



**STATE OF HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

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February 4, 2008

**LATE TESTIMONY**

To: The Honorable Alex Sonson, Chair  
and Members of the House Committee on Labor and Public Employment

Date: February 5, 2008

Time: 8:30 a.m.

Place: Conference Room 309, State Capitol

From: Darwin L.D. Ching, Director  
Department of Labor and Industrial Relations

**Testimony in Support  
of  
H.B. 2311- Relating to Employment**

**I. OVERVIEW OF CURRENT PROPOSED LEGISLATION**

House Bill 2311 proposes to create a new section within Chapter 378, Hawaii Revised Statutes ("HRS") to protect employees from having an adverse employment action taken against them while complying with a quarantine order issued by the state or federal government.

**II. CURRENT LAW**

Currently, there are no such protections found within state employment laws.

**III. HOUSE BILL**

The Department of Labor and Industrial Relations supports this bill as it would provide employees with employment protection for complying with a federal or state quarantine order. Additionally, it would also help to ensure the public health by reducing the conflict some employees may have in abiding by the quarantine order or complying with their employer who may want them to work.