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# A BILL FOR AN ACT

RELATING TO HUMAN SERVICES.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1       SECTION 1. This Act shall be known and may be cited as the  
2 "Fair Share Health Care Disclosure Act".

3       SECTION 2. The legislature finds that public assistance  
4 programs are essential to ensure that all residents have access  
5 to healthy food, quality health insurance, basic needs, cash  
6 assistance, childcare, and income supports. These programs have  
7 helped millions of individuals rise out of poverty.

8       The legislature further finds that some employers may be  
9 abusing public assistance programs by providing their employees  
10 with low wages and poor benefits with the intention or  
11 expectation that the employees will enroll in public assistance  
12 programs to subsidize their income. Nationwide, this business  
13 strategy costs taxpayers billions of dollars per year and puts  
14 responsible businesses at a competitive disadvantage. For  
15 example, more than sixty per cent of enrollees in medicaid and  
16 the children's health insurance program are members of working  
17 families.



1       The legislature believes that large, profitable employers  
2       should pay wages and benefits that do not impoverish workers or  
3       shift costs to taxpayers.

4       The purpose of this Act is to require the department of  
5       human services to compile data and identify employers that have  
6       numerous employees enrolled in public assistance programs so  
7       that the legislature and other policy makers will have a deeper  
8       understanding of the causes and sources of underemployment and  
9       poverty wages, and the resulting economic impacts on society,  
10      business, and the state budget.

11      SECTION 3. Chapter 346, Hawaii Revised Statutes, is  
12      amended by adding a new section to part I to be appropriately  
13      designated and to read as follows:

14      "**§346-       Fair share health care disclosure; report.** (a)  
15      Beginning on or after January 1, 2024, the department shall  
16      compile data regarding employers having employees who receive  
17      public assistance, including benefits under the state medicaid  
18      program and other health care related services or benefits  
19      administered by the department, by reviewing employment  
20      information submitted to the department by recipients. No later  
21      than twenty days prior to the convening of the regular session



1 of 2025, the department shall submit a report to the legislature  
2 that identifies the fifty employers having the highest number of  
3 employees who were recipients of public assistance during the  
4 previous calendar year.

5 (b) For each of the fifty employers, the report shall also  
6 include the:

7 (1) Employer's address;

8 (2) Number of full-time and part-time employees during the  
9 previous fiscal year;

10 (3) Number of recipients employed by the employer during  
11 the previous fiscal year;

12 (4) Number of recipients who were a spouse or dependent of  
13 an employee;

14 (5) Cost to the State, if available, of providing public  
15 assistance to the employees, spouses of employees, and  
16 dependents of employees; and

17 (6) Number of employees who were also recipients and were  
18 eligible to receive employer-provided health benefits  
19 in excess of the minimum requirements established by  
20 chapter 393.



1        (c) The report shall not include the names or other  
2 personally identifiable information of any employees, spouses of  
3 employees, or dependents of employees.

4        (d) The department of labor and industrial relations shall  
5 assist the department in complying with this section, including  
6 sharing employment data.

7        (e) As used in this section, "recipients" means employees  
8 who receive public assistance as described in subsection (a)."

9        SECTION 4. New statutory material is underscored.

10       SECTION 5. This Act shall take effect upon its approval.

11  
INTRODUCED BY:



JAN 13 2022



# H.B. NO. 1404

**Report Title:**

DHS; DLIR; Public Assistance; Employers; Employees; Report

**Description:**

Requires the Department of Human Services to compile information regarding employers having employees who receive public assistance and to submit a report to the Legislature on the 50 employers with the highest number of employees receiving public assistance. Requires the Department of Labor and Industrial Relations to share employment data with the Department of Human Services.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

