

Honolulu, Hawaii  
, 2020

**FEB 28**

RE: H.B. No. 1782  
H.D. 1

Honorable Scott K. Saiki  
Speaker, House of Representatives  
Thirtieth State Legislature  
Regular Session of 2020  
State of Hawaii

Sir:

Your Committee on Judiciary, to which was referred H.B. No. 1782, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT DISCRIMINATION,"

begs leave to report as follows:

The purpose of this measure is to limit the convictions that may be used in employment decisions for hiring, termination, or other employment conditions, by allowing the employer to inquire and consider a prospective employee's conviction record for felony convictions and misdemeanor convictions that occurred within an unspecified time period, instead of convictions that occurred within the most recent ten years.

Your Committee received testimony in support of this measure from the Office of Hawaiian Affairs, Office of the Prosecuting Attorney of the County of Kauai, American Civil Liberties Union of Hawaii, Common Cause Hawaii, Hawaii Health and Harm Reduction Center, and nine individuals. Your Committee received testimony in opposition to this measure from two individuals. Your Committee received comments on this measure from the Department of Human Resources Development, Department of the Prosecuting Attorney of the City and County of Honolulu, Hawaii Civil Rights Commission, Hawaii State Commission on the Status of Women, Community Alliance on Prisons, Chamber of Commerce Hawaii, and one individual.



Your Committee finds that meaningful opportunities for gainful and legitimate employment are necessary for people with criminal records to achieve economic stability. Your Committee believes that this measure will help certain individuals with a conviction in their past better achieve economic self-sufficiency in their future.

As affirmed by the record of votes of the members of your Committee on Judiciary that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 1782, H.D. 1, and recommends that it pass Third Reading.

Respectfully submitted on  
behalf of the members of the  
Committee on Judiciary,



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CHRIS LEE, Chair



