
A BILL FOR AN ACT

RELATING TO EMPLOYMENT PRACTICES.

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

1 SECTION 1. Chapter 378, Hawaii Revised Statutes, is
2 amended by adding a new section to part I to be appropriately
3 designated and to read as follows:

4 "§378- Sick leave. It shall be an unlawful
5 discriminatory practice for any employer or labor organization
6 to refuse to hire or employ, or to bar or discharge from
7 employment, or withhold pay, demote, or penalize an employee
8 because the employee uses accrued and available sick leave in
9 accordance with an express provision of a valid collective
10 bargaining agreement or a valid employment policy. For purposes
11 of this section, the term "employee" includes an employee with a
12 nonchronic condition of a short-term nature."

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

16 SECTION 3. New statutory material is underscored.



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1 SECTION 4. This Act shall take effect upon its approval.

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INTRODUCED BY:

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JAN 21 2014



H.B. NO. 2137

Report Title:

Employment Discrimination; Collective Bargaining

Description:

Prohibits an employer or labor organization from discriminating against an employee who uses accrued and available sick leave in accordance with a valid collective bargaining agreement or valid employment policy; clarifies that the term "employee" includes an employee with a nonchronic condition of a short-term nature.

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