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# A BILL FOR AN ACT

RELATING TO EMPLOYMENT PRACTICES.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1 SECTION 1. Chapter 392, Hawaii Revised Statutes, is  
2 amended by adding a new section to be appropriately designated  
3 and to read as follows:

4 **"§392- Accrued and available sick leave.**

5 Notwithstanding any law to the contrary, as applied to an  
6 employers' sick leave benefits, policies, or provisions,  
7 whenever there is a conflict between a collective bargaining  
8 agreement and any of the house rules or policies adopted by the  
9 employer, the terms of the collective bargaining agreement shall  
10 prevail."

11 SECTION 2. This Act does not affect rights and duties that  
12 matured, penalties that were incurred, and proceedings that were  
13 begun before its effective date.

14 SECTION 3. New statutory material is underscored.

15 SECTION 4. This Act shall take effect on July 1, 2020.



**Report Title:**

Employment Practices; Sick Leave Benefits; Collective Bargaining

**Description:**

Clarifies that the terms of the collective bargaining agreement prevail whenever there are conflicts between the collective bargaining agreement and an employer's policy that concern accrued and available sick. Effective July 1, 2020. (SD1)

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

