

STAND. COM. REP. NO. **2877**

Honolulu, Hawaii

MAR 0 1 2024

RE: S.B. No. 2715
S.D. 1

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

Sir:

Your Committees on Commerce and Consumer Protection and
Judiciary, to which was referred S.B. No. 2715, S.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO UNFAIR LABOR PRACTICES,"

beg leave to report as follows:

The purpose and intent of this measure is to make it unlawful for an employer to discharge, discipline, or otherwise penalize or threaten any adverse employment action against an employee because the employee declines to attend or participate in an employer-sponsored meeting that communicates the opinion of the employer about political matters, or declines to receive or listen to a communication from the employer that communicates the opinion of the employer about political matters.

Your Committees received testimony in support of this measure from the International Longshore and Warehouse Union Local 142; Hawaii State AFL-CIO; International Union of Painters and Allied Trades, District Council 50; and thirty-nine individuals.

Your Committees received testimony in opposition to this measure from the Maui Chamber of Commerce.

Your Committees received comments on this measure from the NFIB's Hawaii Chapter and Society for Human Resource Management Hawaii.



Your Committees find that "captive audience meetings", where employee attendance is mandatory or de facto mandatory, are sometimes used by employers to spread political views that have little to no relevance to the employee's work duties or the workplace. Under existing law, there are few protections for employees who refuse to attend, which can result in employees being treated negatively or suffering from repercussions put in place by their employer. Your Committees find that participation in these meetings should be voluntary, and there should be no penalty imposed should an employee decide not to attend. Therefore, this measure protects workers from being penalized for refusing to attend such meetings.

As affirmed by the records of votes of the members of your Committees on Commerce and Consumer Protection and Judiciary that are attached to this report, your Committees are in accord with the intent and purpose of S.B. No. 2715, S.D. 1, and recommend that it pass Third Reading.

Respectfully submitted on
behalf of the members of the
Committees on Commerce and
Consumer Protection and
Judiciary,



KARL RHOADS, Chair



JARRETT KEOHOKALOLE, Chair



The Senate
 Thirty-Second Legislature
 State of Hawai'i

Record of Votes
Committee on Judiciary
JDC

Bill / Resolution No.:*	Committee Referral:	Date:		
SB 2715 SD1	LBT, CPN / JDC	02 / 23 / 24		
<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 checked="" type="checkbox"/> Pass, unamended 2312 <input type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
RHOADS, Karl (C)	✓			
GABBARD, Mike (VC)	✓			
ELEFANTE, Brandon J.C.	✓			
SAN BUENAVENTURA, Joy A.	✓			✓ <i>ALL</i>
AWA, Brenton	✓			
TOTAL	5	4	—	—
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature:				
				
Distribution:				
Original	Yellow	Pink	Goldenrod	
File with Committee Report	Clerk's Office	Drafting Agency	Committee File Copy	

*Only one measure per Record of Votes