



**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

830 PUNCHBOWL STREET, ROOM 321
HONOLULU, HAWAII 96813

www.hawaii.gov/labor

Phone: (808) 586-8842 / Fax: (808) 586-9099
Email: dliir.director@hawaii.gov

February 28, 2012

To: The Honorable Marcus R. Oshiro, Chair, Marilyn B. Lee, Vice Chair, and
Members of the House Committee on Finance

Date: Tuesday, February 28, 2012
Time: 12:00 p.m.
Place: Conference Room 308, State Capitol

From: Dwight Y. Takamine, Director
Department of Labor and Industrial Relations (DLIR)

Re: H.B. No. 1699, H.D. 2 Relating to Labor

I. OVERVIEW OF PROPOSED LEGISLATION

H.B. 1699, H.D. 2 amends the Wage and Hour Law, Chapter 387, Hawaii Revised Statutes ("HRS"), by requiring an employer to provide an unpaid meal break of not less than thirty consecutive minutes if an employee works more than five hours unless a collective bargaining agreement contains express provisions for employee meal breaks.

The Department supports the intent of H.B.1699, H.D. 2, but is concerned about the resources that may be necessary to implement the proposal.

II. CURRENT LAW

Currently, there is no provision in Hawaii's Wage and Hour Law that requires meal breaks.

III. COMMENTS ON THE HOUSE BILL

Neither State nor federal law requires meal or other break periods. The Child Labor law is an exception, requiring at least a 30-minute break for 14 and 15-year-old minors who work five continuous hours.

1. Hawaii's Wage and Hour Law applies to small businesses while those businesses who make more than \$500,000 in gross sales per year are subject to the federal Fair Labor Standards Act 29 C.F.R. section 785.19;

which does not require meal breaks.

2. The DLIR is concerned it lacks resources to implement the proposal. Broadening the scope of the law, and requiring additional investigation requirements, will further serve to increase the workload of an already overburdened staff of five investigators statewide who are responsible for conducting more than 600 investigations and responding to more than 20,000 inquiries annually.



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HOUSE OF REPRESENTATIVES
THE TWENTY-SIXTH LEGISLATURE
REGULAR SESSION OF 2012

COMMITTEE ON FINANCE
Representative Marcus R/ Oshiro, Chair

2/28/12

Rm. 308, 12:00 PM

HB 1699, HD 2
Relating to Labor

Chair Oshiro and Members of this Committee, my name is Max Sword, here on behalf of Outrigger Hotels Hawaii to provide comment in opposition to this bill.

We in the hotel industry operate on a 24/7 schedule and we do not dictate the hours when our customers can arrive and depart. They come and go according to their schedule not ours, hence our concern with this bill.

Dictating when an employee takes his or her meal break, is at times, dictated by our customers. In most cases it should not be too difficult to schedule meal period within the 5 hours but it can be a challenge for properties when our house is full or there are a number of rush check-outs.

If a group of customers arrive at the 5-hour mark of a shift, do we tell them to wait until after lunch before we can clean the room that we just checked out, before we can check them in? Or if a customer comes up to the front desk asking for a room and it is at the 5-hour mark, do we tell them to wait "we are on lunch break"! I do not think that will play well with any of our visitors. Does one think that we will get positive response with this type of rigidity in schedules? This type of negative feedback is what we in the industry work hard to avoid.

If we were a nine to five factory, it may work, but not in an industry which runs 24 hours a day, 365 days a year. Please consider how this bill will affect the number one industry in the state.

Mahalo for allowing me to testify.



Testimony to the House Committee on Finance
February 28, 2012
12:00 p.m.
State Capitol - Conference Room 308

RE: HOUSE BILL NO. 1699, HD2 RELATING TO LABOR

Aloha Chair Oshiro, Vice Chair Lee, and members of the committee. We are Ryan Kusumoto and Lisa Kracher, the Legislative Committee co-chairs for the Society for Human Resource Management – Hawaii Chapter ("SHRM Hawaii"). SHRM Hawaii represents nearly 1,000 human resource professionals in the State of Hawaii.

We are writing to respectfully oppose HB 1699, HD2, which requires employers to provide meal breaks for employees and imposes penalties for failure to provide meal breaks.

Human resource professionals are keenly attuned to the needs of employers and employees. We are the frontline professionals responsible for businesses' most valuable asset: human capital. We truly have our employers' and employees' interests at heart. We respectfully oppose this measure for the significant implementation challenges and administrative burden it would impose and for the potential for unintended consequences and costs. Among our most significant concerns are the challenges of implementing the provisions regarding the calculation of overtime payments. We believe that overtime payments may be necessary under this bill due to the potential unintended effect of altering the current Hawaii law on calculating employees' regular rate of pay for overtime purposes. We are reviewing the remaining portions of this bill and, if it advances, request to be a part of the dialog concerning it. Thank you for the opportunity to testify.

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

SHRM Hawaii, P. O. Box 3175, Honolulu, Hawaii (808) 447-1840



To: Committee on Finance
Representative Marcus R. Oshiro, Chair
Representative Marilyn B. Lee, Vice Chair

www.itoen.com

Date: Tuesday, February 28, 2012
Time: 12:00 p.m.
Place: Conference Room 308

ITO EN (USA) INC.
125 PUUHALE ROAD
HONOLULU, HI 96819
TEL 808 847 4477
FAX 808 841 4384

Re: Opposition to HB1699 HD2 Relating to Labor

ITO EN (NORTH AMERICA) INC.
45 MAIN STREET, SUITE 3A
BROOKLYN, NY 11201

TEL 718 250 4000
FAX 718 246 1325

Our company already makes breaks and meal breaks of 30 minutes or longer available to our employees. This practice has been in place even without a law to tell us to do so because we understand the benefits of workers to have sufficient rest periods and meal periods.

Having a law to mandate our entire hourly workforce is burdensome, negative, unnecessary and not in the best interest of our workers and our business.

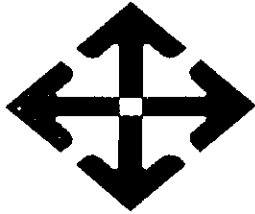
- 1) Burdensome and negative: Managers and supervisors will have to monitor their employees to see that each one is taking a full 30 minute break and taking it before 5 hours of continuous work has passed. Managers will be required to keep records of employees who fail to observe the proper meal break, and they will be required to investigate the reason why the employee did not properly observe the break policy. The manager may be required to impose disciplinary action on those employees who deliberately delay their 30 minute break so as to incur overtime pay.
- 2) Unnecessary: Employees currently have the freedom to take their break and lunch break daily. If they did not take a break it is by mutual agreement between the supervisor/manager and the employee.
- 3) Not in the best interest of our workers and business: Here are some real life scenarios: An employee requests to skip her 30 minute break for a shorter break so she can leave early. An employee requests to shorten his break because he arrived to work late and would like to make up the work hours he missed. An office worker requests to take a lunch break later in the afternoon so that he can go do a personal errand. A merchandiser in a store is in the middle of assisting a customer, so he adjusts his lunch time by a few minutes later so he can finish helping his customer. A production worker is ready to take his 30 minute break, but the worker who is to relieve him is taking an extended lunch break, so he will wait a little longer before taking his break so as not to leave the machines unattended. A delivery truck arrives unexpectedly to offload a container and so our warehouse worker clocks out 5 minutes early from lunch to go receive the delivery. Employees who adjust their lunch periods to accommodate customers and needs of the business do so willingly because they understand the positive impact to our operations. Employees who end up taking a break of less than 30 minutes are being paid for those breaks, as the current law requires.

Such flexibility to accommodate workers while meeting the needs of our business is the optimal arrangement we would like to preserve. Please do not make a law that does not fit

our business. We provide employees opportunities to take breaks and we provide them the flexibility to forgo breaks in a responsible manner which is mutually beneficial.

If HB1699 is imposed on us, we will have to implement painstaking meal break tracking procedures, prohibit workers from forgoing meal breaks, and have to budget to pay for overtime "penalties". HB1699 is an unnecessary and impractical measure for our business and for our employees.

Thank you,
Wendy Chuck
Human Resources Manager



The Hawaii Business League

Century Square 1188 Bishop St., Ste 1003 Honolulu, HI 96813-3304
Phone: (808) 533-6819 ♦ Facsimile: (808) 533-2739

February 28, 2012

Testimony To: House Committee on Finance
Representative Marcus R. Oshiro, Chair

Presented By: Tim Lyons
President

Subject: H.B. 1699, HD 2 – RELATING TO LABOR

Chair Oshiro and Members of the Committee:

I am Tim Lyons, President of the Hawaii Business League, a small business organization. We are opposed to this bill based not on its intent but because we believe it is unnecessary.

We are also not opposed to this bill because we think that employees should have to work forever without meal breaks however, we do find that the complaints in this area seem to be almost nonexistent; at least, we have not heard of any.

Secondly, most employers are aware of the fact that employees need periodic breaks from their work and they will accommodate this without requiring employees to work straight through if

for no other reason than productivity is better when employees are in good health and get the proper nourishment.

Construction crews with fifteen (15) minutes more needed to close a job instead of returning the next day, a retail salesperson in the middle of a sales transaction all come to mind as to situations where the employee delaying a break could be essential. To mandate as a requirement, particularly with a one and one half hour penalty provision, not only will work against the employer but we believe in many cases, will work to the employee's disadvantage as well.

We also note that the bill provides that the meal break would not apply if there is a Collective Bargaining Agreement that contains expressed provisions about meal breaks. We believe that this should read instead that this entire bill does not apply where there exists a Collective Bargaining Agreement. It is up to the bargaining parties to address employee meal breaks and this is something that should be negotiated, not mandated.

Based on the above, we do not support this bill.

Thank you.



Before the House Committee on Finance

DATE: February 28, 2012

TIME: 12:00 P.M.

PLACE: Conference Room 308

Re: HB 1699, HD2 Relating to Labor

Testimony of Melissa Pavlicek for NFIB Hawaii

We are testifying on behalf of the National Federation of Independent Business (NFIB) in opposition to HB 1699, relating to labor. NFIB Hawaii respectfully **opposes** this measure.

HB 1699 requires employers to provide meal breaks for employees who work more than a total of five hours a day and imposes penalties for failure to provide meal breaks.

We respectfully oppose this measure due to the significant implementation challenges it would impose. Implementation of this bill would not only cause substantial challenges regarding the calculation of overtime payments but also may require employers to develop new procedures to record and supervise meal breaks. In addition, most employers already provide meals breaks and in many cases, these breaks are longer than 30 minutes.

The National Federation of Independent Business is the largest advocacy organization representing small and independent business in Washington, D.C., and all 50 state capitals. In Hawaii, NFIB represents more than 1,000 members. NFIB's purpose is to impact public policy at the state and federal level and be a key business resource for small and independent business in America. NFIB also provides timely information designed to help small businesses succeed.

Mahalo for your consideration.



HAWAII FOOD INDUSTRY ASSOCIATION (HFIA)

1050 Bishop St. Box 235

Honolulu, HI 96813

Fax : 808-791-0702

Telephone : 808-533-1292

TO: COMMITTEE ON FINANCE

Rep. Marcus R. Oshiro, Chair

Rep. Marilyn B. Lee, Vice Chair

DATE: Tuesday, February 28, 2012

TIME: 12:00 P.M.

PLACE: Conference Room 308

RE: HOUSE BILL NO. 1699 HD2 RELATING TO LABOR

The Hawaii Food Industry Association opposes this legislation.

HB 1699 requires employers to provide meal breaks for employees and imposes penalties for failure to provide meal breaks. The HFIA believes the Bill is unnecessary and opposes the Bill for the following reasons:

First, the Bill will cause confusion and litigation regarding the calculation of overtime payments due to the unintended effect of altering current law on calculating employees' regular rate of pay for overtime purposes. For example, under FLSA, employers can exclude premium pay given for work on holidays or weekends when calculating the employee's regular rate of pay for overtime purposes. Under Hawaii law, if the bill passes, an employer would have to factor in premium pay in calculating the regular rate because the only method of calculating the regular rate of pay under Hawaii law is to take the total earnings for the period and divide by the number of hours worked.

Second, a meal break, we believe is unnecessary. Most employers already provide meal breaks, and in many cases provide meal breaks longer than 30 minutes.

Third, the bill will hurt employees who would rather work through their lunch or take shorter breaks in order to shorten their work day. Employers who currently operate ten hour shifts would be required to force employees to take an unpaid 30 minute meal break before the fifth and again before the tenth hour of work, thereby prolonging an already long work day.

Fourth, the bill will require employers to carefully monitor employees to ensure that they take meal breaks before 5 continuous hours of work have passed. To avoid paying this penalty, employers will have to send supervisors to every employee's cubicle and work location to make sure that employees have taken lunch breaks on time.

Finally, this bill imposes a significant administrative weight on employers, requiring them to create procedures to record meal breaks and to record whether a person elects to forego a meal break in order to obtain overtime pay. The bill may require employers to revise, rewrite or reprogram their payroll systems to recognize the one-half hour per day overtime allocation.

Hawaii's businesses are in the process of recovering from an economic stagnation. The HFIA firmly believes that the enactment of this mandate at this time will greatly hamper the efforts to revitalize the economic climate. Hawaii's business community is at a critical point -- where any additional mandates could mean the difference between continued existence or bankruptcy. As evidenced by recent media accounts, many local establishments, some of which have faithfully served consumers for generations, are going out of business.

Overall, this bill will significantly increase the cost of doing business in Hawaii. For these reasons, the HFIA opposes this measure. Thank you very much for the opportunity to testify.

GOODSILL ANDERSON QUINN & STIFEL

A LIMITED LIABILITY LAW PARTNERSHIP LLP

GOVERNMENT RELATIONS TEAM
GARY M. SLOVIN
MIHOKO E. ITO
CHRISTINE OGAWA KARAMATSU
ANNE T. HORIUCHI

ALII PLACE, SUITE 1800 • 1099 ALAKEA STREET
HONOLULU, HAWAII 96813
MAIL ADDRESS: P.O. BOX 3196
HONOLULU, HAWAII 96801

TELEPHONE (808) 547-5600 • FAX (808) 547-5880
info@goodsill.com • www.goodsill.com

INTERNET:
gslovin@goodsill.com
meito@goodsill.com
ckaramatsu@goodsill.com
ahoriuchi@goodsill.com

TO: Representative Marcus R. Oshiro
Chair, Committee on Finance
Via Web

FROM: Gary M. Slovin

DATE: February 27, 2012

RE: **H.B. 1699, HD2 – Relating to Labor**
Hearing Date: Tuesday, February 28, 2012 at 12:00 p.m.
Conference room 308

Dear Chair Oshiro and Members of the Committee on Finance:

I am Gary Slovin, testifying on behalf of Covanta Energy Corporation, the operator of HPOWER. I have been working on the subject of meal breaks on behalf of HPOWER for several years. In prior years, the bills dealing with meal breaks that have passed have included an exemption for facilities like HPOWER, which are subject to environmental regulations.

H.B. 1699, HD2 includes a specific exemption from the meal break requirement for facilities like HPOWER which are subject to very rigorous environmental requirements and require continuous operation. If H.B. 1699, HD2 stays in this form, it is acceptable to Covanta.

Thank you very much for the opportunity to comment on this measure.

BIA-HAWAII
BUILDING INDUSTRY ASSOCIATION

Testimony to House Committee on Finance

Tuesday, February 28, 2012

12:00 p.m.

Capitol Room 308

RE: H.B. 1699 HD2, Relating to Labor

Good afternoon Chair Oshiro, Vice-Chair Lee, and members of the Committee:

My name is Gladys Quinto Marrone, Government Relations Director for the Building Industry Association of Hawaii (BIA-Hawaii). Chartered in 1955, BIA-Hawaii is a professional trade organization affiliated with the National Association of Home Builders, representing the building industry and its associates. BIA-Hawaii takes a leadership role in unifying and promoting the interests of the industry to enhance the quality of life for the people of Hawaii.

BIA-Hawaii is **opposed** to H.B. 1699 HD2, which requires employers to provide meal breaks for employees who work more than a total of five hours a day, imposes penalties for failure to provide meal breaks., and clarifies that the penalty is based on an employee's regular hourly rate of pay at the time the infraction occurred.

Most employers already provide meal breaks and, in many cases, provide meal breaks longer than 30 minutes. This bill will hurt employers with employees who would rather work through their lunch or take shorter breaks in order to shorten their work day.

For the above reasons, BIA-Hawaii is **opposed** to H.B. 1699 HD2.

Thank you for the opportunity to share with you our views.

The Twenty-Sixth Legislature
Regular Session of 2012

HOUSE OF REPRESENTATIVES

Committee on Finance

Rep. Marcus R. Oshiro, Chair

Rep. Marilyn B. Lee, Vice Chair

State Capitol, Conference Room 308

Tuesday, February 28, 2012; 12:00 p.m.

**STATEMENT OF THE ILWU LOCAL 142 ON H.B. 1699, HD2
RELATING TO LABOR**

The ILWU Local 142 supports H.B. 1699, HD2, which requires employers to provide meal breaks for employees who work more than a total of five hours a day, imposes penalties for violations, and clarifies that the penalty is based on an employee's regular wage at the time the infraction occurred.

Meals breaks offer not only opportunities for workers to get nourishment during the day, but allow workers uninterrupted periods of rest to recharge and sustain them through the remainder of the work day. Offering meal breaks to all workers is a humane way to treat employees and sensible to foster concentration, productivity, and fewer accidents.

There are provisions in most, if not all, collective bargaining agreements for a meal break. In those agreements, there are also provisions for payment of additional wages if a meal break is not provided. H.B. 1699, HD2 appears to be consistent with collective bargaining agreements and intends for all workers, regardless of unionized status, to be allowed a meal break during the work day.

The ILWU urges passage of H.B. 1699, HD2. Thank you for the opportunity to testify.

House Committee on
Finance

Representative Oshiro - Chair
Representative Lee - Vice Chair

February 26, 2012

Winton Schoneman
Bubbies Homemade Ice Cream and Desserts Franchisee

IN STRONG OPPOSTION TO HB1699 HD2 RELATING TO LABOR (Meal Breaks)

Aloha Chair Oshiro and Vice Chair Lee, members of the Committee, I apologize for not being present to provide this testimony. I own and operate a retail ice cream shop and must be manning the counter at this time; however, I would like to express that I know that I am in a similar position to many small local retail establishments and that passage of this bill will present scheduling choices, none of which are beneficial to my business or to my employees.

I own an ice cream shop in East Oahu and typically run a one or two person operation; scheduling around days and times I know will be busy and profitable. My employees are generally part time workers. Many hours of the day are filled with unprofitable time...a specific example is on Tuesdays...Hanauma Bay is closed and business is slower. I or my employees work from 9:00 AM to 5 PM without a "scheduled" break. However, we do have ample time to eat and take care of our personal needs. My employees are in college and are encouraged to do their homework as well. If this law were to be implemented, I believe, that I would have to bring in a second person for a break at 2:00 PM...that being said, I will have to reduce the hours of this employee to five hours this day because I cannot afford to have two employees on during this time. This will have an adverse affect on my employees financial situation and may result in prolonging her college years.

There are many other situations where we employers will find it either impossible or much more expensive to comply with this law. Can you imagine a security company's dilemma for the mid shift...call someone in at 3 in the morning for a half hour break.

Please hold HB1699 and preserve local businesses.

Thank you.

Sincerely,

Winton Schoneman

Glenn Ida
45-284 Pahikaua St.
Kaneohe, Hi. 96744

Rep. Marcus Oshiro, Chair
Rep. Marilyn Lee, Vice-Chair
Committee on Finance
Tuesday, Feb. 28, 2012, at 12:00 PM.
Conference Room 308

RE: SUPPORT HB 1699, HD2

Aloha Chair Rhoads, Vice-Chair Yamashita and Committee members,

My name is Glenn Ida and I STRONGLY SUPPORT HB1699, HD 2, Relating to Labor, which requires employers to provide meal breaks for employees. Imposes penalties for failure to provide meal breaks.

My son used to work in a National Family Restaurant. His working conditions were subject to the call of the manager. He was assigned multiple tasks within the kitchen which kept him occupied most of the time during a shift without scheduled breaks of any kind much, less a meal break away from his station. He has worked at other establishments under similar conditions.

Thank you for bringing this issue to the table again. HB 1699, HD 2 will bring much needed relief and fair treatment to workers.

Therefore, I STRONGLY SUPPORT HB 1699,HD 2.

Thank you for this opportunity to testify.

Glenn Ida
808-295-1280

FINTestimony

From: kirkgreenman@hotmail.com
Sent: Monday, February 27, 2012 8:21 PM
To: FINTestimony
Subject: Testimony for HB 1699

Kirk Greenman
P.O. Box 482151
Kaunakakai, HI 96748-2151

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Kirk Greenman
808-553-4447

FINTestimony

From: robertachu@hawaii.rr.com
Sent: Monday, February 27, 2012 9:26 PM
To: FINTestimony
Subject: Please hold HB 1699

Roberta Chu
478 Kipuni Street
Hilo, HI 96720-6009

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on businesses.

For small businesses, it will be difficult to administer and will impose additional costs in running a business. Many are already operating on slim margins.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Roberta Chu
808-854-2025

FINTestimony

From: info@myhighwayinn.com
Sent: Monday, February 27, 2012 9:31 PM
To: FINTestimony
Subject: Please support small business by holding HB 1699

Monica Toguchi
94-226 Leoku Street
Waipahu, HI 96797-1919

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins through increased unemployment tax (\$400 in 2009 to \$15,000 in 2011) and rents that have risen by 20%.

I take care of my employees by providing benefits and other accommodations as many of my employees have been with me for a long time (the longest being 45 years). In my company, we provide breaks to employees who work shifts of 4-8 hours but because we are a restaurant operation, employees take breaks when things slow down.

Please do not place another mandate on my business. These types of policies are well intended, but significantly affect small businesses the most. Each business should decide for themselves the types of benefits they can afford their employees.

Another government mandate will just make doing business in Hawaii more difficult and create less jobs, not more.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Monica Toguchi

FINTestimony

From: ksanders@oceannetwork.tv
Sent: Monday, February 27, 2012 9:21 PM
To: FINTestimony
Subject: Hold HB 1699

Ken Sanders
269 Kaelepulu Drive
Kailua, HI 96734-3311

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

I have always allowed my employees to take breaks whenever they need to, why do I have to be told by government when and how much they can do?!

They already receive so many government regulated benefits that it is nearly impossible for the company to make expenses, much less a profit to pay stockholders or plow back into the business.

Look at how employees also benefit while businesses lose: during the recent blackout at Windward Mall, employees scurry out with free time to do whatever they want while the merchants take it in the neck. Hundreds of thousands of dollars were lost by the companies but the employees couldn't care less...they're getting so used to being "entitled." This has to stop, please!

Help me survive, it's hard enough even in good times, now it's terrible. Thank you.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Ken Sanders
808-256-7263

FINTestimony

From: jcorboy@aol.com
Sent: Monday, February 27, 2012 6:21 PM
To: FINTestimony
Subject: Please support small business by holding HB 1699

John Corboy
95-717 Kipapa Dr. #23
Mililani, HI 96789-1038

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

The relationship between my employees and myself is a free exchange of goods and services, subject to dozens of variables.

Employees may opt to skip a break, in order to leave early; others choose overtime versus lunchtime. Every case is different.

It is a completely private contract, none of the state's business. I cannot believe you are wasting your time on this kind of micro-management, especially when there is no clear need for intrusion.

Half the "mandates" that burden us are costly and pointless. Where's the need for further meddling? Let's close the legislature and cancel the past 100 mandates for a year or two, so we can all get back to productivity.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

John Corboy
808-627-0824

FINTestimony

From: aaron@simplywoodstudios.com
Sent: Monday, February 27, 2012 6:11 PM
To: FINTestimony
Subject: Please support small business by holding HB 1699

Aaron Lau
932 Kapahulu Ave
Honolulu, HI 96816-1435

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee® Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Aaron Lau

FINTestimony

From: laurier808@gmail.com
Sent: Monday, February 27, 2012 6:06 PM
To: FINTestimony
Subject: Testimony for HB 1699

Laurie Rodriguez
44-119 Kahinani Way
Kaneohe, HI 96744-2524

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
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As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Laurie Rodriguez
808-372-9525

FINTestimony

From: tracyw@ins-solve.com
Sent: Monday, February 27, 2012 8:01 PM
To: FINTestimony
Subject: Hold HB 1699

Tracy Wong
615 Piikoi Street, Suite 1711
Honolulu, HI 96814-3197

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

Employees are taken care of by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Tracy Wong
808-853-3405

FINTestimony

From: areed@hawaiiantel.net
ant: Monday, February 27, 2012 6:16 PM
To: FINTestimony
Subject: HB 1699 is un-necessary for workers and businesses

Angela Reed
204 So. Kalaheo Avenue
Kailua, HI 96734-2931

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

Dear Chair Oshiro and Members of the Committee,

Thank you for the opportunity to submit testimony.

The proposed meal break requirements are totally un-necessary for workers and businesses. Workers can arrange their own meal breaks with employers and do not need a State mandate. As an employee, I find mandates such as these are especially hard on small businesses. Business Owners take care of their employees as valuable assets on their own and don't need the State mandating every aspect of their businesses.

Please vote no to HB 1699.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Angela Reed

FINTestimony

From: tylerroukema@hotmail.com
Sent: Monday, February 27, 2012 6:41 PM
To: FINTestimony
Subject: Hold HB 1699

Tyler Roukema
594 Hahaione St. C
Honolulu, HI 96825-1407

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Tyler Roukema
808-781-2974

FINTestimony

From: bgoo@teachest.com
Sent: Monday, February 27, 2012 11:01 PM
To: FINTestimony
Subject: Please hold HB 1699

Byron goo
80 sand island access rd 203
Honolulu, HI 96819-4904

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Byron goo

FINTestimony

From: patrick.lim@partners.mcd.com
ent: Monday, February 27, 2012 5:56 PM
To: FINTestimony
Subject: In opposition to HB 1699

Patrick Lim
2296 Halakau St.
Honolulu, HI 96821-2632

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Patrick Lim
808-961-3098

FINTestimony

From: jerry@rxkl.com
sent: Monday, February 27, 2012 5:56 PM
To: FINTestimony
Subject: Please hold HB 1699

Jerry Bangerter
1061 Keolu Drive #107
Kailua, HI 96734-3847

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

We have worked out meal breaks to accommodate the personal needs and desires of our employees. The bottom line is that we are more concerned than you about our employees and keeping them happy. This bill is simply unnecessary and punitive reflecting an anachronistic understanding of the relationship between owners of small businesses. The only thing the bill will do is place an undue burden on our company with no payback to anyone.

We take care of our employees by providing benefits and other accommodations as desired by our employees, within the final constraints of limited budget resources. Please do not place another mandate on our business. This will only force us to reevaluate our benefit structure.

I just don't understand why you think small businesses would want an adversarial relationship with their employees. We need our employees and they need us. We succeed in a symbiotic relationship where we all succeed or fail together.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Jerry Bangerter
808-738-9333

FINTestimony

From: lasw9797@gmail.com
Sent: Monday, February 27, 2012 10:16 PM
To: FINTestimony
Subject: HB 1699 will be an undue burden on my business

Lisa Wong
1404 Kalaniiki St
Honolulu, HI 96821-1216

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

I would like to request that our legislatures truly consider the repercussion of this bill in consideration of businesses in Hawaii.

My organization has a 100 employees and we provide a liberal policy of taking lunch and breaks which is always in the best interest of our employees. However, if mandated as law, this would add dollar costs in delivering business and also would affect each and every tax payer.
Hawaii does not have the luxury to out cost itself by imposing measures that would prohibit a fair business environment and decent economy.

With another government mandate, we will become a Fantasy Island and no more paradise for all of us who are natives of the island. Living will be costly since business will have to pass the cost to the consumer making it a vicious cycle.

Mahalo nui for your consideration!

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Lisa Wong

FINTestimony

From: antya@gonorthshore.org
Sent: Monday, February 27, 2012 7:21 PM
To: FINTestimony
Subject: Please hold HB 1699

Antya Miller
66-434 B Kamehameha Hwy.
Haleiwa, HI 96712

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Antya Miller

FINTestimony

From: joelnavasca111@hotmail.coming
ent: Tuesday, February 28, 2012 12:01 AM
fo: FINTestimony
Subject: Please hold HB 1699

Joel Navasca
98 023 Hekaha St 2f
Aiea, HI 96701

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

Additional mandate to businesses will be counter productive due to current economic climate there will cost associated with this, which will burden small business.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

joel Navasca
484-5855

FINTestimony

From: kathy@valentiprintgroup.com
ent: Tuesday, February 28, 2012 6:21 AM
ro: FINTestimony
Subject: Hold HB 1699

Kathy Phillips
999 Waimanu St
HONOLULU, HI 96814-3319

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

As a small business, It will be difficult to administer and will impose additional costs in
unning my business. I'm already operating on slim margins.

Another government mandate will just make doing business in Hawaii more difficult.

This measure will place an undue burden on my business.

We already provide meal breaks to our employees, but requiring us to provide documentation to
PROVE it would be onerous, time consuming and costly to our business at a time when we are
already burdened with so many other similar documentation requirements. We are good employers
- don't let the bad apples cause the rest of us to go bankrupt trying to keep up with all
these mandates.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Kathy Phillips
8085912166

FINTestimony

From: cai@citymill.com
Sent: Tuesday, February 28, 2012 8:06 AM
To: FINTestimony
Subject: In opposition to HB 1699

Carol Ai May
660 Nimitz Highway
Honolulu, HI 96817-5032

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

My name is Carol Ai May and I am the Vice President and part owner of City Mill Company, Ltd, employer of almost 500 residents and a local kamaaina business serving Hawaii for 113 years.

Please hold this bill. Business has been very difficult and additional costs on our business would put added strain on our operations.

Just because we've been around for 113 years is no guarantee of the future and we are fighting hard to remain a strong local Hawaii based company.

We need you, the legislature, to help us, the home team, to stay strong with fewer regulations and fewer additional costs to running our businesses.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

As a medium size business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

FINTestimony

From: lane_bcd@hotmail.com
ent: Monday, February 27, 2012 5:36 PM
To: FINTestimony
Subject: Testimony for HB 1699

Lane Muraoka
94-800 Ukee Street
Waipahu, HI 96797-4044

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

With oil going over \$109+ a barrel, we are being pushed into another recession (which actually has never ended!). We operate on very slim margins and any "profits" are used to pay our electric, gas, food and insurance costs increases!

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Lane T. Muraoka
808-678-3895

FINTestimony

From: wtomita@thehawaiiigroup.com
ent: Monday, February 27, 2012 5:06 PM
To: FINTestimony
Subject: Hold HB 1699

Wayne Tomita
500 Ala Moana Boulevard, Suite 2-302
Honolulu, HI 96813-4993

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

My name is Wayne Tomita and I am the Chief Financial Officer of Hawaii Accounting, Inc. (HiAccounting) and I am here to state HiAccounting's opposition to House Bill 1699. As an accounting resource for over 20 businesses in Hawaii, our company works on behalf of our clients to foster positive action on issues of common concern.

Our clients and I take care of our employees by providing benefits and other accommodations. Please do not place another mandate on our businesses. This may force many of us to reevaluate our benefit structure.

Another government mandate like this will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Wayne Tomita

FINTestimony

From: akirk@sunetric.com
ent: Monday, February 27, 2012 5:06 PM
fo: FINTestimony
Subject: Hold HB 1699

Aaron Kirk
5251 Papai St
Honolulu, HI 96821-1943

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

Additionally, this measure will place an undue burden on my business.

We take care of our employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Aaron Kirk
8084218143

FINTestimony

From: anne@islandhonda.com
Sent: Monday, February 27, 2012 5:06 PM
To: FINTestimony
Subject: Please support small business by holding HB 1699

Anne Oishi
110 Hana Hwy.
Kahului, HI 96732-2303

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee^oTuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Anne Oishi
808-873-8081

FINTestimony

From: mdelaney@thehawaiigroup.com
Sent: Monday, February 27, 2012 5:01 PM
To: FINTestimony
Subject: HB 1699 will be an undue burden on my business

Matthew Delaney
500 Ala Moana Boulevard, Suite 2-302
Honolulu, HI 96813-4993

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

My name is Matthew S. Delaney and I am the President of The Hawaii Group (HiGroup). I am here to state HiGroup's opposition to House Bill 1699. As an HR, Accounting, Employment, and Marketing resource for over 300 small to medium businesses in Hawaii, our company works on behalf of our clients to foster positive action on issues of common concern.

Our clients and I take care of our employees by providing benefits and other accommodations. Please do not place another mandate on our businesses. This may force many of us to reevaluate our benefit structure.

Another government mandate like this will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Matthew S. Delaney

FINTestimony

From: sknox@hi-employment.com
Sent: Monday, February 27, 2012 5:01 PM
To: FINTestimony
Subject: Please hold HB 1699

Sean Knox
500 Ala Moana Boulevard, Suite 2-302
Honolulu, HI 96813-4993

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

My name is Sean Knox and I am the President of Hawaii Employment Services (HiEmployment). I am here to state HiEmployment's opposition to House Bill 1699. As an Employment and staffing resource for over 30 businesses in Hawaii, our company works on behalf of our clients to foster positive action on issues of common concern.

My clients and I take care of our employees by providing benefits and other accommodations. Please do not place another mandate on our businesses. This may force many of us to reevaluate our benefit structure.

Another government mandate like this will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Sean Knox

FINTestimony

From: srawlins@aloha.net
Sent: Monday, February 27, 2012 5:01 PM
To: FINTestimony
Subject: Please hold HB 1699

Shirley Rawlins
PO Box 346
Kaunakakai, HI 96748-0346

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

Shirley Rawlins,
Rawlins Enterprises Inc.- dba Rawlins Chevron Service: 20 Employees.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

This measure will place an undue burden on my business.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Shirley Rawlins
808-553-3214

FINTestimony

From: mdm@hawaii.rr.com
sent: Monday, February 27, 2012 5:01 PM
To: FINTestimony
Subject: Hold HB 1699

Mark Mrantz
PO Box 795
Kula, HI 96790-0795

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Mark Mrantz

FINTestimony

From: jesse@intouchinfotech.com
Sent: Monday, February 27, 2012 4:56 PM
To: FINTestimony
Subject: Please support small business by holding HB 1699

Jesse Puaa
535 Ward avenue suite 207
honolulu, HI 96814-3312

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Jesse Puaa
8087778395

FINTestimony

From: smeichtry@hihrhawaii.com
Sent: Monday, February 27, 2012 4:56 PM
To: FINTestimony
Subject: Testimony for HB 1699

Scott Meichtry
500 Ala Moana Boulevard, Suite 2-302
Honolulu, HI 96813-4993

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

My name is Scott Meichtry and I am the Vice President of Hawaii Human Resources (HiHR). I am here to state HiHR's opposition to House Bill 1699. As an HR resource for over 260 small to medium businesses in Hawaii, our company works on behalf of our clients to foster positive action on issues of common concern.

Our clients and I take care of our employees by providing benefits and other accommodations. Please do not place another mandate on our businesses. This may force many of us to reevaluate our benefit structure.

Another government mandate like this will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Scott Meichtry
808-695-2222

FINTestimony

From: shannon@winetheexperience.com
sent: Monday, February 27, 2012 4:46 PM
To: FINTestimony
Subject: Please hold HB 1699

Shannon Ball
1508 Pualele Place
Honolulu, HI 96816-3397

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

I respectfully OPPOSE this legislation.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure. It doesn't help anyone when employees lose their jobs because the small businesses that support this infrastructure have to cut jobs or worse yet shut down, not due to the market they're trying to survive, but because the costs of doing business in this State grows ever more burdensome.

This burden will be borne more by our state's small businesses, not large companies with corporate policies already in place with HR staff to handle it all. This burden is not just for the increased headache of accounting and paperwork, but also for the ever likely threat of additional fees and fines, which the State will happily assess on us, with little recourse for appeal, except to just pay the damn fine. More fines, more fees, more penalties, more interest, more BS.

Overall, another government mandate will just make doing business in Hawaii more difficult. Please think better of this, and shelve this unnecessary and burdensome measure.

Thanks you for the opportunity to testify against this measure.

I respectfully request that the committee does not pass HB 1699 HD2.

lahalo,

Shannon Ball

FINTestimony

From: karenskaife@comcast.net
ent: Monday, February 27, 2012 4:06 PM
To: FINTestimony
Subject: Hold HB 1699

Karen Voss-Skaife
68-1738 Melia Street
Waikoloa, HI 96738

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Karen Voss-Skaife

FINTestimony

From: meccleshall@reynoldsrecycling.com
ent: Monday, February 27, 2012 4:11 PM
To: FINTestimony
Subject: Hold HB 1699

Malulani Eccleshall
P.o. Box 29639
Honolulu, HI 96820-2039

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

Aloha,

I work for Reynolds Recycling and we employ approximately 130 residents of Oahu, Maui, Kauai and the Big Island.

This measure will place an undue burden on our business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

We take care of my employees by providing benefits and other accommodations. Please do not place another mandate on our business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

As a small business, It will be difficult to administer and will impose additional costs in running our business. We are already operating on slim margins.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Malulani Eccleshall, SPHR
808-792-0191

FINTestimony

From: picketfence@hawaii.rr.com
ent: Monday, February 27, 2012 4:16 PM
To: FINTestimony
Subject: Hold HB 1699

Sadie Akamine
111 Hekili suite 106
Kailua, HI 96734-2800

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

In this economy, most people are happy to even get a job, and already there are so many anti business mandates forced upon us business owners that it is a wonder we are still around and paying taxes to keep Hawaii afloat. Please spend more of your time working on a balanced budget and making this state a safer place to live in with less red tape so we can be more profitable, thereby paying more taxes to you.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Sadie Akamine
8082627727

FINTestimony

From: dkapoi@htbyb.com
ent: Monday, February 27, 2012 4:16 PM
To: FINTestimony
Subject: HB 1699 will be an undue burden on my business

Dean Kapoi
P.O. Box 3288
Honolulu, HI 96801-3288

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Dean Kapoi

FINTestimony

From: ttatsugawa@youngsmarket.com
Sent: Monday, February 27, 2012 4:41 PM
To: FINTestimony
Subject: Hold HB 1699

Terry Tatsugawa
73-4854 KANALANI ST
KAILUA-KONA, HI 96740-2609

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Isn't there a law in place that provide lunches and dinner breaks for employee who work 4 hours. I feel you are making it harder to stay in business. My employer gives us great benefits and time off when needed.
I'm employed by Young's Market Hawaii.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Terry Tatsugawa
808.326.2768

FINTestimony

From: jobs@parbev.com
ent: Monday, February 27, 2012 4:06 PM
To: FINTestimony
Subject: Testimony for HB 1699

Hunkin Mabel
94-1450 MOANIANI ST
waipahu, HI 96797-4632

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Hunkin Mabel

FINTestimony

From: mellman@me.com
sent: Monday, February 27, 2012 4:06 PM
To: FINTestimony
Subject: Testimony for HB 1699

Mark Ellman
1295 front st
lahaina, HI 96761-1723

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Mark Ellman
(808) 870-9340

FINTestimony

From: larakaki@ahldesign.com
sent: Monday, February 27, 2012 4:11 PM
To: FINTestimony
Subject: Testimony for HB 1699

Lloyd Arakaki
Architects Hawaii Ltd.
Honolulu, HI 96813-3019

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place another undue burden on my business. I already take care of my employees by providing benefits and other accommodations. This will only force me to reevaluate our benefit structure. Another government mandate will just make doing business in Hawaii more difficult and is no added benefit to our employees.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Lloyd Arakaki
523-9636

FINTestimony

From: alp@hawaiianagroup.com
Sent: Monday, February 27, 2012 4:16 PM
To: FINTestimony
Subject: Testimony for HB 1699

Albert Pattison
Hawaiiana Management
Honolulu, HI 96813-5237

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Albert Pattison
593-9100

FINTestimony

From: kktarvyd@gmail.com
Sent: Monday, February 27, 2012 4:21 PM
To: FINTestimony
Subject: Testimony for HB 1699

Rosario Tarvyd
131 Hekili St
Kailua, HI 96734-2866

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

I am Rosario Tarvyd, owner of Crepes No Ka 'Oi. I have 15 employees.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Rosario Tarvyd

FINTestimony

From: ktk@biodiesel.com
Sent: Monday, February 27, 2012 4:26 PM
To: FINTestimony
Subject: Testimony for HB 1699

Kelly King
40 Hobron Avenue
Kahului, HI 96732-2106

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

While Pacific Biodiesel supports the intent of this bill, the imposition is on employees as well as employers. Many of our employees relish the fact that they can set their own schedules and take breaks as needed, sometimes choosing to skip a break and make their day shorter. As a winner of the 2011 Green Jobs Award and a designee of the 2012 Best Places to Work award, we offer this testimony as sincere experience-generated concern and not as a way to save on expenses. In fact, as a concerned employer I often have to remind my staff to take breaks when they would rather finish a project and maybe incur flex time for future use. I estimate that this mandate would probably negatively affect productivity at our operations and that our employees would be even unhappier about it than management.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Kelly T. King

FINTestimony

From: catanaka@hawaii.rr.com
Sent: Monday, February 27, 2012 4:41 PM
To: FINTestimony
Subject: Please support small business by holding HB 1699

Catherine Tanaka
372 Puuikena Drive
Honolulu, HI 96821-2503

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee^s Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Catherine Tanaka

FINTestimony

From: john@movetohawaii.com
sent: Monday, February 27, 2012 4:06 PM
To: FINTestimony
Subject: Please hold HB 1699

John Harris
1357 Kapiolani Boulevard, Suite 870
Honolulu, HI 96814-4538

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

As a small business, this proposed measure will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins. Another government mandate will just make doing business in Hawaii more difficult.

All of us who are trying to create more jobs here in the islands would appreciate your kokua in allowing us to work within an already worker-friendly labor structure.

Thank you for your time and consideration.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

John Harris
808-951-3207

FINTestimony

From: bubbiesicecream@hawaii.rr.com
sent: Monday, February 27, 2012 4:16 PM
To: FINTestimony
Subject: Please hold HB 1699

Keith Robbins
99-1267 Waiua Place
Aiea, HI 96701-5642

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Keith Robbins
808-487-7218

FINTestimony

From: shelley@wilsonhomecare.net
ent: Monday, February 27, 2012 4:21 PM
To: FINTestimony
Subject: Please hold HB 1699

Shelley Wilson
Wilson Homecare
Honolulu, HI 96814

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure is not practical at all for the long term care industry. I employ care professionals in client's personal homes. The employees do bring their own meals to work and eat when time permits. However, they cannot leave their clients alone and take an official "break" per se.

This law would be impossible to manage in the community based care model.

You would be asking me to risk the safety of a patient so my employee could take an official meal break. As an employer for the past sixteen years, I've never heard of meal breaks being an issue. Why must we continue to have unnecessary laws and mandates to burden business further?

I humbly ask that you reconsider this bill.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Shelley Wilson
596-4486

FINTestimony

From: localstore@me.com
ent: Monday, February 27, 2012 4:21 PM
fo: FINTestimony
Subject: Please hold HB 1699

Tracy Norling-Babbitt
po box 482140
Kaunakakai, HI 96748-2140

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee*Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

As a small business, It will be difficult to administer and will impose additional costs in unning my business. I'm already operating on slim margins.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Tracy Norling-Babbitt
8085533878

FINTestimony

From: orgillv@polynesia.com
ent: Monday, February 27, 2012 4:31 PM
To: FINTestimony
Subject: Please hold HB 1699

Von Orgill
55-370 Kamehameha Highway
Laie, HI 96762-2113

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

I am the President & CEO of the Polynesian Cultural Center. Thank you for considering my testimony.

This bill, while well-intentioned, will place an undue burden on our business and will create additional financial and administration challenges on us, which will strain our resources at a time when we're still trying to recover from the economic difficulties of the past several years.

Please don't place another mandate on our business. We already provide one of the best benefit packages available in Hawaii for our employees and we work hard to accomodate their needs.

When costs increase in one part of the busines, for whatever reason, we are forced to re-evaluate costs in all areas of the business to offset those cost increases. Please allow us the flexibility to balance the myriad of variables associated with running our business in a way that works best for our employees and for the long-term health of the business.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Von Orgill
808-293-3350

FINTestimony

From: debbie.cabebe@meoinc.org
Sent: Monday, February 27, 2012 4:31 PM
To: FINTestimony
Subject: Please hold HB 1699

Debbie Cabebe Cabebe
PO Box 2122
Kahului, HI 96733-2122

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

April 27, 2012

HB 1699

Dear Chair Oshiro and Members of the Committee:

I am writing in opposition to HB 1699 requiring mandatory meal breaks for employees working 5 hours or more. Maui Economic Opportunity, Inc. is a private nonprofit Community Action Agency. We administer over 60 various programs, each with funding limitations and restrictions. As a nonprofit, passage of this law will place an undue burden on our Head Start Preschool program which requires that the children eat family style meals with the staff. The staff members are paid to eat with the children and are able to finish their day earlier than they would if they were required to take a meal break after 5 hours. Due to licensing we are required to have two staff with the children at all times. This law would require us to hire additional staff to cover the meal breaks. We serve over 300 children and families in 15 different centers throughout Maui County, making it impossible to hire only one or two staff to cover the meal breaks. With funding being so tight, if this bill passes will would be required to reduce the number of children and families served in order to be compliant with the law. For all other employees, our personnel policies allow for an unpaid 45 meal break. In many cases staff members prefer to forego their meal break so they can flex their time to accommodate child or eldercare obligations.

Please do not pass this Bill into law.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Debbie Cabebe, SPHR
808-249-2980

FINTestimony

From: tberger@sunetric.com
sent: Monday, February 27, 2012 4:36 PM
To: FINTestimony
Subject: Please hold HB 1699

Tammy Berger
905 Kalaniana'ole Hwy
Kailua, HI 96734-4645

February 27, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Tammy Berger

FINTestimony

From: darrel_tajima@deanfoods.com
Sent: Tuesday, February 28, 2012 9:21 AM
To: FINTestimony
Subject: HB 1699 will be an undue burden on business

Darrel Tajima
P.O. Box 1880
Honolulu, HI 96805-1880

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on businesses in Hawaii.

This measure will make it that much more difficult to recover from this tough economy as it will undermine our ability to run a business with already limited resources.

It will be particularly difficult for small businesses to administer and will impose additional costs. Most businesses are operating on slim margins.

We take care of our employees by providing benefits and other accommodations. Please do not place another mandate on our businesses.

This will only force us to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Darrel T. Tajima
808-944-5958

FINTestimony

From: kken116@aol.com
Sent: Tuesday, February 28, 2012 10:51 AM
To: FINTestimony
Subject: Testimony for HB 1699

Kraig Kennedy
1130 N. Nimitz
Honolulu, HI 96817-4579

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

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Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Kraig Kennedy
808 524 3255

FINTestimony

From: sales@o2travelandtours.com
ent: Tuesday, February 28, 2012 9:46 AM
fo: FINTestimony
Subject: Questionable Text in HB 1699

Paul Sulkowski
P.O. Box 1414
Pearl City, HI 96782-8414

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

As a former shop steward, I would support the passing of HB-1699.

I have noticed that the effective date for this bill is Mon31Dec2057. Considering that we don't know what the economy would be like in 2057, we may want to have the bill take effect sooner. Another option would be to have it "effective upon adoption" as other bills' language is written

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Paul K. Sulkowski
808-748-1342

FINTestimony

From: laulaujill@gmail.com
ent: Tuesday, February 28, 2012 10:11 AM
fo: FINTestimony
Subject: Hold HB 1699

Jill Lau
2911 pahoehoe place
honolulu, HI 96817-1414

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

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I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Jill Lau

FINTestimony

From: manager@campmokuleia.com
Sent: Tuesday, February 28, 2012 9:26 AM
To: FINTestimony
Subject: Please hold HB 1699

Debbie ALameida
68-729 Farrington Hwy
Waialua, HI 96791-8333

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

AS a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

We are a very small organization. our staff works hard and are adults. they know when they need to take a break and when they want to eat lunch. what if a parent wants to get off work early so they can take their child to the doctor. they want to skip lunch take an extra break and eat their lunch and leave 30 minutes early. this law leave no room for individuals to use their freedoms. too many laws and regulations are never productive or good.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Debbie ALameida
8086376241

FINTestimony

From: manager@iegfcu.com
ant: Tuesday, February 28, 2012 9:51 AM
ro: FINTestimony
Subject: Hold HB 1699

Bernard A. Balsis, Jr.
375 Kekuanoa St.
Hilo, HI 96720-4360

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

I take care of my employees by providing benefits and other accommodations. Please do not place another mandate on my business. This will only force me to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Bernard A. Balsis, Jr.
8089616691

FINTestimony

From: miyukih@centerscale.com
ent: Tuesday, February 28, 2012 9:06 AM
ro: FINTestimony
Subject: HB 1699 will be an undue burden on my business

Miyuki Hirano-Hollingworth
2632 Kilihau Street Unit A
Honolulu, HI 96819-2067

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on my business.

This measure will make it that much more difficult to recover from this tough economy as it will undermine my ability to run a business with already limited resources.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Miyuki Hirano-Hollingworth
808-834-8599

FINTestimony

From: darrel_tajima@deanfoods.com
Sent: Tuesday, February 28, 2012 9:21 AM
To: FINTestimony
Subject: HB 1699 will be an undue burden on business

Darrel Tajima
P.O. Box 1880
Honolulu, HI 96805-1880

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

This measure will place an undue burden on businesses in Hawaii.

This measure will make it that much more difficult to recover from this tough economy as it will undermine our ability to run a business with already limited resources.

It will be particularly difficult for small businesses to administer and will impose additional costs. Most businesses are operating on slim margins.

We take care of our employees by providing benefits and other accommodations. Please do not place another mandate on our businesses.
This will only force us to reevaluate our benefit structure.

Another government mandate will just make doing business in Hawaii more difficult.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Darrel T. Tajima
808-944-5958

FINTestimony

From: alohasamb@rxkl.com
Sent: Tuesday, February 28, 2012 10:56 AM
To: FINTestimony
Subject: In opposition to HB 1699

Sandra Bangerter
44-145 Hako Street #6
Kaneohe, HI 96744-2529

February 28, 2012

Chair Oshiro and Members of the Committee

Dear Chair Oshiro and Members of the Committee:

Testimony to the House Finance Committee Tuesday, February 28, 2012 12:00 p.m.
House Conference Room 308
Agenda #3

Please hold HB 1699 HD2.

As a small business, It will be difficult to administer and will impose additional costs in running my business. I'm already operating on slim margins. We are very aware of the working conditions of our team and always allow for breaks and meals. We do not need more regulations making business harder to do in Hawaii. Thank you.

I respectfully request that the committee does not pass HB 1699 HD2.

Sincerely,

Sandra Bangerter
808 254 2556

FINTestimony

From: mailinglist@capitol.hawaii.gov
Sent: Tuesday, February 28, 2012 9:15 AM
To: FINTestimony
Cc: ggreene@hah.org
Subject: Testimony for HB1699 on 2/28/2012 12:00:00 PM

Testimony for FIN 2/28/2012 12:00:00 PM HB1699

Conference room: 308
Testifier position: Oppose
Testifier will be present: No
Submitted by: George Greene
Organization: Healthcare Association of Hawaii
E-mail: ggreene@hah.org
Submitted on: 2/28/2012

Comments:

FINTestimony

From: mailinglist@capitol.hawaii.gov
ent: Tuesday, February 28, 2012 8:08 AM
To: FINTestimony
Cc: gottlieb@hawaii.rr.com
Subject: Testimony for HB1699 on 2/28/2012 12:00:00 PM

Testimony for FIN 2/28/2012 12:00:00 PM HB1699

Conference room: 308
Testifier position: Oppose
Testifier will be present: No
Submitted by: Alan Gottlieb
Organization: Hawaii Cattlemen's Council
E-mail: gottlieb@hawaii.rr.com
Submitted on: 2/28/2012

Comments:

It is unwise and unfair to limit the flexibility of both employees and employers who choose to work out what works best for them. What about a small business, who has one employee in the office who chooses to answer phones during a quick meal break, where they are paid for the time they take to eat (but is certainly not an uninterrupted 30 minutes). What about a store with one sales clerk. Shall all small stores close for 30 minutes each day and inconvenience customers, or shall we now require all small businesses double up on their employees to cover these meal breaks (of course we can't bring in a 2nd person for just 30 minutes).

FINTestimony

From: mailinglist@capitol.hawaii.gov
Sent: Monday, February 27, 2012 5:47 PM
To: FINTestimony
Cc: victor.lim@partners.mcd.com
Subject: Testimony for HB1699 on 2/28/2012 12:00:00 PM

Testimony for FIN 2/28/2012 12:00:00 PM HB1699

Conference room: 308
Testifier position: Oppose
Testifier will be present: No
Submitted by: Victor Lim
Organization: Individual
E-mail: victor.lim@partners.mcd.com
Submitted on: 2/27/2012

Comments:

As a small business owner, we feel that are already taking care of our employees and that we do not need laws. This bill will take away the flexibility that we currently have in running our business and at the same time taking care of our staff.

Thanks

FINTestimony

From: mailinglist@capitol.hawaii.gov
sent: Monday, February 27, 2012 2:53 PM
to: FINTestimony
Cc: kb@hawaiiink.net
Subject: Testimony for HB1699 on 2/28/2012 12:00:00 PM

Testimony for FIN 2/28/2012 12:00:00 PM HB1699

Conference room: 308
Testifier position: Oppose
Testifier will be present: No
Submitted by: Lori Otsuka
Organization: Kauai Beverage
E-mail: kb@hawaiiink.net
Submitted on: 2/27/2012

Comments:

FINTestimony

From: Lauren Suzanne Zirbel [laurenzirbel@gmail.com]
ent: Sunday, February 26, 2012 9:05 AM
fo: FINTestimony
Subject: Re: Testimony for HB1699 on 2/28/2012 12:00:00 PM

Testifier position is **Oppose** - not support... Thanks! That must have been an error.

On Sat, Feb 25, 2012 at 9:30 AM, <mailinglist@capitol.hawaii.gov> wrote:
Testimony for FIN 2/28/2012 12:00:00 PM HB1699

Conference room: 308
Testifier position: Support
Testifier will be present: Yes
Submitted by: Lauren Zirbel
Organization: Hawaii Food Industry Association
E-mail: laurenzirbel@gmail.com
Submitted on: 2/25/2012

Comments:

Lauren Zirbel
Direct Line: 808-294-9968