

STAND. COM. REP. NO.

718

Honolulu, Hawaii

March 6, 2009

RE: H.B. No. 319

H.D. 1

Honorable Calvin K.Y. Say
Speaker, House of Representatives
Twenty-Fifth State Legislature
Regular Session of 2009
State of Hawaii

Sir:

Your Committee on Economic Revitalization, Business, &
Military Affairs, to which was referred H.B. No. 319 entitled:

"A BILL FOR AN ACT RELATING TO FAMILY LEAVE,"

begs leave to report as follows:

The purpose of this bill is to increase employee awareness of their rights under the family leave law by requiring employers to annually provide written notice to each of their employees, of those rights, and of the possible adverse impact of taking family leave on other employee rights and benefits.

The Policy Advisory Board for Elder Affairs, ILWU Local 142, and a concerned individual testified in support of this bill. The Chamber of Commerce of Hawaii, Department of Human Resources Development, and Retail Merchants of Hawaii opposed this measure. The Department of Labor and Industrial Relations commented on this bill.

Concerns were voiced about the cost of this measure to employers. Your Committee also understands that under other labor laws, employers are required to post information about the law in a conspicuous place, providing a daily reminder to employees.

Upon consideration, your Committee has amended this bill by requiring the information about the family leave law to be posted by employers in a conspicuous place in every establishment where an employee is employed.

HB319 HD1 HSCR EBM HMS 2009-2714



As affirmed by the record of votes of the members of your Committee on Economic Revitalization, Business, & Military Affairs that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 319, as amended herein, and recommends that it pass Third Reading in the form attached hereto as H.B. No. 319, H.D. 1.

Respectfully submitted on
behalf of the members of the
Committee on Economic
Revitalization, Business, &
Military Affairs,



ANGUS L.K. MCKELVEY, Chair



State of Hawaii
House of Representatives
The Twenty-fifth Legislature

HSCR 717

Record of Votes of the Committee on Economic Revitalization, Business, & Military Affairs

Bill/Resolution No.: HB 319	HSCR 142	Committee Referral: LAB, EBM	Date: 3/3/09	
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
The recommendation is to: <input type="checkbox"/> Pass, unamended (as is) <input checked="" type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> Pass short form bill with HD to recommit for future public hearing (recommit)				
EBM Members	Ayes	Ayes (WR)	Nays	Excused
1. McKELVEY, Angus L.K. (C)				✓
2. CHOY, Isaac W. (VC)	✓			
3. BERG, Lyla B.				✓
4. EVANS, Cindy	✓			
5. MANAHAN, Joey	✓			
6. TAKAI, K. Mark				
7. TOKIOKA, James Kunane				✓
8. TSUJI, Clift	✓			
9. WAKAI, Glenn				✓
10. WOOLEY, Jessica	✓			
11. WARD, Gene	.	✓		
TOTAL (11)	5	1		4
The recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted If joint referral, _____ did not support recommendation. <small style="margin-left: 150px;">committee acronym(s)</small>				
Vice Chair's or designee's signature:				
Distribution: Original (White) – Committee Duplicate (Yellow) – Chief Clerk's Office Duplicate (Pink) – HMSO				