

Honolulu, Hawaii

FEB 06 , 2024

RE: H.B. No. 1642
H.D. 1

Honorable Scott K. Saiki
Speaker, House of Representatives
Thirty-Second State Legislature
Regular Session of 2024
State of Hawaii

Sir:

Your Committee on Labor & Government Operations, to which was referred H.B. No. 1642 entitled:

"A BILL FOR AN ACT RELATING TO GENERAL EMPLOYEE ORIENTATION,"

begs leave to report as follows:

The purpose of this measure is to allow an employee or the exclusive representative, if applicable, to file a complaint with the Hawaii Labor Relations Board if the employer fails to comply with certain new employee general orientation requirements.

Your Committee received testimony in support of this measure from the United Public Workers, AFSCME Local 646, AFL-CIO; and Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO. Your Committee received comments on this measure from the Department of the Attorney General and Hawai'i Labor Relations Board.

Your Committee finds that as state and local governments look to hire new employees, it is essential that employees are made aware of their benefits and rights as soon as possible. This measure ensures that employers are providing newly hired employees with a general orientation on the employee's benefits and rights and, if not compliant, are held accountable.

Your Committee has amended this measure by:

2024-1075 HB1642 HD1 HSCR HMSO



- (1) Including failure to provide a general orientation on benefits and rights for newly hired employees as a prohibited practice for a public employer or its designated representative under section 89-13(a), Hawaii Revised Statutes;
- (2) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (3) 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 Labor & Government Operations that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 1642, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 1642, H.D. 1, and be referred to your Committee on Judiciary & Hawaiian Affairs.

Respectfully submitted on
behalf of the members of the
Committee on Labor & Government
Operations,



SCOT Z. MATAYOSHI, Chair



Record of Votes of the Committee on Labor & Government Operations

Bill/Resolution No.: HB 1642	Committee Referral: LGO, JHA	Date: 2/1/24
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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)

LGO Members	Ayes	Ayes (WR)	Nays	Excused
1. MATAYOSHI, Scot Z. (C)	✓			
2. GARRETT, Andrew Takuya (VC)	✓			
3. KAPELA, Jeanne	✓			
4. MARTINEZ, Rose	✓			
5. SAYAMA, Jackson D.				✓
6. TAM, Adrian K.	✓			
7. ALCOS III, David				✓
TOTAL (7)	5	-	-	2

The recommendation is: Adopted Not Adopted
If joint referral, _____ did not support recommendation.
committee acronym(s)

Vice Chair's or designee's signature: