

STAND. COM. REP. NO.

973

Honolulu, Hawaii

MAR 25 2009

RE: H.B. No. 319  
H.D. 1  
S.D. 1

Honorable Colleen Hanabusa  
President of the Senate  
Twenty-Fifth State Legislature  
Regular Session of 2009  
State of Hawaii

Madam:

Your Committee on Labor, to which was referred H.B. No. 319,  
H.D. 1, entitled:

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

begs leave to report as follows:

The purpose of this measure is to require employers to post notices informing employees of their rights under the family leave law and of the potential adverse impacts of taking family leave on other employee rights, entitlements, or benefits.

Testimony in support of this measure was submitted by one state agency and one organization. Testimony in opposition to this measure was submitted by one state agency and one organization. Comments were submitted by one organization. Written testimony presented to the Committee may be reviewed on the Legislature's website.

Your Committee finds that this measure imposes a requirement that will significantly improve employees' awareness of their rights under the family leave law.

Your Committee acknowledges the comment that requiring employers to provide information on the potential adverse effects of taking family leave is unnecessary. Accordingly, your Committee has amended this measure by replacing its contents with the contents of S.B. No. 832, S.D. 1, which requires that employers post notices merely informing employees of their rights

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under the family leave law and more clearly supports the intent of the measure.

As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 319, H.D. 1, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 319, H.D. 1, S.D. 1, and be placed on the calendar for Third Reading.

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



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DWIGHT Y. TAKAMINE, Chair



The Senate  
 Twenty-Fifth Legislature  
 State of Hawaii

**Record of Votes**  
**Committee on Labor**  
**LBR**

Bill / Resolution No. :* <b>HB 319 HD1</b>	Committee Referral: <b>LBR</b>	Date: <b>3-19-09</b>		
<input type="checkbox"/> The committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is: <input type="checkbox"/> Pass, unamended 2312 <input checked="" type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
TAKAMINE, Dwight Y. (C)	✓			
TANIGUCHI, Brian T. (VC)	✓			
BUNDA, Robert	✓			
HEE, Clayton	✓			
SLOM, Sam	✓			
<b>TOTAL</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature:				
<b>Distribution:</b> Original     Yellow     Pink     Goldenrod File with Committee Report     Clerk's Office     Drafting Agency     Committee File Copy				

\*Only one measure per Record of Votes