

Honolulu, Hawaii

February 15, 2018

RE: H.B. No. 2201

H.D. 1

Honorable Scott K. Saiki
Speaker, House of Representatives
Twenty-Ninth State Legislature
Regular Session of 2018
State of Hawaii

Sir:

Your Committee on Labor & Public Employment, to which was referred H.B. No. 2201 entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT,"

begs leave to report as follows:

The purpose of this measure is to clarify that Hawaii's anti-discrimination law does not prohibit or prevent an employer, employment agency, or labor organization from refusing to hire or refer or from discharging an individual for reasons unrelated to unlawful discriminatory practices.

The Chamber of Commerce Hawaii and Society for Human Resource Management-Hawaii Chapter supported this measure. The Hawaii Civil Rights Commission; Fujiwara and Rosenbaum, LLC; and National Employment Lawyers Association, Hawaii Chapter opposed this measure.

Should the Committee on Judiciary deliberate further on this measure, your Committee respectfully requests that it consider the concerns raised by the Hawaii Civil Rights Commission.

Your Committee has amended this measure by changing its effective date to January 1, 2050, to facilitate further discussion.



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 H.B. No. 2201, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2201, H.D. 1, and be referred to your Committee on Judiciary.

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



AARON LINE JOHANSON, Chair



