



Testimony on behalf of the  
**Hawai'i State Commission on the Status of Women**  
Khara Jabola-Carolus, Executive Director

Prepared for the S. Committee on WAM

In Support of HB710 HD1, SD1

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, and Honorable Members,

On behalf of the Hawai'i State Commission on the Status of Women, I write in support of HB710 HD1, SD1 which would add reproductive health decisions and utilization of family leave to the list of categories that are protected against discriminatory employment practices.

While discrimination based on pregnancy, childbirth, and related medical conditions such as breastfeeding is prohibited, women can still be fired for personal reproductive health and caregiving choices they make—choices entangled with sex and gender. It is essential that we protect women's right to the full spectrum of reproductive care. The law should also expand workplace protections to the growing number of workers with caregiving responsibilities. No one should have to choose between their job and the wellbeing of their body and family. Accordingly, the Commission respectfully requests that the Committee pass HB710 HD1, SD1.

Mahalo,

Khara Jabola-Carolus

**HB-710-SD-1**

Submitted on: 4/3/2019 9:13:14 PM

Testimony for WAM on 4/5/2019 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Doris Segal Matsunaga	Testifying for Save Medicaid Hawaii	Support	No

Comments:

To: Hawaii State Senate Committee on Ways and Means  
Hearing Date/Time: Fri., Apr. 5, 2019, 10:15 a.m.  
Place: Hawaii State Capitol, Rm. 211  
Re: Testimony of Planned Parenthood Votes Northwest and Hawaii in strong support of H.B. 710, H.D.1, S.D.1

Dear Chair Dela Cruz and Members of the Committee,

Planned Parenthood Votes Northwest and Hawaii (“PPVNH”) writes in strong support of H.B. 710, H.D.1, S.D.1, which would protect employees in Hawaii from workplace discrimination based on their personal reproductive health care decisions.

H.B. 710 fills a gap in existing Hawaii law, which bans pregnancy discrimination in the workplace, but fails to protect those who choose not to become pregnant or who are trying to become pregnant. Failing to protect women from discrimination on these bases can be dangerous to women’s and children’s health when women delay or fail to obtain health care because they fear for their job. It also subjects women to financial burdens and long-term negative economic, educational and employment consequences not faced by men.

H.B. 710 will protect employees from discrimination at a time when the actions of our federal government and states across the country are increasingly seeking to allow employers to discriminate against their employees and deny them services based on moral or religious beliefs. While individuals are entitled to their beliefs, employers shouldn’t have a license to discriminate against workers for their personal health care decisions or use of time to take care of their families. No one should ever have to worry that their personal decisions about birth control, pregnancy, abortion, in vitro fertilization or other reproductive health needs could subject them to workplace retaliation or punishment.

Please protect the health and economic security of workers and ensure that they are not forced to choose between their jobs and their reproductive freedom.

Thank you for your support for this important measure.

Sincerely,  
Laurie Field  
Hawaii State Director

**HB-710-SD-1**

Submitted on: 4/3/2019 11:16:00 AM

Testimony for WAM on 4/5/2019 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Michael Golojuch Jr	Testifying for LGBT Caucus of the Democratic Party of Hawaii	Support	Yes

Comments:

Aloha Senators,

The LGBT Caucus of the Democratic Party of Hawaii supports the passage of HB 710 HD 1 SD 1.

Mahalo for your consideration and for the opportunity to testify.

Mahalo,

Michael Golojuch, Jr.  
Chair  
LGBT Caucus of the Democratic Party of Hawaii



healthymothers  
healthybabies  
COALITION OF HAWAII

To: Hawaii State House Committee on Labor and Public Employment  
Hearing Date/Time: Thursday, Jan. 31, 2019, 9:30 a.m.  
Place: Hawaii State Capitol, Rm. 309  
Re: Testimony in strong support of H.B. 710 with amendments

Dear Chair Johanson, Vice Chair Eli, and Members of the Committee,

Healthy Mothers Healthy Babies (HMHB) writes in strong support of H.B. 710, with amendments, which would protect employees in Hawaii from workplace discrimination based on their personal reproductive health care decisions and/or utilization of family leave.

H.B. 710 fills a gap in existing Hawaii law, which bans pregnancy discrimination in the workplace, but fails to protect those who choose not to become pregnant or who are trying to become pregnant. Failing to protect women from discrimination on these bases can be dangerous to women's and children's health when women delay or fail to obtain health care because they fear for their job. It also subjects women to financial burdens and long-term negative economic, educational and employment consequences not faced by men.

To fully protect employees, we respectfully request that this Committee broaden the definition of "reproductive health decision" to protect cancer patients who are freezing eggs or embryos, surrogates, and women undergoing in vitro fertilization treatment or other assisted reproductive technology. To do this, we recommend amending the definition of "reproductive health decision" to: "the use or attempted use of any legal drug, device, or medical service intended to prevent or terminate a pregnancy or the use or attempted use of any assisted reproductive technology" (added language underlined).

H.B. 710 will protect employees from discrimination for their personal health care decisions or for time needed to take care of their families. No one should ever have to worry that their personal decisions about birth control, pregnancy, abortion, in vitro fertilization or other reproductive health or family issues could subject them to workplace retaliation or harassment.

Thank you for this opportunity to testify in support of this measure.

Sincerely,

Lisa Kimura  
Executive Director

**HB-710-SD-1**

Submitted on: 4/3/2019 3:17:29 PM

Testimony for WAM on 4/5/2019 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Younghi Overly	Testifying for aauw of hawaii	Support	No

Comments:

Dear Chair Dela Cruz, Vice-Chair Keith-Agaran, and members of the committee,

The American Association of University Women (AAUW) of Hawaii strongly supports HB710 HD1 SD1 which would protect employees in Hawaii from workplace discrimination based on their personal reproductive health care decisions and/or utilization of family leave.

H.B. 710 fills a gap in existing Hawaii law, which bans pregnancy discrimination in the workplace, but fails to protect those who choose not to become pregnant or who are trying to become pregnant. Failing to protect women from discrimination on these bases can be dangerous to women’s and children’s health when women delay or fail to obtain health care because they fear for their job. It also subjects women to financial burdens and long-term negative economic, educational and employment consequences not faced by men.

Given federal administration is increasing seeking to allow employers to discriminate and deny employees’ services based on religious belief, it is timely for Hawaii to protect employees from such discrimination with this bill.

AAUW of Hawaii is a state-wide organization made up of six branches (Hilo, Honolulu, Kauai, Kona, Maui, and Windward Oahu) and includes just over 450 active members with over 1700 supporters statewide. As advocates for gender equity, AAUW of Hawaii promotes the economic, social, and physical well-being of all persons.

Thank you for this opportunity to submit a testimony on this important matter.

**HB-710-SD-1**

Submitted on: 4/3/2019 4:56:49 PM

Testimony for WAM on 4/5/2019 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
chelsea pang	Individual	Support	No

Comments:

**LATE**

**HB-710-SD-1**

Submitted on: 4/4/2019 10:27:22 AM

Testimony for WAM on 4/5/2019 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Maisa Thayer	Individual	Support	No

Comments:

Dear Chair Dela Cruz and Members of the Committee,

I am a 3rd generation Oahu Windward resident and HPU student studying social work. I am in strong support of H.B. 710, H.D.1, S.D.1, which would protect employees in Hawaii from workplace discrimination based on their personal reproductive health care decisions.

H.B. 710 will protect employees from discrimination at a time when the actions of our federal government and states across the country are increasingly seeking to allow employers to discriminate against their employees and deny them services based on moral or religious beliefs. While individuals are entitled to their beliefs, employers shouldn't have a license to discriminate against workers for their personal health care decisions or use of time to take care of their families. No one should ever have to worry that their personal decisions about birth control, pregnancy, abortion, in vitro fertilization or other reproductive health needs could subject them to workplace retaliation or punishment.

Please protect the health and economic security of workers and ensure that they are not forced to choose between their jobs and their reproductive freedom.

Thank you for your support for this important measure.





**LATE**

# HAWAI‘I CIVIL RIGHTS COMMISSION

830 PUNCHBOWL STREET, ROOM 411 HONOLULU, HI 96813 · PHONE: 586-8636 FAX: 586-8655 TDD: 568-8692

April 5, 2019  
Rm. 211, 10:15 a.m.

To: Hon. Donovan Dela Cruz, Chair  
Members of the Senate Committee on Ways and means

From: Linda Hamilton Krieger, Chair  
and Commissioners of the Hawai‘i Civil Rights Commission

Re: H.B. No. 710, H.D. 1, S.D. 1

The Hawai‘i Civil Rights Commission (HCRC) has enforcement jurisdiction over Hawai‘i’s laws prohibiting discrimination in employment, housing, public accommodations, and access to state and state funded services (on the basis of disability). The HCRC carries out the Hawai‘i constitutional mandate that no person shall be discriminated against in the exercise of their civil rights. Art. I, Sec. 5.

H.B. No. 710, H.D. 1, S.D. 1, would amend H.R.S. § 378-2 to add reproductive health decisions as a protected basis upon which employment discrimination is prohibited, and adds a definition of “Reproductive health decision” to § 378-1, as “the use or attempted use of any legal drug, device, or medical service intended to prevent or terminate a pregnancy, or the use or attempted use of any assisted reproductive technology.” The bill would also amend § 378-2 to prohibit discrimination based on utilization of family leave.

The HCRC supports H.B. No. 710, H.D. 1, S.D. 1. Adverse employment actions should not be based on an employee’s or prospective employee’s reproductive health decisions, and this bill would prohibit that kind of discrimination.

Many claims of discrimination based on reproductive health decisions are already covered as discrimination based on sex (*e.g.*, the decision to terminate or not to terminate a pregnancy), and if enacted, H.B. No. 710, H.D. 1, S.D. 1, would clarify this coverage.

HCRC supports H.B. No. 710, H.D. 1, S.D. 1.

**LATE**

**HB-710-SD-1**

Submitted on: 4/5/2019 1:08:12 AM

Testimony for WAM on 4/5/2019 10:15:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Ann S Freed	Testifying for Hawaii Women's Coalition	Support	No

Comments:

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran and members,

The Coalition is in strong support of this bill to protect women from employment discrimination based on their reproductive health care decisions.

Please pass out of committee,

Mahalo,

Ann S. Freed, Co-Chair Hawaii Women's Coalition

**LATE**

To: Hawaii State Senate Committee on Ways and Means  
Hearing Date/Time: Friday, April 4, 2019 at 10:15am  
Place: Hawaii State Capitol, Room 211  
Re: Judith Armstrong in strong support of H.B. 710, H.D.1, S.D.1

Dear Chair Dela Cruz and Members of the Committee,

I am writing in strong support of H.B. 710, HD1, S.D.1, which would protect employees in Hawaii from workplace discrimination based on their personal reproductive health care decisions and/or utilization of family leave.

H.B. 710 fills a gap in existing Hawaii law, which bans pregnancy discrimination in the workplace, but fails to protect those who choose not to become pregnant or who are trying to become pregnant. Failing to protect women from discrimination on these bases can be dangerous to women's and children's health when women delay or fail to obtain health care because they fear for their job. It also subjects women to financial burdens and long-term negative economic, educational and employment consequences not faced by men.

H.B. 710 will protect employees from discrimination at a time when the actions of our federal government and states across the country are increasingly seeking to allow employers to discriminate against their employees and deny them services based on moral or religious beliefs. While individuals are entitled to their beliefs, employers shouldn't have a license to discriminate against workers for their personal health care decisions or use of time to take care of their families. No one should ever have to worry that their personal decisions about birth control, pregnancy, abortion, in vitro fertilization or other reproductive health or family needs could subject them to workplace retaliation or punishment.

Please protect the health and economic security of workers and ensure that they are not forced to choose between their jobs and their reproductive freedom and families.

Thank you for this opportunity to testify in support of this important measure.

Sincerely,  
Judith Ann Armstrong  
1717 Ala Wai Blvd  
Apt 3006  
Honolulu, HI 96815