

STAND. COM. REP. NO.

977

Honolulu, Hawaii

March 12, 2009

RE: S.B. No. 823

S.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 Labor & Public Employment, to which was referred S.B. No. 823, S.D. 1, entitled:

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

begs leave to report as follows:

The purpose of this bill is to increase workers' awareness about their employment rights by requiring employers to post, and keep posted, notices that clearly specify the rights of employees under Hawaii's Family Leave Law.

The Department of Labor and Industrial Relations (DLIR), Department of Human Resources Development, ILWU Local 142, and a concerned individual testified in support of this bill. The Policy Advisory Board for Elder Affairs supported the intent of this measure. The Society for Human Resource Management Hawaii and a concerned individual testified in opposition to this bill. The Chamber of Commerce of Hawaii did not support this measure.

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

SB823 SD1 HSCR LAB HMS 2009-2719



While your Committee understands the concerns raised by some small businesses as to the impact this may have on their places of employment, DLIR stated that the information regarding various employee rights and benefits that is required to be provided under this bill could simply be placed on posters currently provided by DLIR to employers. These posters could then be placed in areas accessible to all employees so that each employee is made aware of their rights and benefits.

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 S.B. No. 823, S.D. 1, 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

HSCR 977

Record of Votes of the Committee on Labor & Public Employment

Bill/Resolution No.: SB 823, SD1	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 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)	9	-	-	4
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:				
Distribution: Original (White) – Committee Duplicate (Yellow) – Chief Clerk's Office Duplicate (Pink) – HMSO				