

STAND. COM. REP. NO. 1214

Honolulu, Hawaii

March 24, 2011

RE: S.B. No. 229
S.D. 1
H.D. 1

Honorable Calvin K.Y. Say
Speaker, House of Representatives
Twenty-Sixth State Legislature
Regular Session of 2011
State of Hawaii

Sir:

Your Committees on Labor & Public Employment and Human Services, to which was referred S.B. No. 229, S.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT RELATIONS,"

beg leave to report as follows:

The purpose of this bill is to protect victims of domestic abuse by making it unlawful to discriminate against them in certain employment-related situations.

The American Civil Liberties Union of Hawaii, Hawaii State Coalition Against Domestic Violence, and several concerned individuals supported this bill. Hale Na'au Pono (Waianae Coast Community Mental Health Center) opposed this measure.

Your Committees have amended this bill by:

- (1) Requiring employers to provide reasonable accommodations in the workplace to employees who are victims of domestic abuse, as long as the reasonable accommodations do not cause undue hardship on the work operations of the employer;
- (2) Prior to the employers making reasonable accommodations, allowing an employer to request certain forms of verification from the employee of the employee's status as a victim of domestic abuse; and

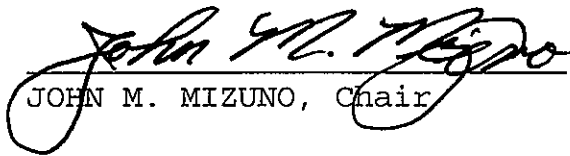
SB229 HD1 HSCR LAB-HUS HMS 2011-3270



- (3) Making technical, nonsubstantive amendments for clarity, consistency, and style.

As affirmed by the records of votes of the members of your Committees on Labor & Public Employment and Human Services that are attached to this report, your Committees are in accord with the intent and purpose of S.B. No. 229, S.D. 1, as amended herein, and recommend that it pass Second Reading in the form attached hereto as S.B. No. 229, S.D. 1, H.D. 1, and be referred to the Committee on Judiciary.

Respectfully submitted on
behalf of the members of the
Committees on Labor & Public
Employment and Human Services,


JOHN M. MIZUNO, Chair


KARL RHOADS, Chair



State of Hawaii
House of Representatives
The Twenty-sixth Legislature

HSCR 1214

Record of Votes of the Committee on Labor & Public Employment

Bill/Resolution No.: SB229 SDI	Committee Referral: LAB/HUS, JUD	Date: 3-22-11		
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
The recommendation is to: <input type="checkbox"/> Pass, unamended (as is) <input checked="" 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. CULLEN, Ty	—			
5. ICHIYAMA, Linda	—			
6. LEE, Marilyn B.	—			
7. LUKE, Sylvia	—			
8. SAIKI, Scott K.		—		
9. SOUKI, Joseph M.		—		
10. TAKUMI, Roy M.	—			
11. FONTAINE, George R.	—			
12. JOHANSON, Aaron Ling	—			
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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