

The Twenty-Sixth Legislature
Regular Session of 2012

HOUSE OF REPRESENTATIVES
Committee on Labor & Public Employment
Rep. Karl Rhoads, Chair
Rep. Kyle T. Yamashita, Vice Chair
Committee on Economic Revitalization & Business
Rep. Angus L.K. McKelvey, Chair
Rep. Isaac W. Choy, Vice Chair
State Capitol, Conference Room 309
Friday, January 27, 2012; 10:30 a.m.

LATE

**STATEMENT OF THE ILWU LOCAL 142 ON H.B. 1680
RELATING TO EMPLOYMENT PRACTICES**

The ILWU Local 142 supports H.B. 1680, which prohibits any employer or employment agency from publishing a job advertisement that states or suggests that an applicant for the job must be currently employed.

H.B. 1680 prohibits only advertising that explicitly or implicitly states that those who are unemployed or without a current job will not be considered for hire. We believe the bill does not go far enough. Indeed, the law should specifically prohibit the practice of excluding from consideration for hire anyone who is not employed at the time of application.

Practically speaking, however, proving a violation will be difficult. Employers and employment agencies who understand the law can easily circumvent it. Their application forms or requests for resumes will provide them with information about current employment or unemployment, and with this, they can decide to hire or not--without violating any law.

However, enacting a law sets public policy and informs employers and others about the State's intent. A law that prohibits discrimination of the unemployed will recognize the difficult economic times we are in where large numbers of people remain unemployed and will support the efforts of the unemployed to be considered for new jobs.

The ILWU supports H.B. 1680 and suggests an amendment to prohibit discrimination of the unemployed in hiring. Thank you for the opportunity to testify on this matter.