STAND. COM. REP. NO.

803 -20

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

State of Hawaii House of Representatives The THIRTIETH Legislature HSCR 803-20

Record of Votes of the Committee on Finance

Bill/Resolution No.:				2-20-2	N2N
#B 2054 ,#DI	-	JUD, FIN	J	7-70 Z	~UZU
☐ The committee is reconsidering its previous decision on the measure.					
The recommendation is to: Pass, unamended (as is) Pass, with amendments (HD) Hold Pass short form bill with HD to recommit for future public hearing (recommit)					
FIN Members		Ayes	Ayes (WR)	Nays	Excused
1. LUKE, Sylvia (C)				*	t
2. CULLEN, Ty J.K. (VC)					
3. ELI, Stacelynn K.M.		V			14.7
4. GATES, Cedric Asuega					
5. HASHIMOTO, Troy N.		<u> </u>			
6. HOLT, Daniel		<u> </u>			
7. KITAGAWA, Lisa					
8. KOBAYASHI, Bertrand					
9. MATAYOSHI, Scot Z.	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
10. NAKAMURA, Nadine K.		_/_			
11. NISHIMOTO, Scott Y.		✓			
12. TODD, Chris					
13. WILDBERGER, Tina		<u> </u>			
14. YAMASHITA, Kyle T.					
15. McDERMOTT, Bob			:		
		 			
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TOTAL (15)		15	$\mid \Psi \mid$	\ \(\mathcal{V} \)	$\mid \Psi \mid$
The recommendation is: Adopted If joint referral, did not support recommendation. committee acronym(s)					
Vice Chair's or designee's signature:					
Distribution: Original (White) – Committee Duplicate (Yellow) – Chief Clerk's Office Duplicate (Pink) – HMSO					