STAND. COM. REP. NO. 3190

Honolulu, Hawaii

MAR 2 1 2024

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

Honorable Ronald D. Kouchi President of the Senate Thirty-Second State Legislature Regular Session of 2024 State of Hawaii

Sir:

Your Committee on Labor and Technology, to which was referred H.B. No. 1642, H.D. 1, entitled:

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

begs leave to report as follows:

The purpose and intent 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 section 78-64, Hawaii Revised Statutes, relating to general employee orientation.

Your Committee received testimony in support of this measure from the Hawaii Government Employee Association, AFSCME Local 152, AFL-CIO and United Public Workers, AFSCME Local 646, AFL-CIO.

Your Committee finds that under existing law, an employer is required to provide newly hired employees with a general orientation on their benefits and rights; however, not all employers comply with this law. Your Committee also finds that the current compliant process for an employer's violation of this requirement is unclear, making it difficult for employees to file a complaint. Therefore, this measure will ensure that any newly hired employees are not denied this important information and employers are held responsible for not complying with this statutory requirement.



STAND. COM. REP. NO. 3996 Page 2

Your Committee has amended this measure by inserting an effective date of July 1, 2024.

As affirmed by the record of votes of the members of your Committee on Labor and Technology that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 1642, H.D. 1, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 1642, H.D. 1, S.D. 1, and be referred to your Committee on Judiciary.

> Respectfully submitted on behalf of the members of the Committee on Labor and Technology,

HENRY J.C. AOUINC



The Senate Thirty-Second Legislature State of Hawaiʻi

Record of Votes Committee on Labor and Technology LBT

Bill / Resolution No.:*	Committee		Dat	le:	
HO1642, HD1	LBT,	JDC		3/18/24	-
The Committee is reconsidering its previous decision on this measure.					
If so, then the previous decision was to:					
The Recommendation is:					
Pass, unamended X Pass, with amendments Hold Recommit 2312 2311 2310 2313					
Members		Aye	Aye (WR)	Nay	Excused
AQUINO, Henry J.C. (C)		X		_	
MORIWAKI, Sharon Y. (VC)		X			
IHARA, Jr., Les		X			
LEE, Chris		<u> </u>			
FEVELLA, Kurt		<u> </u>			
	<u></u>			·I-	
	<u></u>				
· · · · · · · · · · · · · · · · · · ·					
		/			
TOTAL		4			
Recommendation:					
Chair's or Designee's Signature:					
Distribution: Original File with Committee Re		ellow 's Office	Pink Drafting Agency		lenrod e File Copy

*Only <u>one</u> measure per Record of Votes