

STAND. COM. REP. NO. 1838-06

Honolulu, Hawaii

Apr: 124, 2006

RE: S.C.R. No. 106  
S.D. 1

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

Sir:

Your Committee on Labor & Public Employment, to which was referred S.C.R. No. 106, S.D. 1, entitled:

"SENATE CONCURRENT RESOLUTION URGING HAWAII EMPLOYERS TO DEVELOP AND IMPLEMENT STANDARDS OF CONDUCT AND POLICIES FOR MANAGERS AND EMPLOYEES TO REDUCE WORKPLACE BULLYING AND PROMOTE HEALTHFUL AND SAFE WORK ENVIRONMENTS,"

begs leave to report as follows:

The purpose of this concurrent resolution is to protect the health, safety, and welfare of working people in Hawaii by urging Hawaii employers to develop and implement standards of conduct and policies for managers and employees to reduce workplace bullying and promote healthful and safe work environments.

The Hawaii Government Employees Association, Hawaii Federation of Business and Professional Women, and several concerned individuals testified in support of this concurrent resolution. The Department of Labor and Industrial Relations (DLIR) supported this measure but had concerns regarding the requested submission of a report to the Legislature.

Workplace bullying, abuse, and harassment are prevalent occurrences in many businesses nationwide. Your Committee finds that this type of behavior has a negative impact, not only on employees, but on employers as well. Reducing workplace harassment and bullying promotes a healthy and safe work environment.

SCR106 SD1 HSCR LAB HMS 2006-3615



However, your Committee understands the concerns raised by DLIR regarding the request that it report to the Legislature on Hawaii employers that have developed and implemented policies for reducing workplace bullying. While it may appear that this request would entail DLIR having to conduct a survey of all employers throughout the state, this is not the intent of your Committee. Rather, your Committee believes that this measure is requesting DLIR to submit a report to the Legislature on employers that have reported to DLIR on the development and implementation of standards of conduct and policies for the reduction of workplace bullying.

As affirmed by the record of votes of the members of your Committee on Labor & Public Employment that is attached to this report, your Committee concurs with the intent and purpose of S.C.R. No. 106, S.D. 1, and recommends its adoption.

Respectfully submitted on  
behalf of the members of the  
Committee on Labor & Public  
Employment,

  
KIRK CALDWELL, Chair



