

Honolulu, Hawaii
Feb 23, 2010

RE: H.B. No. 2473

Honorable Calvin K.Y. Say
Speaker, House of Representatives
Twenty-Fifth State Legislature
Regular Session of 2010
State of Hawaii

Sir:

Your Committee on Labor & Public Employment, to which was referred H.B. No. 2473 entitled:

"A BILL FOR AN ACT RELATING TO WORKPLACE PRACTICES,"

begs leave to report as follows:

The purpose of this bill is to address the issue of workplace bullying by making abusive conduct against an employee in the workplace a violation of the occupational safety and health law.

ILWU Local 142; Hawaii Government Employees' Association, AFSCME Local 152, AFL-CIO; United Public Workers, Local 646; and numerous concerned individuals supported this bill. The City and County of Honolulu and The Chamber of Commerce of Hawaii opposed this measure. A concerned individual submitted comments.

Your Committee recognizes that an economic turnaround hinges on productive businesses that can effectively manage operations and execute business plans. Unfortunately, the ability of companies to achieve these goals is compromised when their employees are subject to unhealthy, abusive workplace environments. The physical and psychological harm suffered by such employees can negatively impact job performance and job safety, imposing a substantial burden on businesses.

Your Committee notes that this legislation is important in generating much-needed discussion of an underappreciated problem, in spite of substantive concerns raised by opponents of this measure and technical errors that may be found in this bill.

HB2473 HSCR LAB HMS 2010-1471



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. 2473 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

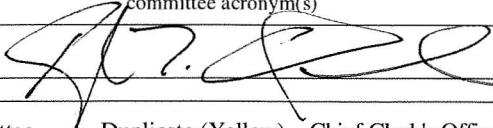
KARL RHOADS, Chair



State of Hawaii
House of Representatives
The Twenty-fifth Legislature

HSCR 77-10

Record of Votes of the Committee on Labor & Public Employment

Bill/Resolution No.: HB 2473	Committee Referral: LAB, EDM, JUD	Date: 1-29-10		
<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. <small>committee acronym(s)</small>				
Vice Chair's or designee's signature: 				
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