
A BILL FOR AN ACT

RELATING TO OCCUPATIONAL SAFETY AND HEALTH PENALTIES.

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

1 SECTION 1. Section 396-10, Hawaii Revised Statutes, is
2 amended to read as follows:
3 "**§396-10 Violations and penalties.** (a) Any employer who
4 violates this chapter, or any occupational safety and health
5 standard promulgated hereunder or any rule [~~or regulation~~]
6 issued under the authority of this chapter, or who violates or
7 fails to comply with any citation, notice, or order made under
8 or by virtue of this chapter or under or by virtue of any rule
9 [~~or regulation~~] of the department, or who defaces, displaces,
10 destroys, damages, or removes without the authority of the
11 department any safety device, safeguards, notice, or warning
12 required by this chapter or any rule [~~or regulation~~] of the
13 department may be assessed a civil penalty as specified in this
14 chapter.
15 (b) Any employer who has received an order or citation for
16 a serious violation of any standard or rule adopted pursuant to



1 this chapter shall be assessed a civil penalty of not more than
2 [~~\$7,700~~] \$12,471 for each violation.

3 (c) Any employer who has received an order or citation for
4 a violation of any standard or rule adopted pursuant to this
5 chapter, and the violation is specifically determined not to be
6 of a serious nature, may be assessed a civil penalty of up to
7 [~~\$7,700~~] \$12,471 for each violation.

8 (d) Each day a violation continues shall constitute a
9 separate violation except that during an abatement period only,
10 no additional penalty shall be levied against the employer.

11 (e) Any employer who violates any of the posting
12 requirements prescribed under this chapter shall be assessed a
13 civil penalty of up to [~~\$7,700~~] \$12,471 for each violation.

14 (f) Any employer who wilfully or repeatedly violates this
15 chapter, or any standard, rule, citation, or order issued under
16 the authority of this chapter, shall be assessed a civil penalty
17 of not less than [~~\$5,500~~] \$8,908 nor more than [~~\$77,000~~]
18 \$124,709 for each violation.

19 (g) Any employer convicted of wilful or repeated
20 violations of any standard, rule, citation, or order issued
21 under the authority of this chapter resulting in the death of an



1 employee shall be punished by a fine of not more than [~~\$77,000~~]
2 \$124,709 or by imprisonment for not more than six months, or
3 both, except that if the conviction is for a violation committed
4 after a first conviction, punishment shall be by a fine of not
5 more than [~~\$77,000~~] \$124,709 or by imprisonment for not more
6 than one year, or both. Failure to correct a violation for
7 which an order or citation of arrest has been issued shall be
8 evidence of wilful conduct.

9 (h) Any employer who has received an order for violation
10 under section 396-8(e) may be assessed a civil penalty of not
11 more than [~~\$1,100~~] \$8,908 for each violation.

12 (i) Any person who gives advance notice of any inspection
13 to be conducted under this chapter, without authority from the
14 director or the director's designees shall, upon conviction, be
15 punished by a fine of not more than [~~\$1,100~~] \$8,908 or by
16 imprisonment for not more than six months, or by both.

17 (j) The director shall have authority to assess all civil
18 penalties provided in this section, giving due consideration to
19 the appropriateness of the penalty with respect to the size of
20 the business of the employer being charged, the gravity of the



1 violation, the good faith of the employer, and the history of
2 previous violations.

3 (k) Civil penalties imposed under this chapter shall be
4 paid to the department and may be recovered by civil action in
5 the name of the department and the State brought in the district
6 or circuit court for the circuit where the violation is alleged
7 to have occurred or where the employer has its principal office.

8 (l) When an alleged violation of any provision of this
9 chapter or any standard, rule, or order made [~~thereunder~~]
10 pursuant to this chapter has occurred, the department shall
11 promptly issue a written citation, order, or notice thereof to
12 the employer who shall be required to post the citation, order,
13 or notice. The citation, order, or notice thereof shall include
14 the abatement requirements and within a reasonable time the
15 employer shall be advised of the proposed sanctions, including
16 proposed penalties. Whenever reference is made to posting of
17 any citation, order, notice, petition, decision, or any other
18 type of document issued by the director under this chapter and
19 rules adopted pursuant to this chapter, the employer shall post
20 copies of the document at the work site involved or affected and
21 at the place or places where notices to the employees involved



1 are normally posted. Where posting starts the time for notice
2 of action to or for appeal by employees under this chapter and
3 rules adopted under this chapter, the document shall be posted
4 by the employer upon receipt or on the next business day
5 following receipt.

6 (m) Whoever knowingly makes any false statement,
7 representation, or certification in any application, record,
8 report, plan, or other document filed or required to be
9 maintained pursuant to this chapter shall, upon conviction, be
10 punished by a fine of not more than \$11,000, or by imprisonment
11 for not more than six months, or by both.

12 (n) Criminal offenses committed against any employee of
13 the State acting within the scope of the employee's office,
14 employment, or authority under this chapter shall be subject to
15 the penalties set forth in the Hawaii Penal Code; provided that:

16 (1) Ten years shall be added to the maximum term of
17 imprisonment (unless life imprisonment is imposed) and
18 \$55,000 shall be added to the maximum fine imposed for
19 conviction of a class A felony;



- 1 (2) Five years shall be added to the maximum term of
2 imprisonment and \$27,500 shall be added to the maximum
3 fine imposed for conviction of a class B felony;
- 4 (3) Three years shall be added to the maximum term of
5 imprisonment and \$11,000 shall be added to the maximum
6 fine for conviction of a class C felony;
- 7 (4) One year shall be added to the maximum term of
8 imprisonment and \$2,200 shall be added to the maximum
9 fine for conviction of a misdemeanor; and
- 10 (5) The maximum term of imprisonment and maximum fines
11 prescribed for misdemeanors under the Hawaii Penal
12 Code shall apply to convictions of a petty
13 misdemeanor.
- 14 (o) The director shall adjust penalties pursuant to the
15 Federal Civil Penalties Inflation Adjustment Act Improvements
16 Act of 2015, Section 701 of P.L. 114-74, by December 15, 2017,
17 and each year thereafter. The director shall adjust penalty
18 levels using the guidance of the Office of Management and Budget
19 and issue the new penalties by December 15 of each year. The
20 new penalties shall take effect the following January 15 of each
21 year. The director shall submit a report to the legislature no



1 later than twenty days prior to the convening of each regular
2 session on the penalty adjustments."

3 SECTION 2. Statutory material to be repealed is bracketed
4 and stricken. New statutory material is underscored.

5 SECTION 3. This Act shall take effect on July 1, 2050.

6



Report Title:

Occupational Safety and Health Penalties; Director of Labor and Industrial Relations

Description:

Amends fines for Hawaii Occupational Safety and Health violations and requires the Director of Labor and Industrial Relations to adjust the penalties each year pursuant to federal law. Requires the Director of Labor and Industrial Relations to report to the Legislature each year. Takes effect on 7/1/2050. (SD1)

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