

STAND. COM. REP. NO.

1141

Honolulu, Hawaii

March 17, 2017

RE: S.B. No. 425  
S.D. 2  
H.D. 1

Honorable Joseph M. Souki  
Speaker, House of Representatives  
Twenty-Ninth State Legislature  
Regular Session of 2017  
State of Hawaii

Sir:

Your Committee on Labor & Public Employment, to which was referred S.B. No. 425, S.D. 2, entitled:

"A BILL FOR AN ACT RELATING TO LABOR,"

begs leave to report as follows:

The purpose of this measure is to require private employers who employ 50 or more individuals to provide paid sick leave for hourly employees.

Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO; Hawaii State AFL-CIO; We Are One, Inc.; International Organization of Masters, Mates & Pilots; Democratic Party of Hawaii; LGBT Caucus of the Democratic Party of Hawaii; Motion Picture Association of America, Inc.; United Public Workers, AFSCME, Local 646, AFL-CIO; International Longshore and Warehouse Union Local 142; International Brotherhood of Electrical Workers Local Union 1260, AFL-CIO; and four individuals testified in support of this measure. The Department of Labor and Industrial Relations and Hawaii State Commission on the Status of Women supported the intent of this measure. The Hawaii Restaurant Association; Hawaii Food Industry Association; The Chamber of Commerce Hawaii; Maui Chamber of Commerce; Society for Human Resource Management - Hawaii Chapter; National Federation of Independent Business; Hawaii Lodging & Tourism Association; L & L

SB425 HD1 HSCR LAB HMS 2017-3050



Franchise, Inc.; IL Gelato Hawaii; Leilani's on the Beach; Hula Grill Kaanapali; Hula Grill Waikiki; Keoki's Paradise; Tanaka of Tokyo Restaurants; Kimo's Restaurant; Duke's Beach House Maui; Duke's Waikiki; Highway Inn; REI Food Service, LLC d.b.a. Gyotaku Japanese Restaurants; and Tiki's Grill & Bar testified in opposition. The Policy Advisory Board for Elder Affairs and Hawaii Children's Action Network provided comments.

Your Committee has amended this measure by replacing its contents with the language of H.B. No. 4, H.D. 1, which is similar to this measure and was heard by this Committee earlier this session. As amended, this measure requires employers to provide a minimum amount of paid sick leave to employees that can be used to care for themselves or a family member who is ill or needs medical care.

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. 425, S.D. 2, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 425, S.D. 2, 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 LING JOHANSON, Chair



