

JAN 20 2023

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# A BILL FOR AN ACT

RELATING TO EMPLOYMENT PRACTICES.

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

1           SECTION 1. Chapter 378, Hawaii Revised Statutes, is  
2 amended by adding a new section to be appropriately designated  
3 and to read as follows:

4           "§378-    Seats for employees; violation. (a) Employers  
5 shall provide suitable seats for the use of their employees and  
6 shall permit their employees to use the seats whenever they are  
7 not necessarily engaged in the active duties of their  
8 employment, and shall also provide for their use and permit them  
9 to use suitable seats while at work, except when the work cannot  
10 properly be performed in a sitting position or when the seats  
11 may reasonably be expected to result in an unsafe or hazardous  
12 working condition.

13           (b) An employer who violates this section shall be fined  
14 not less than \$50 nor more than \$200 for each violation. The  
15 fine that is ordered pursuant to this section shall be deposited  
16 with the director of finance to the credit of the general fund  
17 of the State."



# S.B. NO. 876

1 SECTION 2. New statutory material is underscored.

2 SECTION 3. This Act shall take effect upon its approval.

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INTRODUCED BY:

A handwritten signature in black ink, appearing to be 'R. S. L.', is written over a horizontal line.



# S.B. NO. 876

**Report Title:**

Employment Practices; Seats for Employees; Violation; Fines

**Description:**

Requires employers to provide employees the right to sit at work when standing is not necessary. Establishes fines.

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

