

Honolulu, Hawaii

March 3, 2006

RE: H.B. No. 2696

H.D. 2

Honorable Calvin K.Y. Say  
Speaker, House of Representatives  
Twenty-Third State Legislature  
Regular Session of 2006  
State of Hawaii

Sir:

Your Committee on Finance, to which was referred H.B. No. 2696, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT PRACTICES,"

begs leave to report as follows:

The purpose of this bill is to protect legitimately ill employees by:

- (1) Prohibiting an employer or labor organization from discharging or otherwise disciplining an employee for lawful use of the employee's accrued and available sick leave; and
- (2) Establishing procedures for filing a complaint against an employer who retaliates against an employee for lawfully utilizing sick leave.

The Hawaii State Teachers Association and ILWU Local 142 testified in support of this bill. The Hawaii State AFL-CIO supported the intent of this measure. The Department of Human Resources Development, Department of Labor and Industrial Relations, The Chamber of Commerce of Hawaii, Society for Human Resource Management - Hawaii Chapter, Hawaii Pacific Health, Staffing Solutions of Hawaii, Kauai Chamber of Commerce, Hawaiian Host Chocolates, and Meadow Gold Dairies opposed this bill. Hawaiian Telcom offered comments.



Your Committee has amended this bill by:

- (1) Changing the effective date to July 1, 2020, to encourage further discussion; and
- (2) Making technical, nonsubstantive amendments for clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Finance that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2696, H.D. 1, as amended herein, and recommends that it pass Third Reading in the form attached hereto as H.B. No. 2696, H.D. 2.

Respectfully submitted on  
behalf of the members of the  
Committee on Finance,



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DWIGHT TAKAMINE, Chair



