STAND. COM. REP. NO. 69

Honolulu, Hawaii

February 15, 2019

RE: H.B. No. 488 H.D. 1

Honorable Scott K. Saiki Speaker, House of Representatives Thirtieth State Legislature Regular Session of 2019 State of Hawaii

Sir:

Your Committee on Labor & Public Employment, to which was referred H.B. No. 488 entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT PRACTICES,"
.
begs leave to report as follows:

The purpose of this measure is to prohibit employers from:

- (1) Requiring employees to enter into nondisclosure agreements, as a condition of employment, preventing the employee from disclosing sexual harassment or sexual assault occurring in the workplace, at work-related events, between employees, or between an employer and an employee; and
- (2) Retaliating against employees for disclosing or discussing sexual harassment or sexual assault.

The O'ahu Committee on Legislative Priorities of the Democratic Party of Hawai'i, American Association of University Women of Hawaii, Hawaii Women's Coalition, Midwives Alliance of Hawaii, League of Women Voters of Hawaii, Screen Actors Guild - American Federation of Television and Radio Artists, Aloha State Association of the Deaf, and a few individuals testified in support of this measure. The Hawai'i Civil Rights Commission provided comments on this measure.

Your Committee has amended this measure by changing its effective date to January 1, 2050, to facilitate further discussion.

As affirmed by the record of votes of the members of your Committee on Labor & Public Employment that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 488, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 488, H.D. 1, and be referred to your Committee on Judiciary.

Respectfully submitted on behalf of the members of the Committee on Labor & Public Employment,

AARON LANG OHANSON, Chair

State of Hawaii House of Representatives The THIRTIETH Legislature



Record of Votes of the Committee on Labor & Public Employment

Bill/Resolution No.: HB488	Committee Referral:	JUD Date	2/7/19	
☐ 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)				
LAB Members	Ayes	Ayes (WR)	Nays	Excused
1. JOHANSON, Aaron Ling (C)			c	
2. ELI, Stacelynn K.M. (VC)				
3. ICHIYAMA, Linda				
	ASAR DEED LEE			
4. KITAGAWA, Lisa				
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5. McKELVEY, Angus L.K.				
6. QUINLAN, Sean				/
8 数据				
7. YAMASHITA, Kyle T.				
	ESSER CONTRACTOR			
8. MATSUMOTO, Lauren				
- Concert	36			
3				
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TOTAL (8)	7			
The recommendation is: Adopted If joint referral, did not support recommendation. committee acronym(s)				
Vice Chair's or designee's signature:				
Distribution: Original (White) – Committee Duplicate (Yellow) – Chief Clerk's Office Duplicate (Pink) – HMSO				