

STAND. COM. REP. NO.

3196

Honolulu, Hawaii

MAR 21 2024

RE: H.B. No. 1642
H.D. 1
S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Second State Legislature
Regular Session of 2024
State of Hawaii

Sir:

Your Committee on Labor and Technology, to which was referred H.B. No. 1642, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO GENERAL EMPLOYEE ORIENTATION,"

begs leave to report as follows:

The purpose and intent of this measure is to allow an employee or the exclusive representative, if applicable, to file a complaint with the Hawaii Labor Relations Board if the employer fails to comply with section 78-64, Hawaii Revised Statutes, relating to general employee orientation.

Your Committee received testimony in support of this measure from the Hawaii Government Employee Association, AFSCME Local 152, AFL-CIO and United Public Workers, AFSCME Local 646, AFL-CIO.

Your Committee finds that under existing law, an employer is required to provide newly hired employees with a general orientation on their benefits and rights; however, not all employers comply with this law. Your Committee also finds that the current compliant process for an employer's violation of this requirement is unclear, making it difficult for employees to file a complaint. Therefore, this measure will ensure that any newly hired employees are not denied this important information and employers are held responsible for not complying with this statutory requirement.



Your Committee has amended this measure by inserting an effective date of July 1, 2024.

As affirmed by the record of votes of the members of your Committee on Labor and Technology that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 1642, H.D. 1, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 1642, H.D. 1, S.D. 1, and be referred to your Committee on Judiciary.

Respectfully submitted on
behalf of the members of the
Committee on Labor and
Technology,


HENRY J.C. AQUINO, Chair



