

STAND. COM. REP. NO. 1590-24

Honolulu, Hawaii  
, 2024

APR 01

RE: S.B. No. 2715  
S.D. 1  
H.D. 2

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

Sir:

Your Committee on Judiciary & Hawaiian Affairs, to which was referred S.B. No. 2715, S.D. 1, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO UNFAIR LABOR PRACTICES,"

begs leave to report as follows:

The purpose of this measure is to make it unlawful for an employer to discharge, discipline, or otherwise penalize or threaten any adverse employment action against an employee because the employee declines to attend or participate in an employer-sponsored meeting that communicates the opinion of the employer about political matters, or declines to receive or listen to a communication from the employer that communicates the opinion of the employer about political matters.

Your Committee received testimony in support of this measure from the Hawaii State AFL-CIO; International Longshore and Warehouse Union Local 142; and numerous individuals. Your Committee received opposition to this measure from the Maui Chamber of Commerce. Your Committee received comments on this measure from the Society of Human Resource Management Hawaii.

Your Committee finds that it is an unfair labor practice for employers to retaliate against employees who decline employer-sponsored meetings and communications related to the employer's

2024-2618 SB2715 HD2 HSCR HMSO



political beliefs. This measure would safeguard employees' rights to free expression and autonomy in the workplace.

Your Committee has amended this measure by 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 Judiciary & Hawaiian Affairs that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 2715, S.D. 1, H.D. 1, as amended herein, and recommends that it pass Third Reading in the form attached hereto as S.B. No. 2715, S.D. 1, H.D. 2.

Respectfully submitted on  
behalf of the members of the  
Committee on Judiciary &  
Hawaiian Affairs,



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DAVID A. TARNAS, Chair



Record of Votes of the Committee on Judiciary & Hawaiian Affairs

<b>Bill/Resolution No.:</b> SB 2715, SD1, HD1	<b>Committee Referral:</b> LGO, JHA	<b>Date:</b> 3.21.24		
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
<b>The recommendation is to:</b> <input type="checkbox"/> Pass, unamended (as is) <input checked="" type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> Pass short form bill with HD to recommit for future public hearing (recommit)				
JHA Members	Ayes	Ayes (WR)	Nays	Excused
1. TARNAS, David A. (C)	✓			
2. TAKAYAMA, Gregg (VC)	✓			
3. EVSLIN, Luke A.				✓
4. GANADEN, Sonny	✓			
5. HOLT, Daniel	✓			
6. ICHIYAMA, Linda	✓			
7. ILAGAN, Greggor	✓			
8. KONG, Sam Satoru	✓			
9. MIYAKE, Tyson K.	✓			
10. SOUZA, Kanani	✓			
<b>TOTAL (10)</b>	9	-	-	1
<b>The recommendation is:</b> <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
If joint referral, _____ did not support recommendation. committee acronym(s)				
<b>Vice Chair's or designee's signature:</b>				
<b>Distribution:</b> Original (White) – Committee    Duplicate (Yellow) – Chief Clerk's Office    Duplicate (Pink) – HMSO				