



Testimony to the Senate Committee on Judiciary and Labor
March 22, 2016 at 9:00 a.m.
State Capitol - Conference Room 16

RE: HB 1739, HD2, Relating to Employment

Aloha members of the committee:

I am John Knorek, the Legislative Committee chair for the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”). SHRM Hawaii represents more than 800 human resource professionals in the State of Hawaii.

We are writing to comment on HB 1739, HD2. This bill prohibits, subject to certain exemptions, employers from requiring, requesting, or coercing employees or potential employees to provide access to their personal social media accounts. The prohibition on an employer’s “request” to be added to an employee’s list of contacts associated with their personal account is overly broad. We are also concerned that requiring the disclosure of information prohibited in this bill may be necessary for certain employers involved in highly sensitive, dangerous, security-related or other fields.

Human resource professionals are attuned to the needs of employers and employees. We are the frontline professionals responsible for businesses’ most valuable asset: human capital. We truly have our employers’ and employees’ interests at heart. We will continue to review this bill and, if it advances, request to be a part of the dialogue concerning it.

Thank you for the opportunity to testify.

