP evaluations are done to identify and recognize exemplary employers.

- HIOSH consultants conduct workplace audits to improve employers' safety and health management systems in response to requests from employers. This service is free and confidential. SHARP evaluations are done to identify and recognize small employers with effective safety and health programs.
- Certifications are issued to qualified individuals in the following areas: explosives and pyrotechnics; certified safety and health professionals; and hoisting machine operators.
- Promulgation of OSHA standards. HIOSH is required to adopt "as effective as" administrative rules within 6 months of OSHA's adoption. These safety and health standards state what employers must do to ensure safe and healthful workplaces for their employees.

The OSH side of HIOSH receives 50% federal funding for the compliance program and 90% federal funding for the on-site consultation program. OSHA does not permit federal funds to be used for the certification programs that are 100% state funded, with the exception of the hoisting machine operators certification that is 100% special funded. The U.S. Occupational Safety and Health Administration (OSHA) provides oversight of the program, requiring benchmark staffing levels as well as performance and timeliness criteria for mandated activities.

The Boiler and Elevator (BE) Inspection Branch staff (Chapter 397, HRS) staff conducts the following activities with the goal of public safety through voluntary compliance with the law and administrative rules:

- Inspections of equipment at specific intervals to assure its safe operation and use. Equipment determined to be satisfactory are issued permits to operate.
- Investigations of accidents and complaints.

- Review of installation and alteration plans to ensure that the equipment is being constructed/ installed/ altered in accordance with safety codes. A permit to install/ alter is issued to initiate the construction work.
- Certifications are issued to special boiler inspectors to enable them to perform third party inspections of boilers and pressure systems.
- Reviews and audits of companies authorized by the National Board of Boiler and Pressure Vessel Inspectors to enable Hawaii companies to perform necessary repairs and alterations to critical equipment in the state.

The Boiler/Elevator side of HIOSH is currently funded by a special fund generated by fees from inspections of pressure vessels and lifting equipment. In addition, there was a loan of one million dollars from the general fund to help the Branch meet its expenses in the first year after the legislation (Act 103, 2012 SLH) was passed.



The Wage Standards Division (“Division”) protects Hawaii’s workers by administering and enforcing six different labor laws related to wages in the Hawai’i Revised Statutes (HRS).

The laws operate to keep young workers safe in the workplace (Child Labor Law, Chapter 390, HRS); ensure employees are paid their wages due, (Wage and Hour Law, Chapter 387, HRS; Payment of Wages and Other Compensation, Chapter 388, HRS; Wages and Hours of Employees on Public Works, Chapter 104, HRS) and provide job protection when family members need care or an employee is fired or discriminated against because of a lie detector test, a workers compensation injury, or taking an on-site drug test. (Hawaii Family Leave Law, Chapter 398, HRS, Employment Practices Law, Part II – Lie Detector Test and Part III – Unlawful Suspension or Discharge.)

SIGNIFICANT EVENTS

- Act 248, Regular Session 2013 provided certain domestic worker rights by removing the general exemption from the wage and hour law, Chapter 387, HRS, and activating minimum wage and overtime protection.
- The U.S. District Court found on December 31, 2012, that section 378-32(b) HRS was preempted by federal law and violated the Equal Protection Clause by impermissibly targeting employers with collective bargaining agreements. On May 1, 2013, in a memo opinion, the court permanently enjoined the enforcement of the sick leave protections in Act 118, Regular Session 2011, codified in section 378-32(b) HRS.

In the area of Workforce Management, the Division focused on making Hawaii a more compliant arena for wage related issues.

The Compliance Branch resolved 535 complaints including issuing a record-high 17 Notice of Violations to contractors on public works projects who

had violated the prevailing wage law under Chapter 104, HRS, and ordered 3-year suspensions of 7 contractors for falsification of certified payrolls. A full list of suspended contractors is available on our website.

The Compliance Branch identified \$1,157,268 of back wages found due for 402 workers. Penalties due to the State were \$85,618 and penalties due to claimants totaled \$37,128.

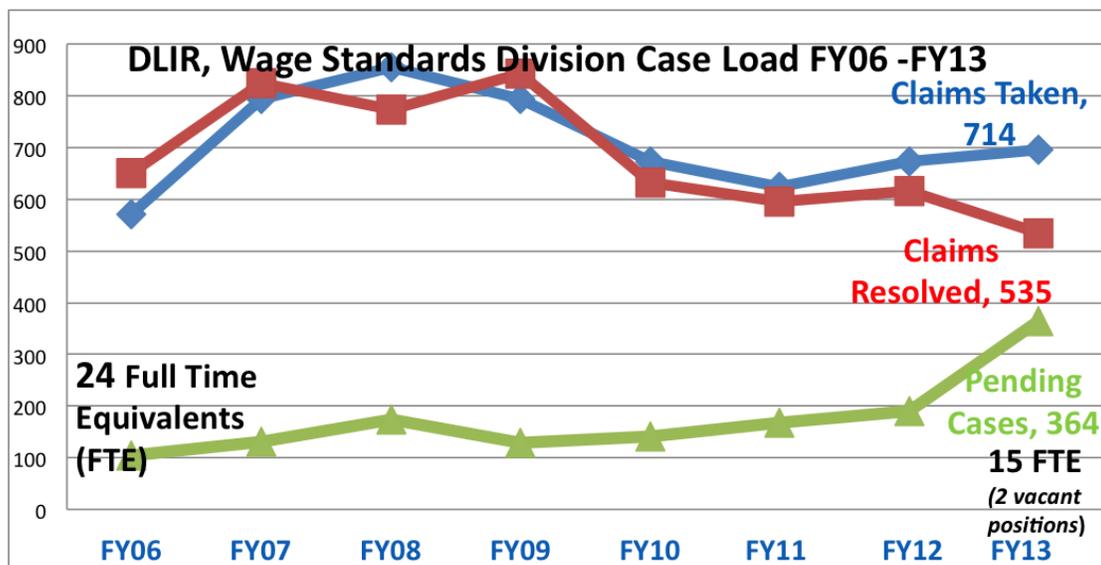
The Intake and Certification Branch (ICB) took in 714 complaints against employers that were referred to either the Hearings Branch or Compliance Branch.

A significant increase in complaints filed related to the Wages and Hours of Employees on Public Works, Chapter 104, HRS, can be attributed to Act 160, Regular Session 2011, which requires the Department to cite by project instead of employer. The 204 new complaints in the prevailing wage law

under Chapter 104, HRS represented 35 different employers. Prevailing wage claims represent 63% of the 364 pending complaints in the Wage Standards Division.

The ICB also issued 9328 child labor permits, including 67 variances and addendums required for productions like "Hawaii Five-0", "Godzilla" and other commercial productions that included minors under age 16 working outside the hours permitted by law. All outreach to the child labor audience of working minors, parents and employers of minors was accomplished via the WSD Facebook page Hawaii Teens at Work which grew by twenty percent.

The Division responded to 7896 inquiries and used the blog Inside Wage Standards Division and DLIR as a resource to supplement education and outreach.



/// Hawai'i Civil Rights Commission



The State of Hawai'i has a strong commitment to the protection of civil rights. Article I, Section 5 of the Hawai'i Constitution provides that “no person shall be denied the enjoyment of civil rights or be discriminated against in the exercise thereof because of race, religion, sex or ancestry.” The legislature gave meaning to this commitment by creating the Hawai'i Civil Rights Commission (HCRC), through enactment of Act 219 in 1988 and Acts 386 and 387 in 1989.

The HCRC was organized in 1990 and officially opened its doors in January 1991. The HCRC enforces state laws prohibiting discrimination in employment (H.R.S. Chapter 378, Part I), housing (H.R.S. Chapter 515); public accommodations (H.R.S. Chapter 489), and access to state and state-funded services (H.R.S. §368-1.5). The HCRC receives, investigates, conciliates, and adjudicates complaints of discrimination. The HCRC has five (5) uncompensated volunteer Commissioners. They are appointed by the Governor, with the consent of the Senate, based on their knowledge and experience in civil rights matters and commitment to preserve the civil rights of all individuals.

By law the Commission may hold hearings and make inquiries, as it deems necessary, and has the authority to administer oaths and affirmations, conduct depositions, compel the attendance of parties and witnesses and the production of documents by the issuance of subpoenas, examine parties and witnesses under oath, require answers to interrogatories, and delegate these powers to any member of the commission or any person appointed by the commission for the performance of its functions.

Furthermore, the law authorizes the Commission to enforce the State's anti-discrimination statutes or any of its orders, conciliation agreements, or pre-termination settlements by commencing civil action in circuit court; by issuing “right to sue” authority to complainants; or by ordering appropriate legal and equitable relief or affirmative action when violations are found.

The law also authorizes the Commission to appoint an executive director, deputy executive director, hearings examiners, investigators and other necessary support personnel as well as, an attorney to represent the commission in litigation.

/// Hawai'i Labor Relations Board



HLRB

The Hawaii Labor Relations Board (HLRB) administers Hawaii Revised Statutes Chapters 89 and 377 regarding collective bargaining and labor relations in the public sector and limited instances in the private sector, respectively. The HLRB hears contested cases involving bargaining and individual rights disputes, and also decides appeals of decisions rendered by the Department of Labor and Industrial Relations (DLIR) Director through the Hawaii Occupational Safety and Health Division (HIOSH) under Hawaii Revised Statutes Chapter 396. The HLRB seeks to promote good faith and fair dealing in collective bargaining and ensure a safe and healthful work environment.

In 2011, HLRB developed a five-year plan to fulfill its mission more efficiently and effectively and to address its growing case backlog. Since 2011, HLRB has created a master electronic file of all active cases. Now, the HLRB is able to concentrate on scanning all closed cases prior to 2011 that are statutorily required to be archived for 20 years.

In 2012, the HLRB equipped its hearing room with four laptops enabling the HLRB Members and a staff member access to its master electronic file

during hearings. This has enabled HLRB to reduce the amount of copies for each document filed to an original and one copy. The money saved will be used to acquire an e-Filing system.

In 2012, the HLRB also began to research the creation of an eFiling system. Three options were considered. The HLRB contacted Hawaii Information Consortium and researched hiring a private company to develop a program, neither of which produced any results. The HLRB found that to design a software program could cost \$600,000 or more including annual maintenance costs. The third option is a purchase of services from a company offering eFiling services on the company's website. Typically, the service includes, uploading, storage, and maintenance. The annual cost is around \$30,000 for the number of filings that the HLRB experiences. This option is a more fiscally feasible option that HLRB will continue to research.

In 2013, the Legislature authorized the HLRB to mail its hearing notices by first class mail effective in June, 2013. The HLRB now sends its hearing notices by priority mail, a form of first class mail that provides proof of receipt. Purchase of postage and labeling is now done through the United State Postal Service on-line services, and the mail can now be

deposited in any mail box. This enables the HLRB to realize savings in postage cost and staff time

RESTORATION OF POSITIONS LOST IN 1997

Three staff positions were lost in 1997, including one hearings officer (attorney), one attorney and one paralegal. The loss of these three positions has impacted the HLRB severely and has contributed to the HLRB's growing case backlog.

In 2012, at the HRLB's request, the Legislature restored a hearings officer position as a temporary position and appropriated funding beginning January 1, 2014.

The following represents the cases filed and pending before the HLRB in FY13:

Type of Case	Pending 6/30/12	Filed	Closed	Pending 6/30/13
Public Sector				
Prohibited Practice against Employer	93	22	16	99
Prohibited Practice against Union	20	4	3	21
Prohibited Practice against Employee	1	0	00	1
Impasse	7	9	9	7
Declaratory Ruling	4	2	2	4
Unit Clarification	3	1	1	3
Private Sector	0	0	0	0
HIOSH Appeals				
Citation	15	17	14	18
Discrimination	6	0	1	5
Total	149	55	48	156

/// Unemployment Insurance Division



The Unemployment Insurance (UI) program provides temporary partial wage replacement to involuntarily unemployed workers and stabilizes the economy during recessions.

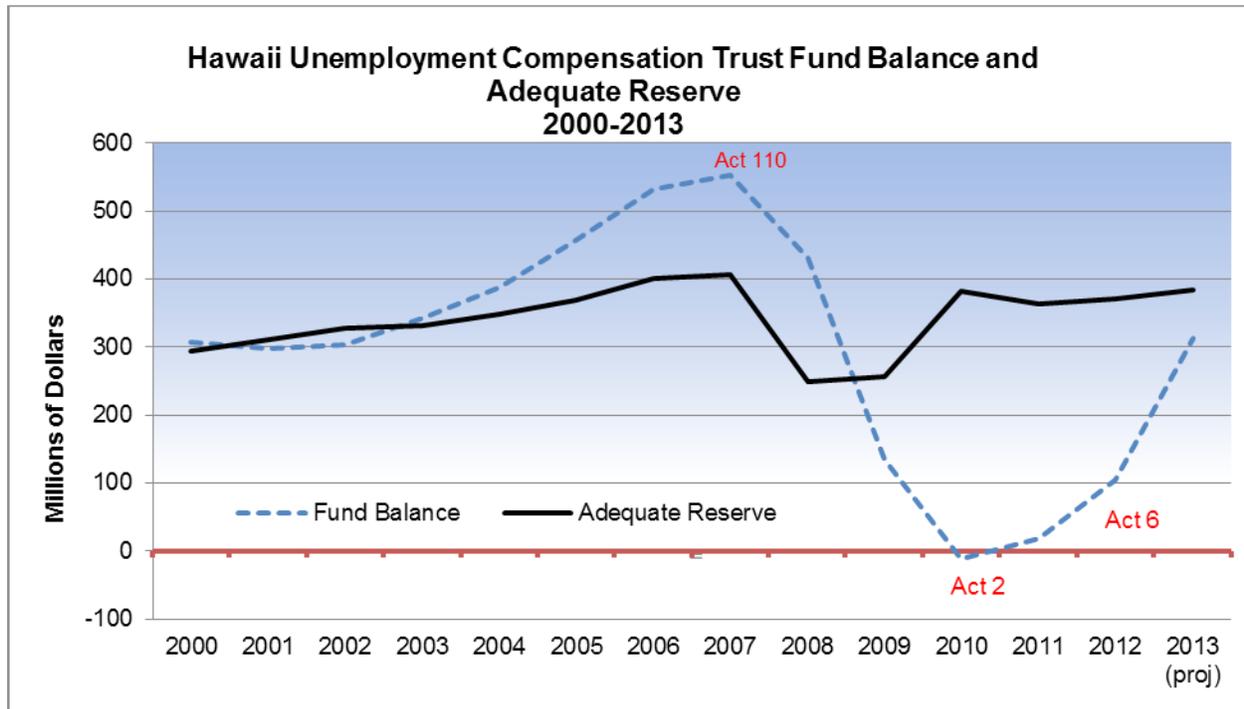
While the UI system is administered under state statutes, the US Department of Labor regulates conformity with federal laws and oversees the compliance with performance standards in order for states to receive federal grants to operate the UI program and to qualify for FUTA employer tax offsets.

Eligibility for jobless benefits is contingent upon involuntary unemployment, workforce attachment and ability to/availability for work. Hawaii pays regular state benefits up to 26 weeks at a maximum rate of \$534 for CY 2013. For CY 2012, 98,958 initial claims were filed and 700,237 weekly claim certifications were processed. During the recent recessionary period, a federally-funded Emergency

Unemployment Compensation (EUC) program was approved by Congress in 2008 to pay up to 47 weeks of additional benefits in Hawaii (total of 73 weeks of EUC and regular UI benefits). The program will end in December 2013 and as of September 2013, over 71,000 EUC claimants have been paid \$900 million.

The Electronic Benefits Payment System Team (Direct Deposit) won the 2013 DLIR Team of the Year Award and represented the Department at the Governor's Award. Although direct deposit will realize savings of \$350,000 per year in administrative, processing and mailing costs, the value to claimants is in faster receipt of their UI payments.

UI Trust Fund. The Hawaii UI trust fund is rebuilding its reserves to adequate levels after insolvency resulted in requests for federal advances beginning in 2010 to continue UI payments. The assessment of \$211,000 in interest on loans required legislation action to impose a special employer surtax to discharge the obligation. At the end of 2013, the balance is projected to be \$300 million.



/// Disability Compensation Division



The Disability Compensation Division (DCD) administers the Workers' Compensation (WC) law, the Temporary Disability Insurance (TDI) law, and the Prepaid Health Care (PHC) law.

All employers with one or more employees, whether working full-time or part-time, are directly affected.

The purpose of the Workers' Compensation law is to provide wage loss compensation and medical care to those employees who suffer work-related injuries. Workers' Compensation is an employer paid insurance program that provides economic relief for employees injured on the job. WC benefits include medical and hospital expenses, lost wages, permanent disability disfigurement, and vocational rehabilitation.

Temporary Disability Insurance benefits partially replace wages lost when an employee is unable to work because of an off-the-job sickness or injury, if the employee meets the qualifying conditions of the law. TDI is an employer provided insurance that supplies partial wage loss benefits to employees who suffer off-the-job injuries or illnesses.

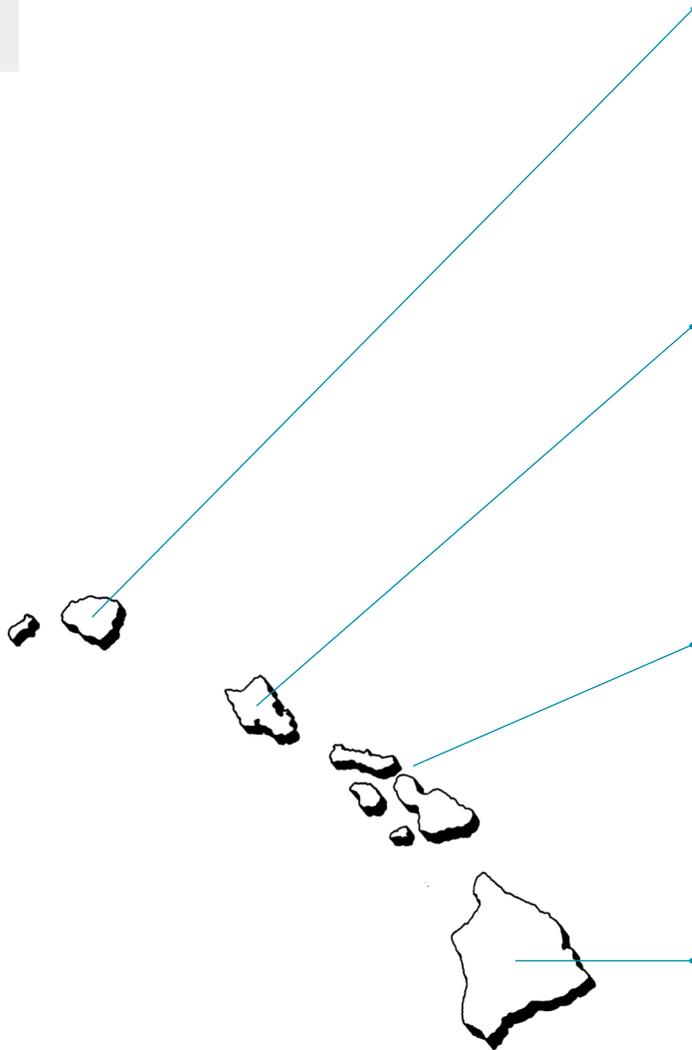
The PHC law requires that employers provide employees adequate medical coverage for non-work related illness or injury, if employees meet the qualifying conditions of the law. Coverage includes hospitalization, surgery, physician office visits, diagnostic tests, and maternity benefits. Hawaii is the only state to adopt a prepaid health care law and continues to be a leader in providing universal health care coverage.

The DCD's mission is to provide economic security and stability for Hawaii's workforce through education, enforcement, and adjudication of the WC, TDI, and PHC laws. Its primary objectives include ensuring efficient processing of claims; timely provision of medical services and payment of benefits to injured workers; employer compliance with WC, TDI, and PHC insurance coverage requirements; and monitoring health plans to ensure employees are provided with the benefits that are required under the PHC law.

DCD plans, directs, and coordinates statewide activities relating to interpretation, implementation and administration of WC, TDI and PHC laws, rules, regulations, policies and procedures. The division's staff of 88 employees is organized into three (3) program offices (WC, TDI/PHC, and Program Support) and five (5) operational branches (Plans, Enforcement, WC Claims, Hearings, and Vocational Rehabilitation). The main office is located in Honolulu with district offices on the Neighbor islands (Wailuku—Maui, Kealahou—Hawaii, Hilo—Hawaii, and Lihue—Kauai).



HIGHLIGHTS 2012



State of Hawaii

Reported Cases: 21,052
Processed Cases: 39,028
Processed Cases with Cost: 28,007
Total Cost: \$248,433,387
Cost Per Case: \$8,870
Medical Cost: \$103,682,043
Days Lost: 952,758
Reported Fatalities: 22

Kauai County

Reported Cases: 1,296
Processed Cases: 2,381
Processed Cases with Cost: 1,710
Total Cost: \$11,730,421
Cost Per Case: \$6,860
Medical Cost: \$5,479,085
Days Lost: 42,239
Reported Fatalities: 0

Oahu

Reported Cases: 14,150
Processed Cases: 25,791
Processed Cases with Cost: 18,564
Total Cost: \$171,814,212
Cost Per Case: \$9,255
Medical Cost: \$70,816,289
Days Lost: 645,341
Reported Fatalities: 15

Maui County

Reported Cases: 3,059
Processed Cases: 5,354
Processed Cases with Cost: 3,735
Total Cost: \$28,269,203
Cost Per Case: \$7,569
Medical Cost: \$12,301,583
Days Lost: 97,067
Reported Fatalities: 4

Hawaii County

Reported Cases: 2,547
Processed Cases: 5,502
Processed Cases with Cost: 3,998
Total Cost: \$36,619,552
Cost Per Case: \$9,159
Medical Cost: \$15,085,086
Days Lost: 168,111
Reported Fatalities: 3

/// Labor & Industrial Relations Appeals Board

The Labor & Industrial Relations Appeals Board (LIRAB) is a quasi-judicial agency that is attached to the Department of Labor & Industrial Relations

for administrative and budgetary purposes only. LIRAB adjudicates appeals from decisions rendered by the Director of Labor & Industrial Relations (Director) via the Disability Compensation Division relating to workers' compensation matters (Chapter 386, Hawaii Revised Statutes) and decisions rendered by the Director relating to the Boiler and Elevator Safety Law (Chapter 397, Hawaii Revised Statutes). Proceedings before LIRAB are subject to Chapter 91 of the Hawaii Administrative Procedures Act and other applicable administrative rules and laws.

LIRAB's program objective is to provide prompt, just and efficient adjudication of appeals from decisions of the Director of Labor & Industrial Relations relating to Workers' Compensation and Boiler and Elevator Safety.

LIRAB comprises two Board Members and one Chairperson who are appointed by the Governor of the State of Hawaii and confirmed by the Hawaii State Senate for 10-year terms. The Chairperson is required by law to be an attorney licensed to practice in all of the courts of this State. LIRAB is supported by a staff of 6: Executive Officer, Hearings Officer, Legal Assistant, Researcher, Chief Clerk, and Secretary.



Workers' Compensation Cases

New LIRAB appeals received in FY 2013	445
Cases disposed of or closed by settlement, dismissal, Decision and Order, or other means in FY 2013	523
Cases pending as of June 30, 2013	647
Pre-hearing conferences (initial, settlement and status conferences) held in FY 2013	916
Motions heard in FY 2013	180
Trials held in FY 2013	82
Percentage of cases resolved within 15 months in FY 2013	69%
Percentage of appeals upheld by appellate court in FY 2013	82%
Number of cases awaiting written decision and order in FY 2013	49
Number of Appellate Court Decisions in FY 2013	24

Boiler & Elevator Safety Cases

Cases pending as of June 2013	0
New appeals filed during FY 2012-2013	0

/// Employment Security Appeals Referees' Office

ESARO

The Employment Security Appeals Referees' Office (ESARO) is an administratively attached agency in the Hawaii State Department of Labor and Industrial Relations (DLIR).

While housed in the same department as the State of Hawaii's Unemployment Insurance Division ("UID"), ESARO is a statutorily independent agency whose principal function is to conduct an independent, thorough, and expedited review of UID's determinations, and plays an integral part in promoting the overall unemployment program objective of alleviating the financial hardship of qualifying unemployed individuals and stabilizing the economy during recessionary periods.

Hearing officers, also referred to as appeals referees, conduct appeal hearings and issue written decisions based on all relevant evidence presented in the appeal. This administrative appeals process provides individuals and employers an opportunity to fully develop and articulate their case, and to thereafter promptly receive a detailed explanation or appeals decision as to whether a UID determination has been affirmed, reversed, or modified. Parties thereafter have the option to either request reopening by ESARO, and/or to seek judicial appeal by the state circuit courts.

ESARO is proceeding in stages to upgrade its use of technology to include electronic filing and document management. With over \$600,000 in Supplemental Budget Request (SBR) funds from the federal government and authorization from the State Legislature in Act 15 (SLH 2013), ESARO established an online appeals system, which is currently in a soft launch phase and will be fully operational in December 2013.

Through this secured web-based system, both claimants and employers will have the ability to file appeal requests; receive hearing notices and other correspondence; submit requests for postponements, subpoenas, and withdrawals; and conduct other similar appeal activities. An internet-accessible computer will also be available in the ESARO office as an additional customer resource. This system will allow parties, UID staff, and ESARO staff to process appeals from an initial request to final administrative adjudication through an almost paperless process.





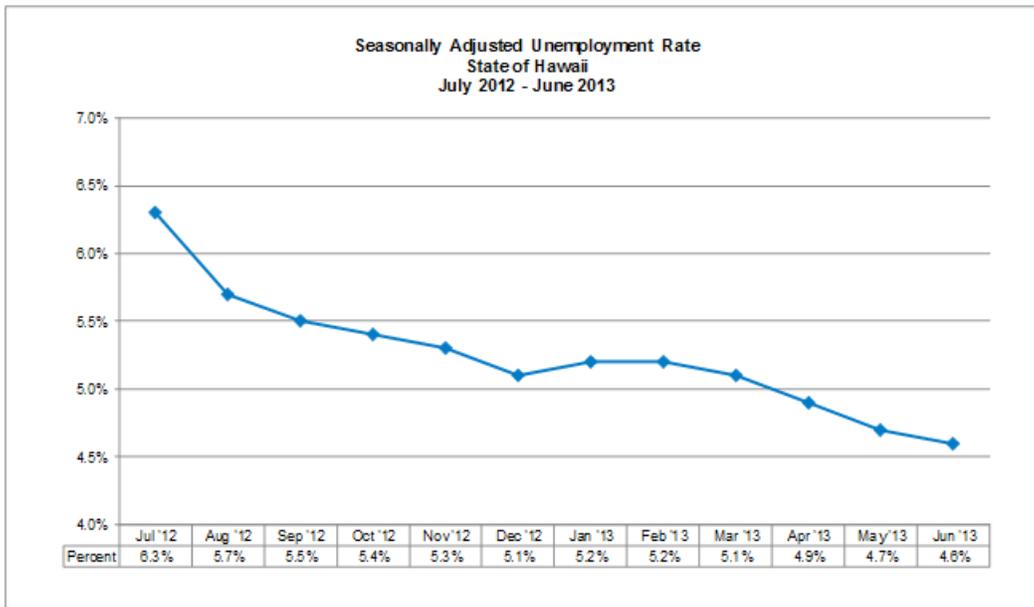
The Research and Statistics (R&S) Office conducts labor research and analysis; develops labor force estimates on employment and unemployment in cooperation with the Bureau of Labor Statistics (BLS) and the Employment and Training Administration of the U.S. Dept. of Labor (USDOL); and provides technical assistance and management data to DLIR's divisions. R&S supports the DLIR in carrying out its mission by providing labor market and labor-related information that helps with research, business planning, job search, and career decisions.

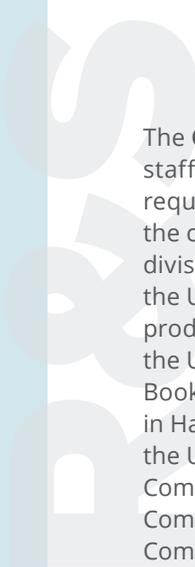
The **Labor Market Research (LMR)** staff produced county and revised state industry and occupational projections for the short-term 2012-2014 as well as the long-term 2010-2020. The outlook for jobs in Hawaii is brighter as Hawaii's economic recovery continues to be fueled by a surge in the visitor industry. Tourism-related industries and occupations will have strong growth prospects, and significant growth is also expected to occur in construction as it ramps up, and in business, healthcare,

and services. The reports can be found on our LMI web site at www.hiwi.org.

Career Kokua, the Hawaii Career Information Delivery System, www.careerkokua.org, provided up-to-date localized career and related training information to Hawaii's schools and workforce development agencies. During 2012 - 2013 there were over 187,630 visits to the Career Kokua web site. The most utilized module was the Occupations information with 49,695 requests for career printouts. Career Kokua staff also conducted 56 Skills Assessment workshops unemployed workers in partnership with the Workforce Development Division and Oahu WorkLinks.

The **Labor Force Research** staff developed, analyzed, and disseminated information on the labor force, unemployment, employment, industry wages, job counts, hours and earnings, and mass layoffs, as required by our contractual agreement with the BLS. They kept everyone up to date on the latest employment figures and the State's unemployment rate. These statistics are available for download on Hawaii Infonet at www.hiwi.org.





The **Operations Management Information (OMI)** staff provided research and statistical services required by State and Federal laws and supported the core programs administered by DLIR's line divisions, the USDOL and federal contracts. For the Unemployment Insurance (UI) Division, OMI produced federally-mandated UI statistical reports, the UI annual trust fund financing report, the UI Fact Book, Characteristics of the Insured Unemployed in Hawaii, UI trust fund projections and conducted the UI data validation program. For the Disability Compensation Division, OMI calculated the Special Compensation Fund Levy, published the Workers' Compensation Data Book and conducted the Medical Fee Schedule survey. OMI staff reviewed union contracts, published the Wage Rate Schedule (Chapter 104, HRS) and provided Minimum Wage analysis for the Wage Standards Division.

OMI also supported the Workforce Development Division with Worker Profiling statistics. For HIOSH (Hawaii Occupational Safety and Health), OMI conducted the OSHA Data Initiative Survey (ODI) and produced quarterly building permits samples and information for their planning reports. OMI also conducted the Survey of Occupational Injuries and Illnesses (SOII), and provided data and characteristics of Hawaii work-related fatalities for the Census

of Fatal Occupational Injuries (CFOI) program. In addition, OMI supported the DLIR with Employment of State Residents on Construction Procurement Contracts (Chapter 103B, HRS), State Average Monthly Wage (Chapter 421C, HRS) and Limited English Proficiency data.

These OMI reports and publications may be accessed on the DLIR's web site at <http://labor.hawaii.gov/rs/>.

In addition to the delivery of quality information to our users, the DLIR's divisions and administration, and the public, R&S continued to work on these innovative projects:

- Maintenance of the Hawaii Green Jobs Initiative portal at www.greenjobshawaii.org and the Hawaii Directory of Green Employers;
- Development of predictive workforce and employment models for the Community Colleges TAA C3T Grant as they develop programs to meet industry needs.
- Development of a Workforce Longitudinal Data System (WorLDS) that will provide information on the effectiveness of workforce training programs and improve information on students and their workforce outcomes.

/// Office of Community Services



The Office of Community Services (OCS), administratively attached to the Department of Labor and Industrial Relations, is mandated to provide human service programs for Hawaii's economically disadvantaged, immigrants, and refugees. OCS was created by the Hawaii State Legislature through Act 305, and codified as Chapter 371K, Hawaii Revised Statutes.

OCS is the lead state agency responsible for planning and developing programs, securing Federal and State funds, procuring and contracting with private agencies to provide services aimed at ameliorating poverty-causing conditions and reducing barriers to social and economic self-sufficiency.

OCS currently administers six Federal programs, through contracts with non-profits: Community Services Block Grant (CSBG), The Emergency Food Assistance Program (TEFAP), Weatherization Assistance Program (WAP), Senior Farmer's Market and Nutrition Program (SFMNP), Office of Refugee Resettlement and Office of Justice Human Trafficking grants.

OCS also administers the following State-funded programs, through contracts with non-profits: Employment Core Services for Low-Income Persons, Employment Core Services for Immigrants, and Immigrant Resource Centers.

OCS is also responsible for administering Grants-in-Aid and Capital Improvement Projects that were appropriated by the legislature to private agencies and delegated to the DLIR for disbursement.



The State Fire Council (SFC) is administratively attached to the State of Hawaii (State), Department of Labor and Industrial Relations and comprised of the four county Fire Chiefs. Its primary mission is to develop a comprehensive fire service emergency management network for the protection of life, property, and environment throughout the State. The SFC is responsible for adopting a state fire code, applying and administering federal fire-related grants, and administering a Reduced Ignition Propensity Cigarette (RIPC) Program. The SFC may advise and assist county fire departments where appropriate and prescribe standard procedures and forms related to inspections, investigations, and reporting of fires. It also advises the Governor and legislature with regard to fire prevention and protection, life safety, and any other function or activity for which the various county fire departments are responsible.

On September 6, 2012, the SFC approved bypassing the National Fire Protection Association (NFPA) 1 Fire Code, 2009 Edition and directed the SFC Fire Prevention Committee (FPC) to review the NFPA 1 Fire Code, 2012 Edition as the next State Fire Code. The SFC FPC completed its draft Title 12 amendments to the NFPA 1 Fire Code, 2012 Edition on March 28, 2013. On June 7, 2013, the SFC approved the Title 12 amendments and will proceed with

the state adoption process. The State Fire Code, in union with the county fire codes, comprehensively addresses minimum requirements for the protection of life and property to mitigate and prevent the disastrous effects of fire, explosion, and hazardous materials incidents.

The SFC participates as a member of the State Building Code Council (SBCC), which is comprised of county, State, and private stakeholders who coordinate the adoption of a comprehensive set of building codes. The state building code applies a consistent and current set of codes based on national standards that affect county, State, commercial, industrial, and residential buildings. The SBCC's Investigative Committee completed its final report on fire sprinkler implementation in new one- and two-family dwellings, on May 8, 2013. The report studied infrastructure, systems, costs, and benefits and is available on the SBCC's website.

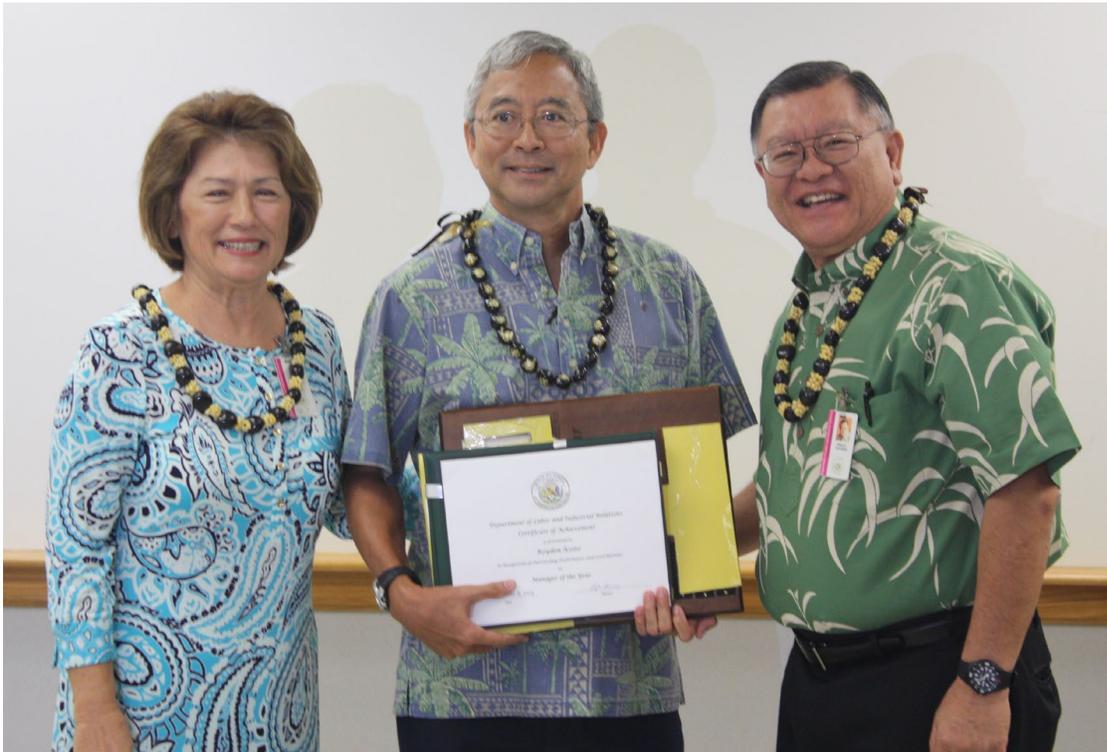
The SFC administers the RIPC law since its adoption in October 2009. The SFC receives manufacturers' documentation on fire-safe cigarette testing, certifies brands/ styles, and deposits the fees collected. A \$400,000 appropriation into the RIPC special fund was legislatively established to employ personnel to develop administrative rules to more effectively enforce and administer the program. The SFC is in the process of hiring said personnel. To date, the SFC collected \$657,375.

DLIR EMPLOYEE OF THE YEAR:

Beatrice “Bea” Takahashi

Bea is an Insurance Office Assistant in Disability Compensation Division (DCD). As the senior insurance clerk, Bea ensures that her section operates efficiently and meets each challenge with enthusiasm and determination. Bea was instrumental in helping with the technological progression of DCD, which allows them to streamline and go paperless in certain processes.

Throughout her many years at the DLIR, Bea has exemplified the meaning of public service. She is extremely knowledgeable and is always willing to make personal sacrifices for the good of DLIR and the public.



DLIR MANAGER OF THE YEAR:

Royden Koito

Royden is the Program Support Chief for the Disability Compensation Division (DCD). Coordinating legislative matters, assisting with the budget, and supporting all the branches within DCD are among Royden’s primary responsibilities.

Royden’s positive attitude, impeccable work ethic and diplomatic style is a reflection of his military training and leadership. He has maintained excellent relationships with other DLIR personnel and promotes a productive work environment with all employees in the various branches of the DCD. The ongoing fiscal challenges that the DCD faces may seem insurmountable to some, but not to Royden. His commitment to serve the public continues to be one of the many great assets he brings to the DLIR.

DLIR TEAM OF THE YEAR:

Electronic Benefit Payment System Project Team

Every year, the Hawai'i Unemployment Insurance Division (UID) mails thousands of paper checks to unemployed claimants. Printing, and at times reprinting lost checks and the postage necessary for mailing is a costly method of processing UI payments. The UID team implemented the Electronic Benefit Payment System (EBPS) project, with the goal of achieving significant annual cost savings by reducing, and ultimately eliminating, expenses to process and deliver paper warrants to claimants. The new EBPS allows UI benefit payments to be deposited electronically directly into their personal bank account, which is a faster and more secure method of payment than mailed checks. More dependable and secure than mailing, the EBPS allows deposits to be available within 2 days after payments are authorized.

The EBPS team worked diligently with technology specialists from the Information and Communication Services Division (ICSD) of Department of Accounting and General Services (DAGS) to design, test and implement the project. Once complete conversion to the direct deposit option is achieved, UID will realize savings of over \$350,000 in annual postage costs and check printing and mailing by DAGS could be eliminated.



Michelle Hamilton, Wendy Maher, Arthur Barba, Linda Muranaka, and Derek Fukuda

REPORT ON NON-GENERAL FUND INFORMATION 2012–2013

Department of Labor and Industrial Relations

Name of Fund: Employment & Training Special Fund

Legal Authority: Section 383–128 HRS

Fund Type (Method of Funding): Special (B)

Appropriation Account No.: S-318-L

Intended Purpose: To provide grants and subsidies to public, private and non-profit corporations for employment, education and training.

Source of Revenues: Employer Contributions

Current Program Activities: A) Programs to create a more diversified base for businesses; B) Programs for high-growth industries with critical shortages; C) Programs to retrain unemployed workers; D) Programs for individuals who do not qualify for federal or state programs; E) Programs for individuals to improve career employment prospects.

FINANCIAL DATA	FY 2012 (ACTUAL)	FY 2013 (ESTIMATED)
Appropriation Ceiling	\$ 3,641,018	\$ 3,641,622
Beginning Cash Balance	\$ 2,167,923	\$ 2,579,145
Revenues	\$ 1,316,888	\$ 100,000
Expenditures	\$ 905,666	\$ 1,200,000
Transfers (by JV# and Date)		
Net Total Transfers		
Ending Cash Balance	\$ 2,579,145	\$ 1,479,145
Encumbrances		
Unencumbered Cash Balance	\$ 2,579,145	\$ 1,479,145
Amount Required for Bond Conveyance		
Amount Derived from Bond Proceeds		
Amount Held in Certificates of Deposit, Escrow Accounts, or Other Investments		

REPORT ON NON-GENERAL FUND INFORMATION 2012–2013

Department of Labor and Industrial Relations

Name of Fund:	Unemployment Insurance Fund
Legal Authority:	Chapter 383–127 HRS
Fund Type (Method of Funding):	Special (B)
Appropriation Account No.:	S-314-L

Intended Purpose: Payment of refunds, interest, and expenditures deemed necessary in the administration of this chapter for which no allocations of federal administration funds have been made.

Source of Revenues: Interest, fines and penalties collected pursuant to Chapter 383 Hawaii Revised Statutes.

Current Program Activities: Payment of various expenses relating to the administration of the unemployment insurance program

FINANCIAL DATA	FY 2012 (ACTUAL)	FY 2013 (ESTIMATED)
Appropriation Ceiling	\$ 934,043	\$ 918,457
Beginning Cash Balance	\$ 3,776,187	\$ 5,067,678
Revenues	\$ 1,320,515	\$ 1,200,000
Expenditures	\$ 29,024	\$ 100,000
Transfers (by JV# and Date)		
Net Total Transfers		
Ending Cash Balance	\$ 5,067,678	\$ 6,167,678
Encumbrances		
Unencumbered Cash Balance	\$ 5,067,678	\$ 6,167,678
Amount Required for Bond Conveyance		
Amount Derived from Bond Proceeds		
Amount Held in Certificates of Deposit, Escrow Accounts, or Other Investments		

REPORT ON NON-GENERAL FUND INFORMATION 2012–2013

Department of Labor and Industrial Relations

Name of Fund: Unemployment Insurance Fund

Legal Authority: Chapter 383–121 HRS

Fund Type (Method of Funding): Special (B)

Appropriation Account No.: S-312-L, S-313-L

Intended Purpose: All contributions pursuant to this chapter shall be paid into the fund and compensation and benefits payable pursuant to this chapter shall be paid from the fund.

Source of Revenues: Contributions collected pursuant to Chapter 383 Hawaii Revised Statutes, interest earned on moneys in the fund, property or securities and earnings of such property or securities, and moneys credited pursuant to Section 903 of the Social Security Act.

Current Program Activities: Payment of unemployment insurance benefits and for refunds of contributions, and payment of administrative expenses from moneys credited pursuant to Section 903 of the Social Security Act.

FINANCIAL DATA	FY 2012 (ACTUAL)	FY 2013 (ESTIMATED)
Appropriation Ceiling	\$ 622,200,000	\$ 360,000,000
Beginning Cash Balance	\$ 1,249,366	\$ 45,027,113
Revenues	\$ 509,810,402	\$ 435,900,000
Expenditures	\$ 466,032,655	\$ 322,700,000
Transfers (by JV# and Date)		
Net Total Transfers		
Ending Cash Balance	\$ 45,027,113	\$ 158,227,113
Encumbrances		
Unencumbered Cash Balance	\$ 45,027,113	\$ 158,227,113
Amount Required for Bond Conveyance		
Amount Derived from Bond Proceeds		
Amount Held in Certificates of Deposit, Escrow Accounts, or Other Investments		

REPORT ON NON-GENERAL FUND INFORMATION 2012–2013

Department of Labor and Industrial Relations

Name of Fund:	Premium Supplemental Fund (PHC)
Legal Authority:	Chapter 393–41 HRS
Fund Type (Method of Funding):	Special (B)
Appropriation Account No.:	S-308-L

Intended Purpose: To pay premium supplementation to qualified employers and the payment of health care expenses to eligible employees of non-complying or insolvent employers.

Source of Revenues: Interest earned on investments.

Current Program Activities: Payment of premium supplementation and health care expenses.

FINANCIAL DATA	FY 2012 (ACTUAL)	FY 2013 (ESTIMATED)
Appropriation Ceiling	\$ 400,000	\$ 400,000
Beginning Cash Balance	\$ 2,098,470	\$ 1,671,142
Revenues	\$ 11,266	\$ 20,000
Expenditures	\$ 438,594	\$ 400,000
Transfers (by JV# and Date)		
Net Total Transfers		
Ending Cash Balance	\$ 1,671,142	\$ 1,291,142
Encumbrances		
Unencumbered Cash Balance	\$ 1,671,142	\$ 1,291,142
Amount Required for Bond Conveyance		
Amount Derived from Bond Proceeds		
Amount Held in Certificates of Deposit, Escrow Accounts, or Other Investments		

REPORT ON NON-GENERAL FUND INFORMATION 2012–2013

Department of Labor and Industrial Relations

Name of Fund: Special Fund for Temporary Disability Benefits

Legal Authority: Chapter 392–61 HRS

Fund Type (Method of Funding): Special (B)

Appropriation Account No.: S-303-L

Intended Purpose: To pay temporary disability benefits for disabilities resulting from non-work related injuries or illnesses to individual who become disabled when unemployed, and to employees of insolvent or non-complying employers.

Source of Revenues: Interest earned on investment.

Current Program Activities: Payment of temporary disability benefits.

FINANCIAL DATA	FY 2012 (ACTUAL)	FY 2013 (ESTIMATED)
Appropriation Ceiling	\$ 100,000	\$ 100,000
Beginning Cash Balance	\$ 2,516,936	\$ 2,460,735
Revenues	\$ 16,730	\$ 20,000
Expenditures	\$ 72,931	\$ 100,000
Transfers (by JV# and Date)		
Net Total Transfers		
Ending Cash Balance	\$ 2,460,735	\$ 2,380,735
Encumbrances		
Unencumbered Cash Balance	\$ 2,460,735	\$ 2,380,735
Amount Required for Bond Conveyance		
Amount Derived from Bond Proceeds		
Amount Held in Certificates of Deposit, Escrow Accounts, or Other Investments		

REPORT ON NON-GENERAL FUND INFORMATION 2012–2013

Department of Labor and Industrial Relations

Name of Fund:	Special Compensation Fund (SCF)
Legal Authority:	Chapter 386–151 HRS
Fund Type (Method of Funding):	Special (B)
Appropriation Account No.:	S-302-L

Intended Purpose: To pay benefits to injured workers for second injuries, uninsured and insolvent employers, benefit adjustment, attendant services and concurrent employment.

Source of Revenues: Special assessment on the gross premiums of employers' workers' compensation (WC) insurance, interest earned on investments, fines, forfeits, and penalties.

Current Program Activities: Payment of WC benefits, WC claims facilitator branch, litigation costs, audit fees, and legal services through the Department of Attorney General.

FINANCIAL DATA	FY 2012 (ACTUAL)	FY 2013 (ESTIMATED)
Appropriation Ceiling	\$ 23,291,406	\$ 23,274,182
Beginning Cash Balance	\$ 12,538,311	\$ 15,343,909
Revenues	\$ 17,392,337	\$ 15,000,000
Expenditures	\$ 14,586,739	\$ 17,000,000
Transfers (by JV# and Date)		
Net Total Transfers		
Ending Cash Balance	\$ 15,343,909	\$ 13,343,909
Encumbrances		
Unencumbered Cash Balance	\$ 15,343,909	\$ 13,343,909
Amount Required for Bond Conveyance		
Amount Derived from Bond Proceeds		
Amount Held in Certificates of Deposit, Escrow Accounts, or Other Investments		

REPORT ON NON-GENERAL FUND INFORMATION 2012–2013

Department of Labor and Industrial Relations

Name of Fund: Reduced Ignition Propensity Cigarette Program Special Fund

Legal Authority: Chapter 132C–4 HRS

Fund Type (Method of Funding): Special (B)

Appropriation Account No.: S-337-L

Intended Purpose: Funds to monitor and ensure only reduced propensity cigarettes be sold in the state.

Source of Revenues: Certification fees from cigarette manufacturers, and interest on investments.

Current Program Activities: Personnel and operating costs to enforce only reduced propensity cigarette are sold in the State.

FINANCIAL DATA	FY 2012 (ACTUAL)	FY 2013 (ESTIMATED)
Appropriation Ceiling	0	\$ 400,000
Beginning Cash Balance	0	0
Revenues	0	\$ 700,000
Expenditures	0	\$ 200,000
Transfers (by JV# and Date)		
Net Total Transfers		
Ending Cash Balance	0	\$ 500,000
Encumbrances		
Unencumbered Cash Balance	0	\$ 500,000
Amount Required for Bond Conveyance		
Amount Derived from Bond Proceeds		
Amount Held in Certificates of Deposit, Escrow Accounts, or Other Investments		

REPORT ON NON-GENERAL FUND INFORMATION 2012–2013

Department of Labor and Industrial Relations

Name of Fund:	Boiler and Elevator Special Fund
Legal Authority:	Chapter 397 HRS
Fund Type (Method of Funding):	Special (B)
Appropriation Account No.:	S-331-L

Intended Purpose: Personnel and operating costs to inspect and certify boilers and elevators in the state of Hawaii.

Source of Revenues: Inspection fees, penalties, fines, and interest on investments.

Current Program Activities: Personnel and operating costs to inspect and certify boilers and elevators, staff training and certification fees, preparation and dissemination of public information on safe installation and use of equipment.

FINANCIAL DATA	FY 2012 (ACTUAL)	FY 2013 (ESTIMATED)
Appropriation Ceiling	0	\$ 1,867,932
Beginning Cash Balance	0	0
Revenues	0	\$ 1,000,000
Expenditures	0	\$ 900,000
Transfers (by JV# and Date)		
Net Total Transfers		
Ending Cash Balance	0	\$ 100,000
Encumbrances		
Unencumbered Cash Balance	0	\$ 100,000
Amount Required for Bond Conveyance		
Amount Derived from Bond Proceeds		
Amount Held in Certificates of Deposit, Escrow Accounts, or Other Investments		

REPORT ON NON-GENERAL FUND INFORMATION 2012–2013

Department of Labor and Industrial Relations

Name of Fund: Hoisting Machine Operators’ Certification Revolving Fund

Legal Authority: Chapter 396–20 HRS

Fund Type (Method of Funding): Revolving (W)

Appropriation Account No.: S-330-L

Intended Purpose: Certification of hoisting machine operators.

Source of Revenues: Certification fee, penalties, fines, and interest earned on investments.

Current Program Activities: Personnel and operating expenses for an executive director for the hoisting machine operators advisory board, preparation and dissemination of public information on certification and training, and preparation of annual reports on activities and accomplishments.

FINANCIAL DATA	FY 2012 (ACTUAL)	FY 2013 (ESTIMATED)
Appropriation Ceiling	\$ 70,000	\$ 70,000
Beginning Cash Balance	\$ 364,797	\$ 356,714
Revenues	\$ 36,960	\$ 40,000
Expenditures	\$ 45,043	\$ 50,000
Transfers (by JV# and Date)		
Net Total Transfers		
Ending Cash Balance	\$ 356,714	\$ 346,714
Encumbrances		
Unencumbered Cash Balance	\$ 356,714	\$ 346,714
Amount Required for Bond Conveyance		
Amount Derived from Bond Proceeds		
Amount Held in Certificates of Deposit, Escrow Accounts, or Other Investments		

THE HAWAII DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

Princess Ruth Ke'elikolani Building | 830 Punchbowl Street, Honolulu, Hawaii'i 96813 | Web: labor.hawaii.gov

ADMINISTRATION

Director's Office	586-8844
Deputy Director's Office	586-8852
Administrative Services Office	586-8888
Personnel Office	586-9043
Information Line	586-8842
Email	dlir.director@hawaii.gov

DLIR DISTRICT OFFICES

Hilo	974-6464
Kona	322-4808
Maui	243-5322
Kaua'i	274-3351

DISABILITY COMPENSATION DIVISION (DCD)

Workers' Compensation Facilitator	586-9161
Medical Fee Schedule (WC)	586-9161
Vocational Rehabilitation (WC)	586-9212
Prepaid Health Care	586-9188
Temporary Disability Insurance (TDI)	586-9188
Email	dlir.workcomp@hawaii.gov dlir.tempdisabilityins@hawaii.gov dlir.prepaidhealthcare@hawaii.gov

EMPLOYMENT SECURITY APPEALS REFEREES' OFFICE (ESARO)

Honolulu	586-8930
Molokai/Lana'i	1 (800) 468-4644, ext. 6-8930
Kaua'i	274-3141, ext. 6-8930
Maui	984-2400, ext. 6-8930
Hawai'i	974-4000, ext. 6-8930
Email	dlir.esaro@hawaii.gov

HAWAII CIVIL RIGHTS COMMISSION (HCRC)

Phone	586-8636
Email	dlir.hcrc.infor@hawaii.gov

HAWAII LABOR RELATIONS BOARD (HLRB)

(Public Sector Collective Bargaining)	586-8610
Email	dlir.laborboard@hawaii.gov

HAWAII OCCUPATIONAL SAFETY & HEALTH DIVISION (HIOSH)

General Phone	586-9116
Accident Reporting Line	586-9102
Complaints	586-9092
Consultation & Training	586-9100
Occupational Health	586-9090
Occupational Safety	586-9110
Explosive Permits	586-9110
Boiler/Elevator	586-9141
Email	dlir.hiosh@hawaii.gov dlir.hiosh.complaints@hawaii.gov dlir.hiosh.ct@hawaii.gov (Consultation/Training) dlir.hiosh.boiler@hawaii.gov (Boiler) dlir.hiosh.elevator@hawaii.gov (Elevator)

LABOR & INDUSTRIAL RELATIONS APPEALS BOARD (LIRAB)

Phone	586-8600
Email	dlir.appealsboard@hawaii.gov

OFFICE OF COMMUNITY SERVICES

(Refugees, Immigrants, Economically Disadvantaged)	
Phone	586-8675

RESEARCH & STATISTICS OFFICE (R&S)

Phone	586-8999
Email	dlir.research@hawaii.gov

STATE FIRE COUNCIL (SFC)

Phone	723-7101
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UNEMPLOYMENT INSURANCE DIVISION (UI)

Phone	586-9070
File a Claim Online	http://uiclaims.hawaii.gov
Phone Applications (Hawai'i)	643-5555
Outside Hawai'i	1-877-215-5793

Claims & Benefits:

Honolulu	586-8970
Waipahu	675-0030
Kane'ohe	233-3679
Hilo	974-4086
Kona	322-4822
Maui	984-8400
Moloka'i	553-1750
Kaua'i	274-3043

Employer Services:

O'ahu	586-8926
Hilo	974-4095
Kona	974-4095
Maui	984-8410
Moloka'i	984-8410
Kaua'i	274-3025

WAGE STANDARDS DIVISION (WSD)

Phone	586-8777
Email	dlir.wages@hawaii.gov

WORKFORCE DEVELOPMENT COUNCIL (WDC)

Phone	586-8877
Email	dlir.workforce.council@hawaii.gov

WORKFORCE DEVELOPMENT DIVISION (WDD)

General Phone	586-8877
Apprenticeship	586-8877
Employment & Training Fund	586-8838
Job Training (WIA)	586-8877
O'ahu Employer's Job Orders	586-8700
Website	hirenethawaii.com

O'ahu Jobseekers:

Honolulu	586-8700
Kane'ohe	233-3700
Waipahu	675-0010
Kapolei	692-7630

Neighbor Island Employers & Jobseekers:

Hilo	981-2860, 981-2880
Kona	327-4770, 327-4774
Maui	984-2091, 984-2090
Moloka'i	553-1755, 553-1754
Kaua'i	274-3056, 274-3059

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HAWAII LABOR MARKET DYNAMICS



September 2013

Research and Statistics Office
Department of Labor & Industrial Relations
State of Hawaii

2012 Employment and Payrolls in Hawai`i



October 2013

 *State of Hawai`i*

EMPLOYMENT FORECASTS
for the
SHORT-TERM FUTURE

2014 Third Quarter



 *August 2013*



Occupational Employment and Wages in Hawai`i 2012

State of Hawaii | Department of Labor & Industrial Relations | Research & Statistics Office



THE HAWAII DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

Princess Ruth Ke'elikolani Building | 830 Punchbowl Street | Honolulu, Hawaii 96813

Online at <http://labor.hawaii.gov>