

STAND. COM. REP. NO.

2887

Honolulu, Hawaii

FEB 14 2020

RE: S.B. No. 2312

S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirtieth State Legislature
Regular Session of 2020
State of Hawaii

Sir:

Your Committee on Labor, Culture and the Arts, to which was referred S.B. No. 2312 entitled:

"A BILL FOR AN ACT RELATING TO CIVIL RIGHTS,"

begs leave to report as follows:

The purpose and intent of this measure is to provide basic protection against discrimination for interns and participants in training or apprenticeship programs.

Your Committee received testimony in support of this measure from the Hawai'i Civil Rights Commission, Hawai'i State Commission on the Status of Women, American Association of University Women of Hawaii, Community Alliance on Prisons, Midwives Alliance of Hawaii, LGBT Caucus of the Democratic Party of Hawaii, Pride at Work - Hawaii, Breastfeeding Hawaii, Pono Hawai'i Initiative, Planned Parenthood Votes Northwest and Hawaii, and ten individuals. Your Committee received testimony in opposition to this measure from one individual.

Your Committee finds that students and workers who are entering the competitive job market are increasingly faced with an expectation that they must start in an unpaid or low-paid internship as a gateway to employment. In some instances, these internships create power imbalances that make interns vulnerable to sexual harassment and other forms of discrimination; however, many interns do not fall under the definition of "employees" for




the purposes of federal and state fair employment law protections. Your Committee concludes that these students and workers should also be afforded basic protections.

Your Committee has amended this measure by deleting "apprenticeship" and inserting "job" in the definition of "internship or job training program" for clarity and consistency.

As affirmed by the record of votes of the members of your Committee on Labor, Culture and the Arts that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 2312, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 2312, S.D. 1, and be referred to your Committee on Judiciary.

Respectfully submitted on
behalf of the members of the
Committee on Labor, Culture and
the Arts,



BRIAN T. TANIGUCHI, Chair



The Senate
Thirtieth Legislature
State of Hawai'i

Record of Votes
Committee on Labor, Culture and the Arts
LCA

Bill / Resolution No.:*	Committee Referral:	Date:		
<i>SB 2312</i>	<i>LCA, JDC</i>	<i>2/04/2020</i>		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is:				
<input type="checkbox"/> Pass, unamended 2312	<input checked="" type="checkbox"/> Pass, with amendments 2311	<input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313		
Members	Aye	Aye (WR)	Nay	Excused
TANIGUCHI, Brian T. (C)	✓			
IHARA, Jr., Les (VC)	✓			
CHANG, Stanley	✓			
GABBARD, Mike	✓			
FEVELLA, Kurt	✓			
TOTAL	<i>5</i>	<i>0</i>	<i>0</i>	<i>0</i>
Recommendation:				
<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: <i>[Signature]</i>				
Distribution:				
Original File with Committee Report	Yellow Clerk's Office	Pink Drafting Agency	Goldenrod Committee File Copy	

*Only one measure per Record of Votes