

JAN 22 2016

A BILL FOR AN ACT

RELATING TO LABOR.

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

1 SECTION 1. Section 371-11, Hawaii Revised Statutes, is
2 amended to read as follows:

3 "§371-11 Research and statistics; employers to keep
4 certain records. The department of labor and industrial
5 relations:

6 (1) Shall investigate and gather data regarding the wages,
7 hours, and other conditions and practices of
8 employment in the State, and may enter and inspect
9 [such] places and [such] records [(-)], and make [such]
10 transcriptions thereof[+)], and investigate [such]
11 facts, conditions, practices, or matters as are
12 necessary or appropriate to carry into effect the
13 duties imposed upon it under this chapter or under the
14 rules of the department;

15 (2) May investigate, collect, and publish [such]
16 information relating to the cost of living in the
17 State as it deems advisable;



1 (3) Shall collect, file, and publish [such] information
2 relating to labor and industrial relations and shall
3 perform [such] other duties as the director of labor
4 and industrial relations shall by rule prescribe.

5 Every employer subject to this chapter or any
6 rule or regulation of the department issued under this
7 chapter shall make, keep, and preserve [such] records
8 of the persons employed by the employer and of the
9 wages, hours, and other conditions and practices of
10 employment, maintained by the employer, and preserve
11 [such] the records for [such] periods of time, as the
12 department may by rule prescribe. In addition, every
13 employer shall keep a record of the former physical
14 addresses and current physical address of the employer
15 and the North American Industry Classification System
16 code applicable to the employer.

17 The director or the director's authorized
18 representative shall for the purpose of examination
19 have access to and the right to copy from [such] the
20 records any matter or thing pertinent to this section,
21 and every employer shall furnish to the director or



1 the director's authorized representative on demand a
2 copy under oath of [~~such~~] the material portion of
3 [~~such~~] the records as the director or the director's
4 authorized representative requires, and if the
5 director so requires, upon forms prescribed or
6 approved by the director;

- 7 (4) The department shall collect, assemble, and furnish
8 information regarding group life insurance plans,
9 group medical, hospitalization, and health insurance
10 plans, and pension and retirement plans, at the
11 request of any employer or employee. Upon the request
12 of any employer or employee, the department shall
13 undertake a study of the feasibility of establishing
14 any or all of [~~such~~] the plans for [~~such~~] persons as
15 may be designated by the employer or employee making
16 the request. If the department determines that it
17 will be feasible to establish [~~such~~] plan or plans for
18 the persons so designated, it shall render all
19 necessary assistance to the persons who will be
20 included in [~~such~~] the plan or plans, including but
21 not limited to [~~such~~] matters as negotiating for and



1 on behalf of [~~such~~] the persons with insurance
2 companies, and drafting of contracts and agreements.
3 If the department determines that it will not be
4 feasible to establish [~~such~~] the plan or plans for the
5 persons designated because of the small number or the
6 diversity of occupations within the group or for any
7 other reason, the department shall actively solicit
8 the participation of as many other employers and
9 employees within the State as may be necessary to form
10 a group or groups for which it shall be feasible to
11 establish the plan or plans contemplated by the
12 employer or employee who made the original request,
13 and shall furnish all necessary assistance in similar
14 manner.

15 The department shall adopt all necessary rules and
16 regulations to carry out the purposes of this section."


17 SECTION 2. Statutory material to be repealed is bracketed
18 and stricken. New statutory material is underscored.



S.B. NO. 2289

1 SECTION 3. This Act shall take effect upon its approval.

2

INTRODUCED BY: ~~SC Kirkland~~




S.B. NO. 2289

Report Title:

Labor; Employers; Records

Description:

Requires employers to keep a record of the former physical addresses and current physical address of the employer and the North American Industry Classification System code applicable to the employer.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

