

MAR - 6 2020

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# SENATE CONCURRENT RESOLUTION

URGING STATE AND PRIVATE HEALTH CARE NETWORKS TO ALLOW SICK  
EMPLOYEES TO TAKE TIME OFF WITHOUT FEAR OF RETALIATION OR  
RETRIBUTION.

1           WHEREAS, the maintenance and safeguarding of public health  
2 is a top priority for the State; and

3  
4           WHEREAS, the consequences in failing to maintain the  
5 general health of the population falls disproportionately on the  
6 most vulnerable community members, such as keiki and kupuna; and  
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8           WHEREAS, the State's extensive networks of public and  
9 private health care providers are tasked with the responsibility  
10 to prevent and respond to the health care needs of the  
11 community; and

12  
13           WHEREAS, the dedicated staff of doctors, nurses, and others  
14 stand at the forefront of quick and effective medical responses,  
15 thereby constituting the backbone of the health care system; and  
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17           WHEREAS, health care workers are routinely exposed to sick  
18 patients and are at risk of becoming sick themselves; and

19  
20           WHEREAS, there is currently a global health emergency  
21 regarding the emergence and spread of COVID-19; and

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23           WHEREAS, according to the World Health Organization, as of  
24 March 4, 2020, the spread of COVID-19 has reached more than  
25 seventy-five nations and territories; and

26  
27           WHEREAS, according to the World Health Organization, as of  
28 March 4, 2020, there are more than 92,800 confirmed global cases  
29 of COVID-19 and at least 3,200 deaths worldwide from COVID-19;  
30 and

31



1 WHEREAS, the world is increasingly becoming more and more  
2 interconnected; and

3  
4 WHEREAS, the rise and perpetuation of air travel has  
5 allowed for more people to travel beyond their immediate borders  
6 and has facilitated easier spreading of dangerous diseases and  
7 pathogens; and

8  
9 WHEREAS, the State relies heavily on international tourism  
10 as an important source of revenue; and

11  
12 WHEREAS, according to the Department of Business, Economic  
13 Development, and Tourism, in the year 2020, Hawaii is expected  
14 to see a 2.5 percent increase in visitor arrivals; and

15  
16 WHEREAS, while the State currently has no confirmed cases  
17 of COVID-19, the projected influx of foreign arrivals poses a  
18 reasonable risk; and

19  
20 WHEREAS, there is currently no vaccine or cure for  
21 COVID-19; and

22  
23 WHEREAS, currently, health care networks often rely on  
24 strict policies that punish health care workers for taking time  
25 off in the event of them falling ill; and

26  
27 WHEREAS, one such policy punishes workers for an "excess"  
28 of "two occurrences of absence within one month or two  
29 occurrences of tardiness within 14 consecutive days"; and

30  
31 WHEREAS, this "[i]mproper or excessive absence . . . may  
32 result in corrective action or denial of request for time off";  
33 and

34  
35 WHEREAS, "[e]ligibility for transfer, changes in regularly  
36 scheduled hours, promotions and employment status may also be  
37 affected"; and

38  
39 WHEREAS, such practices compel health care workers to  
40 continue working with critically ill patients, even while they  
41 are sick; and



# S.C.R. NO. 152

1 WHEREAS, the quality of health care will subsequently be  
 2 negatively impacted, both on the health care worker and patient;  
 3 now, therefore,  
 4

5 BE IT RESOLVED by the Senate of the Thirtieth Legislature  
 6 of the State of Hawaii, Regular Session of 2020, the House of  
 7 Representatives concurring, that state and private health care  
 8 networks are urged to allow sick employees to take time off for  
 9 illness without fear of retaliation or retribution; and  
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11 BE IT FURTHER RESOLVED that state and private health care  
 12 networks are urged to review their attendance policies in light  
 13 of the ongoing COVID-19 outbreak; and  
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15 BE IT FURTHER RESOLVED that certified copies of this  
 16 Concurrent Resolution be transmitted to the Governor, President  
 17 of the Senate, Speaker of the House of Representatives, and  
 18 heads of all state and private health care networks.  
 19  
 20  
 21

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