
A BILL FOR AN ACT

RELATING TO PAID SICK LEAVE.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. (a) The department of labor and industrial
2 relations shall conduct a study on the implementation of a state
3 program that requires employers to provide a minimum amount of
4 paid sick leave to employees and supplemental paid sick leave to
5 employees with a focus on the effects of mandatory paid sick
6 leave on small businesses and low-income employees.

7 (b) The study shall consider the federal Fair Labor
8 Standards Act, Hawaii Prepaid Health Care Act, and various
9 federal and state laws on health benefits, temporary disability,
10 and workers compensation with the purpose of providing sick
11 leave to all employees, as defined in section 398-1, Hawaii
12 Revised Statutes, including the coverage of employers and
13 employees not covered by collective bargaining units.

14 (c) The department of labor and industrial relations shall
15 invite the following organizations to participate in the study:

16 (1) Hawaii Restaurant Association;

17 (2) Retail Merchants of Hawaii;



- 1 (3) UNITE HERE Local 5;
- 2 (4) Hawaii Children's Action Network Speaks!;
- 3 (5) Hawaii Workers Center; and
- 4 (6) Any other employer, representative, or agency deemed
- 5 appropriate by the department of labor and industrial
- 6 relations.

7 (d) The department of labor and industrial relations shall
 8 submit a report of its findings and recommendations, including
 9 any proposed legislation, to the legislature no later than
 10 twenty days prior to the convening of the regular session of
 11 2024.

12 SECTION 2. There is appropriated out of the general
 13 revenues of the State of Hawaii the sum of \$ or so
 14 much thereof as may be necessary for fiscal year 2023-2024 and
 15 the same sum or so much thereof as may be necessary for fiscal
 16 year 2024-2025 for the department of labor and industrial
 17 relations to conduct the study on paid sick leave and prepare
 18 the report to the legislature as required by section 1 of this
 19 Act.

20 The sums appropriated shall be expended by the department
 21 of labor and industrial relations for the purposes of this Act.



1 SECTION 3. This Act shall take effect on January 1, 2050.



Report Title:

Employment; Paid Sick Leave; Department of Labor and Industrial Relations; Report; Appropriation

Description:

Requires the Department of Labor and Industrial Relations to conduct a study on paid sick leave. Requires a report to the Legislature. Appropriates funds for the study. Effective 1/1/2050. (SD1)

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

