

Honolulu, Hawaii

FEB 09 , 2022

RE: H.B. No. 2501  
H.D. 1

Honorable Scott K. Saiki  
Speaker, House of Representatives  
Thirty-First State Legislature  
Regular Session of 2022  
State of Hawaii

Sir:

Your Committee on Pandemic & Disaster Preparedness, to which was referred H.B. No. 2501 entitled:

"A BILL FOR AN ACT RELATING TO PANDEMIC LEAVE,"

begs leave to report as follows:

The purpose of this measure is to provide for paid leave for certain employees required to stay home from work or prohibited from returning to work because of coronavirus disease 2019 (COVID-19) exposure who submit to a test within three days of being notified of the exposure and receive negative test results.

Your Committee received testimony in opposition to this measure from the Chamber of Commerce Hawaii and Maui Chamber of Commerce. Your Committee received comments on this measure from Hawaii Children's Action Network Speaks!.

Your Committee finds that the COVID-19 pandemic brought to light the importance of paid sick leave and proved that paid sick leave is a critical public health tool. Your Committee further finds that there are cases where employers are forcing healthy employees who were exposed to COVID-19 but tested negative to use their limited sick leave. Your Committee acknowledges that certain employers do so out of the safety of their other employees and patrons. However, as the COVID-19 pandemic devastated many households with furloughs or layoffs, your Committee believes that



this measure would help individuals get back to work quickly so they can support their families.

Your Committee has amended this measure by:

- (1) Inserting the provisions of this measure in Session Law, rather than codifying it as a new chapter in the Hawaii Revised Statutes;
- (2) Defining a "COVID-19 test";
- (3) Requiring an individual to be fully vaccinated to qualify as an "employee" under this measure, and defining "fully vaccinated", in accordance with the United States Center for Disease Control and Prevention guidance;
- (4) Requiring an employee to submit proof that they are fully vaccinated to the employer;
- (5) Inserting a sunset date of June 30, 2023;
- (6) Changing the effective date to July 1, 2050, to encourage further discussion; and
- (7) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Pandemic & Disaster Preparedness that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2501, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2501, H.D. 1, and be referred to your Committee on Labor & Tourism.



Respectfully submitted on  
behalf of the members of the  
Committee on Pandemic &  
Disaster Preparedness,

  
LINDA ICHIYAMA, Chair



