Honolulu, Hawaii

Mal 3, 2006

RE: H.B. No. 2696 H.D. 2

Honorable Calvin K.Y. Say Speaker, House of Representatives Twenty-Third State Legislature Regular Session of 2006 State of Hawaii

Sir:

Your Committee on Finance, to which was referred H.B. No. 2696, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT PRACTICES,"

begs leave to report as follows:

The purpose of this bill is to protect legitimately ill employees by:

- (1) Prohibiting an employer or labor organization from discharging or otherwise disciplining an employee for lawful use of the employee's accrued and available sick leave; and
- (2) Establishing procedures for filing a complaint against an employer who retaliates against an employee for lawfully utilizing sick leave.

The Hawaii State Teachers Association and ILWU Local 142 testified in support of this bill. The Hawaii State AFL-CIO supported the intent of this measure. The Department of Human Resources Development, Department of Labor and Industrial Relations, The Chamber of Commerce of Hawaii, Society for Human Resource Management - Hawaii Chapter, Hawaii Pacific Health, Staffing Solutions of Hawaii, Kauai Chamber of Commerce, Hawaiian Host Chocolates, and Meadow Gold Dairies opposed this bill. Hawaiian Telcom offered comments.

Your Committee has amended this bill by:

- (1) Changing the effective date to July 1, 2020, to encourage further discussion; and
- (2) Making technical, nonsubstantive amendments for clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Finance that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2696, H.D. 1, as amended herein, and recommends that it pass Third Reading in the form attached hereto as H.B. No. 2696, H.D. 2.

Respectfully submitted on behalf of the members of the Committee on Finance,

DWIGHT TAKAMINE, Chair

State of Hawaii House of Representatives The Twenty-third Legislature

HSCR 728-05

Record of Votes of the Committee on Finance

Bill/Resolution No.: HB 2696, HD1	Date:	2.24	1.06	
Committee Referral: LAB, FIN	☐ The committee is reconsidering its previous decision on the measure.			
The recommendation is to: Pass, unamended Pass, with amendments				
□ Hold □ Recommit				
FIN Members	Ayes	Ayes (WR)	Nays	Excused
1. TAKAMINE, Dwight Y. (C)				
2. KAWAKAMI, Bertha C. (VC)				
3. CARROLL, Mele	•			V
4. CHONG, Pono 5. EVANS, Cindy				
5. EVANS, Cindy6. LEE, Marilyn B.				
7. MAGAOAY, Michael Y.				
8. NAKASONE, Bob	./			
9. NISHIMOTO, Scott Y.				
10. TANAKA, Kameo				
11. TSUJI, Clift				
12. WAKAI, Glenn				
13. YAMANE, Ryan I.	•			
14. YAMASHITA, Kyle T.	1			
15. MEYER, Colleen Rose				
16. MOSES, Mark S.	•			V
17. PINE, Kymberly				
18. STEVENS, Anne V.				
TOTAL	9		1	8
The recommendation is: Adopted Not Adopted				
If joint referral, did not support recommendation. committee acronym(s)				
Vice Chair's or designee's signature:				
Distribution: Original (White) – Committee Duplicate (Yellow) – HMSO Duplicate (Pink) – Clerk's Office				