
HOUSE 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

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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
32 WHEREAS, the world is increasingly becoming more and more
33 interconnected; and



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

5
6 WHEREAS, the State relies heavily on international tourism
7 as an important source of revenue; and

8
9 WHEREAS, according to the Department of Business, Economic
10 Development, and Tourism, in the year 2020, Hawaii is expected
11 to see a 2.5 percent increase in visitor arrivals; and

12
13 WHEREAS, while the State currently has no confirmed cases
14 of COVID-19, the projected influx of foreign arrivals poses a
15 reasonable risk; and

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17 WHEREAS, there is currently no vaccine or cure for
18 COVID-19; and

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

23
24 WHEREAS, one such policy punishes workers for an "excess"
25 of "two occurrences of absence within one month or two
26 occurrences of tardiness within 14 consecutive days"; and

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

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

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

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40 WHEREAS, the quality of health care will subsequently be
41 negatively impacted, both on the health care worker and patient;
42 now, therefore,



1
 2 BE IT RESOLVED by the House of Representatives of the
 3 Thirtieth Legislature of the State of Hawaii, Regular Session of
 4 2020, that state and private health care networks are urged to
 5 allow sick employees to take time off for illness without fear
 6 of retaliation or retribution; and

7
 8 BE IT FURTHER RESOLVED that state and private health care
 9 networks are urged to review their attendance policies in light
 10 of the ongoing COVID-19 outbreak; and

11
 12 BE IT FURTHER RESOLVED that certified copies of this
 13 Resolution be transmitted to the Governor, President of the
 14 Senate, Speaker of the House of Representatives, and heads of
 15 all state and private health care networks.
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OFFERED BY:

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MAR - 6 2020

