

STAND. COM. REP. NO.

976

Honolulu, Hawaii

March 15, 2013

RE: S.B. No. 532  
S.D. 1  
H.D. 1

Honorable Joseph M. Souki  
Speaker, House of Representatives  
Twenty-Seventh State Legislature  
Regular Session of 2013  
State of Hawaii

Sir:

Your Committee on Labor & Public Employment, to which was referred S.B. No. 532, S.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO BREASTFEEDING IN THE  
WORKPLACE,"

begs leave to report as follows:

The purpose of this measure is to require employers with at least 20 employees to provide a reasonable break time and clean, private place for breastfeeding employees to express breast milk, require covered employers to post notice of these requirements, and establish civil penalties for violation.

The Department of Labor and Industrial Relations; Department of Health; Office of Hawaiian Affairs; Hawai'i Commission on the Status of Women; Hawai'i Civil Rights Commission; United Public Workers, AFSCME, Local 646, AFL-CIO; Breastfeeding Hawaii; Planned Parenthood of Hawaii; American Civil Liberties Union of Hawai'i; Hawai'i State Democratic Women's Caucus; Hawai'i Women's Coalition; Healthy Mothers Healthy Babies Coalition of Hawaii; and a concerned individual supported this measure. A concerned individual opposed this measure. The Hawaii Transportation Association and The Chamber of Commerce of Hawaii provided comments.

SB532 HD1 HSCR LAB HMS 2013-2640



Your Committee has amended this measure by:

- (1) Changing the maximum number of employees an employer may have to qualify for an exemption to an unspecified number;
- (2) Changing the fine for each violation from \$1,000 to an unspecified amount;
- (3) Changing its effective date to July 1, 2113, to encourage further discussion; and
- (4) Making technical, nonsubstantive amendments for clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Labor & Public Employment that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 532, S.D. 1, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 532, S.D. 1, H.D. 1, and be referred to the Committee on Judiciary.

Respectfully submitted on  
behalf of the members of the  
Committee on Labor & Public  
Employment,



MARK M. NAKASHIMA, Chair



