

STAND. COM. REP. NO. 1170-24

Honolulu, Hawaii

MAR 19, 2024

RE: S.B. No. 2715
S.D. 1
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 Labor & Government Operations, to which was referred S.B. No. 2715, S.D. 1, entitled:

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

begs leave to report as follows:

The purpose 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 Committee received testimony in support of this measure from the Hawaii State AFL-CIO; International Union of Painters and Allied Trades, District Council 50; International Longshore & Warehouse Union Local 142; and numerous individuals. Your Committee received testimony in opposition to this measure from the Maui Chamber of Commerce. Your Committee received comments on this measure from NFIB, Hawaii Chapter; and Society of Human Resource Management Hawaii.

2024-2409 SB2715 HD1 HSCR HMSO



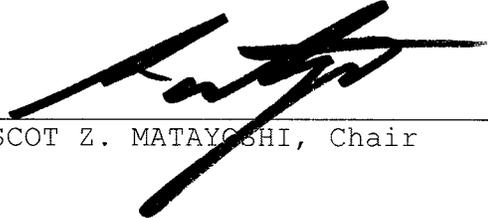
Your Committee finds that political coercion in the workplace is a growing problem affecting workers from all backgrounds and across the political spectrum. Because many workers can be terminated at any time, some employers may try to exercise vast authority over employees' lives, including their political activities or freedom of association. This measure ensures that employees are provided protections if they choose to not attend employer-sponsored meetings that communicate the opinion of the employer about political matters.

Your Committee has amended this measure by:

- (1) Adding a definition for "political matters";
- (2) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (3) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Labor & Government Operations that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 2715, S.D. 1, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 2715, S.D. 1, H.D. 1, and be referred to your Committee on Judiciary & Hawaiian Affairs.

Respectfully submitted on
behalf of the members of the
Committee on Labor & Government
Operations,



SCOT Z. MATAYOSHI, Chair



