
HOUSE CONCURRENT RESOLUTION

URGING STATE AND PRIVATE HEALTH CARE NETWORKS TO ALLOW SICK
EMPLOYEES TO TAKE TIME OFF WITHOUT FEAR OF RETALIATION OR
RETRIBUTION.

1 WHEREAS, the maintenance and safeguarding of public health
2 is a top priority for the State; and
3

4 WHEREAS, the consequences in failing to maintain the
5 general health of the population falls disproportionately on the
6 most vulnerable community members, such as keiki and kupuna; and
7

8 WHEREAS, the State's extensive networks of public and
9 private health care providers are tasked with the responsibility
10 to prevent and respond to the health care needs of the
11 community; and
12

13 WHEREAS, the dedicated staff of doctors, nurses, and others
14 stand at the forefront of quick and effective medical responses,
15 thereby constituting the backbone of the health care system; and
16

17 WHEREAS, health care workers are routinely exposed to sick
18 patients and are at risk of becoming sick themselves; and
19

20 WHEREAS, there is currently a global health emergency
21 regarding the emergence and spread of COVID-19; and
22

23 WHEREAS, according to the World Health Organization, as of
24 March 4, 2020, the spread of COVID-19 has reached more than
25 seventy-five nations and territories; and
26

27 WHEREAS, according to the World Health Organization, as of
28 March 4, 2020, there are more than 92,800 confirmed global cases
29 of COVID-19 and at least 3,200 deaths worldwide from COVID-19;
30 and
31



H.C.R. NO. 178

1 WHEREAS, the world is increasingly becoming more and more
2 interconnected; and

3
4 WHEREAS, the rise and perpetuation of air travel has
5 allowed for more people to travel beyond their immediate borders
6 and has facilitated easier spreading of dangerous diseases and
7 pathogens; and

8
9 WHEREAS, the State relies heavily on international tourism
10 as an important source of revenue; and

11
12 WHEREAS, according to the Department of Business, Economic
13 Development, and Tourism, in the year 2020, Hawaii is expected
14 to see a 2.5 percent increase in visitor arrivals; and

15
16 WHEREAS, while the State currently has no confirmed cases
17 of COVID-19, the projected influx of foreign arrivals poses a
18 reasonable risk; and

19
20 WHEREAS, there is currently no vaccine or cure for
21 COVID-19; and

22
23 WHEREAS, currently, health care networks often rely on
24 strict policies that punish health care workers for taking time
25 off in the event of them falling ill; and

26
27 WHEREAS, one such policy punishes workers for an "excess"
28 of "two occurrences of absence within one month or two
29 occurrences of tardiness within 14 consecutive days"; and

30
31 WHEREAS, this "[i]mproper or excessive absence . . . may
32 result in corrective action or denial of request for time off";
33 and

34
35 WHEREAS, "[e]ligibility for transfer, changes in regularly
36 scheduled hours, promotions and employment status may also be
37 affected"; and

38
39 WHEREAS, such practices compel health care workers to
40 continue working with critically ill patients, even while they
41 are sick; and



H.C.R. NO. 178

1 WHEREAS, the quality of health care will subsequently be
 2 negatively impacted, both on the health care worker and patient;
 3 now, therefore,
 4

5 BE IT RESOLVED by the House of Representatives of the
 6 Thirtieth Legislature of the State of Hawaii, Regular Session of
 7 2020, the Senate concurring, that state and private health care
 8 networks are urged to allow sick employees to take time off for
 9 illness without fear of retaliation or retribution; and
 10

11 BE IT FURTHER RESOLVED that state and private health care
 12 networks are urged to review their attendance policies in light
 13 of the ongoing COVID-19 outbreak; and
 14

15 BE IT FURTHER RESOLVED that certified copies of this
 16 Concurrent Resolution be transmitted to the Governor, President
 17 of the Senate, Speaker of the House of Representatives, and
 18 heads of all state and private health care networks.
 19
 20
 21

OFFERED BY:

John M. Burns
Richard K. Baker
Tommy

Stanley
Nicole E. Low
Lyn DeCote
Jo
Frank

MAR - 6 2020

