



HAWAI'I LODGING & TOURISM  
ASSOCIATION

Testimony of George Szigeti  
President & CEO  
HAWAI'I LODGING & TOURISM ASSOCIATION  
Senate Committee on Judiciary and Labor  
Hearing on March 03, 2015, 9:00 a.m.  
SB1012 Relating to Employment

Dear Chair Keith-Agaran, Vice Chair Shimabukuro, and Members of the Committee. My name is George Szigeti and I am the President and CEO of the Hawai'i Lodging & Tourism Association.

The Hawai'i Lodging & Tourism Association (HLTA) is a statewide association of hotels, condominiums, timeshare companies, management firms, suppliers, and other related firms that benefit from and strengthen Hawai'i's visitor industry. Our membership includes over 150 lodging properties, representing over 50,000 rooms, and over 400 other Allied members. The visitor industry was responsible for generating \$14.9 billion in visitor spending in 2014 and supported 170,000 jobs statewide – we represent one of Hawai'i's largest industries and a critical sector of the economy.

On behalf of HLTA, permit me to offer this testimony regarding Senate Bill 1012 relating to employment, which allows an employee who has suffered a tangible adverse employment action resulting from a supervisor's discriminatory actions to sue the employee's employer, and allows an employer to raise an affirmative defense.

The Hawai'i Lodging & Tourism Association supports SB 1012. We believe that employers who train and educate their employees on harassment policies, and who enforce those policies based on law should be allowed a defense of their actions and not be automatically liable. We believe that this is fair and just for both the employer and their employees. This bill seeks to ensure that employees are protected from a hostile work environment, and that employers are protected if they educate, train and enforce harassment policies.

Thank you for the opportunity to testify.