

STAND. COM. REP. NO. 142

Honolulu, Hawaii
Feb 10, 2009

RE: H.B. No. 319

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

Sir:

Your Committee on Labor & Public Employment, 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 awareness of workers about their employment rights by requiring employers to notify employees annually, in writing, of their entitlement to family leave, as well as the possible adverse impact of taking family leave.

The ILWU Local 142, Policy Advisory Board for Elder Affairs, and two concerned individuals testified in support of this bill. The Society for Human Resource Management Hawaii and Retail Merchants of Hawaii testified in opposition to this measure. The Chamber of Commerce of Hawaii did not support this bill. The Department of Labor and Industrial Relations (DLIR) submitted comments.

Your Committee finds that as Hawaii's population ages, more members of Hawaii's workforce may be tasked with family care giving. Oftentimes, employees must take family leave to provide care for their family member. Knowing what is available to them in terms of leave benefits will allow an employee to plan ahead on how to use such leave should this need arise.

While your Committee understands the concerns raised by DLIR regarding the annual notification by employers contained in this

HB319 HSCR LAB HMS 2009-1745



bill and the relationship this measure may have with other posting requirements required by other statutes, your Committee finds that these matters can be addressed as the bill proceeds through the legislative process and that this bill deserves further consideration.

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 is in accord with the intent and purpose of H.B. No. 319 and recommends that it pass Second Reading and be referred to the Committee on Economic Revitalization, Business, & Military Affairs.

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



KARL RHOADS, Chair



State of Hawaii
House of Representatives
The Twenty-fifth Legislature

Record of Votes of the Committee on Labor & Public Employment

Bill/Resolution No.: HB 319	Committee Referral: LAB, EBM,	Date: 2-3-09		
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
The recommendation is to: <input checked="" type="checkbox"/> Pass, unamended (as is) <input 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)				
LAB Members	Ayes	Ayes (WR)	Nays	Excused
1. RHOADS, Karl (C)	/			
2. YAMASHITA, Kyle T. (VC)	/			
3. AQUINO, Henry J.C.	/			
4. AWANA, Karen Leinani	/			
5. HANOHANO, Faye P.	/			
6. KEITH-AGARAN, Gilbert S.C.	/			
7. LEE, Marilyn B.	/			
8. NAKASHIMA, Mark M.	/			
9. SAIKI, Scott K.	/			
10. SOUKI, Joseph M.		/		
11. TAKUMI, Roy M.	/			
12. PINE, Kymberly Marcos		/		
TOTAL (12)	10	2		
The recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted If joint referral, _____ did not support recommendation. committee acronym(s)				
Vice Chair's or designee's signature:				
Distribution: Original (White) – Committee Duplicate (Yellow) – Chief Clerk's Office Duplicate (Pink) – HMSO				