

Honolulu, Hawaii

FEB 28 , 2020

RE: H.B. No. 2054
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 Finance, to which was referred H.B. No. 2054, H.D. 1, entitled:

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

begs leave to report as follows:

The purpose of this measure is to prohibit employers from:

- (1) Requiring employees to enter into, as a condition of employment, a nondisclosure agreement preventing the employee from disclosing or discussing sexual harassment or sexual assault in the workplace, at work-related events, between employees, or between an employer and an employee; and
- (2) Retaliating against employees for disclosing or discussing sexual harassment or sexual assault.

Your Committee received testimony in support of this measure from the Department of Human Services; Hawaii Civil Rights Commission; Hawaii Women's Coalition; SAG-AFTRA Hawaii Local; Planned Parenthood Votes Northwest and Hawaii; Breastfeeding Hawaii; American Association of University Women of Hawaii; LGBT Caucus of the Democratic Party of Hawaii; Pride@Work-Hawaii; United Public Workers, AFSCME, Local 646, AFL-CIO; and ten individuals. Your Committee received comments on this measure



from the Hawaii State Commission on the Status of Women, Hawaii Iron Workers Stabilization Fund, and The Queen's Health Systems.

As affirmed by the record of votes of the members of your Committee on Finance that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2054, H.D. 1, and recommends that it pass Third Reading.

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


SYLVIA LUKE, Chair



