STAND. COM. REP. NO. 628 -24

Honolulu, Hawaii **FEB 2 1**, 2024 RE: H.B. No. 1642 H.D. 1

Honorable Scott K. Saiki Speaker; House of Representatives Thirty-Second State Legislature Regular Session of 2024 State of Hawaii

Sir:

Your Committee on Judiciary & Hawaiian Affairs, 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 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 United Public Workers, AFSCME Local 646, AFL-CIO; Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO; and one individual.

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 within twenty calendar days of being hired. This measure will ensure that employers comply with these requirements and if not, are held accountable.

As affirmed by the record of votes of the members of your Committee on Judiciary & Hawaiian Affairs that is attached to this

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report, your Committee is in accord with the intent and purpose of H.B. No. 1642, H.D. 1, and recommends that it pass Third Reading.

Respectfully submitted on behalf of the members of the Committee on Judiciary & Hawaiian Affairs,

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DAVID A. TARNAS, Chair

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State of Hawaii House of Representatives The Thirty-second Legislature



## Record of Votes of the Committee on Judiciary & Hawaiian Affairs

Bill/Resolution No.: HB1642, HD1 Committee Referral: Date: 2/14/24				
The committee is reconsidering its previous decision on the measure.				
The recommendation is to: Pass, unamended (as is) Pass, with amendments (HD) Hold Pass short form bill with HD to recommit for future public hearing (recommit)				
JHA Members	Ayes	Ayes (WR)	Nays	Excused
1. TARNAS, David A. (C)	X			
2. TAKAYAMA, Gregg (VC)				X
3. EVSLIN, Luke A.	X			
4. GANADEN, Sonny	X			
5. HOLT, Daniel	$\boldsymbol{X}$			
6. ICHIYAMA, Linda				
7. ILAGAN, Greggor	X			
8. KONG, Sam Satoru	X			
9. MIYAKE, Tyson K.	X			
10. SOUZA, Kanani	$\succ$			
TOTAL (10)	9	8	Q	1
The recommendation is:  Adopted  Image: Not Adopted    If joint referral,				
Vice Chair's or designee's signature:				
Distribution: Original (White) – Committee Duplicate (Yellow) – Chief Clerk's Office Duplicate (Pink) – HMSO				