
A BILL FOR AN ACT

RELATING TO EMPLOYMENT PRACTICES.

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

1 SECTION 1. Section 378-32, Hawaii Revised Statutes, is
2 amended to read as follows:

3 "**§378-32 Unlawful suspension, discharge, or**
4 **discrimination.** (a) It shall be unlawful for any employer to
5 suspend, discharge, or discriminate against any of the
6 employer's employees:

7 (1) Solely because the employer was summoned as a
8 garnishee in a cause where the employee is the debtor
9 or because the employee has filed a petition in
10 proceedings for a wage earner plan under Chapter XIII
11 of the Bankruptcy Act; or

12 (2) Solely because the employee has suffered a work injury
13 which arose out of and in the course of the employee's
14 employment with the employer and which is compensable
15 under chapter 386 unless the employee is no longer
16 capable of performing the employee's work as a result
17 of the work injury and the employer has no other
18 available work which the employee is capable of



1 performing. Any employee who is discharged because of
2 the work injury shall be given first preference of
3 reemployment by the employer in any position which the
4 employee is capable of performing and which becomes
5 available after the discharge and during the period
6 thereafter until the employee secures new employment.
7 This paragraph shall not apply to any employer in
8 whose employment there are less than three employees
9 at the time of the work injury or who is a party to a
10 collective bargaining agreement which prevents the
11 continued employment or reemployment of the injured
12 employee;

13 (3) Because the employee testified or was subpoenaed to
14 testify in a proceeding under this part; or

15 (4) Because an employee tested positive for the presence
16 of drugs, alcohol, or the metabolites of drugs in a
17 substance abuse on-site screening test conducted in
18 accordance with section 329B-5.5; provided that this
19 provision shall not apply to an employee who fails or
20 refuses to report to a laboratory for a substance
21 abuse test pursuant to section 329B-5.5.



1 (b) It shall be an unlawful practice for an employer or a
2 labor organization to bar or discharge from employment, withhold
3 pay from, or demote an employee because the employee uses
4 accrued and available sick leave; provided that, after an
5 employee uses three or more consecutive days of sick leave, an
6 employer or labor organization may require the employee to
7 provide written verification from a physician indicating that
8 the employee was ill when the sick leave was used.

9 (c) Employers and labor organizations are not prohibited
10 from barring or discharging from employment, withholding pay
11 from, or demoting an employee if the employee is unable to
12 fulfill the essential job functions or requirements of the
13 employee's position; provided that the employee shall have used
14 all accrued and available sick leave before the employer or
15 labor organization can bar or discharge an employee from
16 employment, withhold pay from the employee, or demote the
17 employee under this subsection.

18 (d) Subsections (b) and (c) shall only apply to employers
19 who have:

20 (1) A collective bargaining agreement with their
21 employees; and

22 (2) One hundred or more employees."



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

4 SECTION 3. New statutory material is underscored.

5 SECTION 4. This Act shall take effect on July 1, 2030.



Report Title:

Employee Benefits; Employment Practices; Sick Leave

Description:

Makes it unlawful for an employer or a labor organization with 100 or more employees and a collective bargaining agreement to bar or discharge from employment, withhold pay from, or demote an employee because the employee uses accrued and available sick leave; provided that the employer or labor organization may require the employee to provide written verification from a physician for three or more consecutive days of sick leave. Allows employers and labor organizations to bar or discharge from employment, withhold pay from, or demote an employee if the employee is unable to fulfill essential job functions or requirements of the employee's position, provided the employee's accrued and available sick leave are used first. Effective July 1, 2030. (SB1076 HD1)

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