

PDF	Measure	Notes	Current Status	Introducer(s)	Referral	Companion
	HB1627 HD1 Employment; Impaired Individuals; Minimum Wage RELATING TO THE MINIMUM WAGE. Clarifies exemption authorizing compensation of persons with intellectual disabilities at less than minimum wage. (HB1627 HD1)		H 2/22/2018: The committees on FIN recommend that the measure be PASSED, UNAMENDED. The votes were as follows: 13 Ayes: Representative(s) Luke, Cullen, Cachola, DeCoite, Fukumoto, Gates, Holt, Kobayashi, Lowen, Nakamura, Todd, Yamashita, Ward; Ayes with reservations: none; Noes: none; and 2 Excused: Representative(s) Keohokalole, Tupola.	TAKUMI	LAB, FIN	SB2362
	HB1629 Employment; Work Schedules RELATING TO EMPLOYMENT. Requires certain employers in the retail, hospitality, and food services to provide employees with advance notice of work schedules. Authorizes an employer to create voluntary standby lists. Requires overtime pay for employees who work during certain rest periods between work shifts. Requires overtime pay if employer gives no advance notice of work schedule.	Oppose	H 2/6/2018: The committee(s) on LAB recommend(s) that the measure be deferred.	TAKUMI	LAB, JUD, FIN	SB2094
	HB1631 HD1 Workers' Compensation; Prescription Drugs; Reimbursement RELATING TO WORKERS' COMPENSATION PRESCRIPTION DRUG REIMBURSEMENT. Limits physician-dispensed prescription drugs in workers' compensation claims to an unspecified number of days from the work injury date. Lowers the reimbursement rates of prescription drugs in workers' compensation claims.		H 2/8/2018: Passed Second Reading as amended in HD 1 and referred to the committee(s) on FIN with none voting aye with reservations; none voting no (0) and Representative(s) Quinlan, Tupola excused (2).	JOHANSON	LAB, FIN	SB2358
	HB1640 HD1 Workers' Compensation; Compensable Claims; Employer Payment RELATING TO WORKERS' COMPENSATION. Requires employers to pay for all medical services required for the employee for the compensable injury and the process of recovery, even when claims are disputed. Establishes negotiation, notice, and review procedures for disputed claims. Imposes fines and penalties on employers who fail to negotiate in good faith. (HB1640 HD1)	Oppose	H 2/16/2018: Passed Second Reading as amended in HD 1 and referred to the committee(s) on FIN with Representative(s) Thielen, Tupola, Ward voting aye with reservations; none voting no (0) and Representative(s) DeCoite, Ing, Nakamura, Onishi, Woodson excused (5).	JOHANSON, SAIKI	LAB, FIN	SB2364

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	HB1694 Workers' Compensation; Medical Examination RELATING TO WORKERS' COMPENSATION. Allows employer and employee to mutually agree to an independent medical examiner or permanent impairment rating examiner. An out-of-state physician may conduct the examination upon approval by the Director of Labor and Industrial Relations (Director) or when an employee resides out-of-state. Without the parties' mutual agreement, the Director shall appoint the physician who shall be paid from funds appropriated by the Legislature. Defines "medical stability."		H 1/30/2018: The committee(s) on LAB recommend(s) that the measure be deferred.	JOHANSON	LAB, FIN	SB2365
	HB1721 Employment; Minimum Wage; Persons With Disabilities RELATING TO MINIMUM WAGE. Includes persons with disabilities under the minimum wage requirements.		H 1/17/2018: Referred to LAB, HHS, FIN, referral sheet 3	ING, BROWER, GATES, KEOHOKALOLE, LOWEN	LAB, HHS, FIN	SB3023
	HB1727 HD1 Employment; Paid Sick Leave; Minimum Wage Workers RELATING TO LABOR. Requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care, or due to a public health emergency. Gives employers flexibility to offer paid sick leave to minimum wage and other employees or to pay minimum wage employees a salary that is more than the minimum wage. (HB1727 HD1)	Oppose	H 2/22/2018: The committees on FIN recommend that the measure be PASSED, UNAMENDED. The votes were as follows: 13 Ayes: Representative(s) Luke, Cullen, Cachola, DeCoite, Fukumoto, Gates, Holt, Kobayashi, Lowen, Nakamura, Todd, Yamashita, Ward; Ayes with reservations: none; Noes: none; and 2 Excused: Representative(s) Keohokalole, Tupola.	JOHANSON, HOLT, ICHIYAMA, Yamashita	LAB, FIN	SB2359
	HB1735 Nondiscrimination law; Veterans hiring preference RELATING TO EXTENDING ALOHA TO VETERANS. This Act allows private businesses, employment agencies, or labor organizations to adopt preferential hiring policies for honorably discharged veterans in accordance with Section 11 of Title VIII of the Civil Rights Act.		H 1/22/2018: Referred to LAB, FIN, referral sheet 4	TUPOLA, MATSUMOTO, MCDERMOTT, THIELEN, WARD	LAB, FIN	

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	HB1753 Medical Use of Cannabis; Prohibited Discriminatory Employment Practices RELATING TO THE MEDICAL USE OF CANNABIS. Prohibits an employer from discriminating against an employee who holds a valid prescription for the medical use of cannabis.		H 1/22/2018: Referred to LAB, JUD, referral sheet 4	ING, LOWEN, OHNO, Brower, Creagan	LAB, JUD	
	HB1755 Minimum Wage; Employment RELATING TO LABOR. Increases the minimum wage on 1/1/19. Authorizes the Department of Labor and Industrial Relations to annually adjust the minimum hourly wage beginning on 1/1/20 in accord with the Honolulu region consumer price index.		H 1/22/2018: Referred to LAB, FIN, referral sheet 4	ING, LOWEN, OHNO, Keohokalole	LAB, FIN	
	HB1867 Employment; Health; Paid Family and Medical Leave; Insurance RELATING TO FAMILY AND MEDICAL LEAVE. Establishes the Paid Family and Medical Leave Program. Creates fund.	Oppose	H 2/6/2018: The committee(s) on LAB recommend(s) that the measure be deferred.	TAKUMI	LAB, FIN	SB3047
	HB1927 High Deductible Health Plans; Health Savings Accounts; Insurance RELATING TO HEALTH. Authorizes the issuance of employer-sponsored high deductible health plans, if certain conditions are met. Requires maintenance of health savings accounts in conjunction with high deductible health plans. Specifies that employers and insurers that buy or sell high deductible health plans remain subject to the Prepaid Health Care Act.		H 1/22/2018: Referred to LAB, CPC, FIN, referral sheet 4	MIZUNO	LAB, CPC, FIN	
	HB2018 HD1 Employment Practices; Reproductive Health Decisions; Utilization of Family Leave RELATING TO EMPLOYMENT PRACTICES. Adds reproductive health decisions and utilization of family leave to the list of categories that are protected against discriminatory employment practices. (HB2018 HD1)		H 2/15/2018: Passed Second Reading as amended in HD 1 and referred to the committee(s) on JUD with none voting aye with reservations; none voting no (0) and Representative(s) DeCoite, Ing, McDermott, Nakamura, Souki, Todd excused (6).	C. LEE, CREAGAN, EVANS, FUKUMOTO, ICHiyAMA, JOHANSON, KEOHOKALO, QUINLAN, SAIKI, TAKUMI, THIELEN	LAB, JUD	

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	HB2136 Family Leave; Insurance; Private; Appropriation RELATING TO FAMILY LEAVE. Establishes a family leave insurance program, which requires employees and employers to make contributions into an insurance fund to be used to provide employees with family leave insurance benefits in order to care for a designated person. Appropriates funds to implement the program.	Oppose	H 2/6/2018: The committee(s) on LAB recommend(s) that the measure be deferred.	BELATTI, EVANS, FUKUMOTO, ICHiyAMA, JOHANSON, LEARMONT, LOPRESTI, LOWEN, LUKE, MATSUMOTO, MCKELVEY, MIZUNO, MORIKAWA, NAKAMURA, SAN BUENAVENTURA, TAKAYAMA, THIELEN, YAMASHITA, DeCoite	LAB, FIN	SB2350
	HB2137 HD1 Employment; Job Applicants; Salary History; Gender Discrimination; Wage Secrecy RELATING TO EQUAL PAY. Prohibits prospective employers from requesting or considering a job applicant's wage or salary history as part of an employment application process or compensation offer. Prohibits enforced wage secrecy and retaliation or discrimination against employees who disclose, discuss, or inquire about their own or coworkers' wages. (HB2137 HD1)		H 2/15/2018: Passed Second Reading as amended in HD 1 and referred to the committee(s) on JUD with none voting aye with reservations; none voting no (0) and Representative(s) DeCoite, Ing, McDermott, Nakamura, Souki, Todd excused (6).	FUKUMOTO, BELATTI, EVANS, ICHiyAMA, JOHANSON, LEARMONT, LOPRESTI, LOWEN, LUKE, MCKELVEY, MIZUNO, MORIKAWA, NISHIMOTO, SAN BUENAVENTURA, TAKAYAMA, THIELEN, YAMASHITA, DeCoite, Matsumoto	LAB, JUD	SB2351
	HB2173 HD2 Internet; Privacy; Employees; Students RELATING TO ONLINE ACCOUNT PRIVACY. Prohibits employers and educational institutions from requiring employees, students, and prospective employees and students to provide protected personal online account information. Authorizes private civil actions against violators. (HB2173 HD2)		H 2/16/2018: Report adopted. referred to the committee(s) on JUD as amended in HD 2 with none voting aye with reservations; none voting no (0) and Representative(s) DeCoite, Ing, Nakamura, Onishi, Woodson excused (5).	LOPRESTI	LAB, CPC, JUD	
	HB2200 HD1 Public Safety; Workplace Violence; Restraining Orders RELATING TO PUBLIC SAFETY. Allows an employer to seek a temporary restraining order and injunction against further harassment of an employee or invitee who may be harassed at the employer's premises or worksite, provided that the provisions do not apply to the Department of Labor and Industrial Relations or any of its employees with investigatory duties and responsibilities. (HB2200 HD1)	Support	H 2/22/2018: The committees on JUD recommend that the measure be PASSED, UNAMENDED. The votes were as follows: 8 Ayes: Representative(s) Nishimoto, San Buenaventura, Brower, C. Lee, Morikawa, Takayama, McDermott, Thielen; Ayes with reservations: none; 0 Noes: none; and 0 Excused: none.	JOHANSON	LAB, JUD	SB2994
	HB2201 HD1 Employment Practices; Discriminatory Practices RELATING TO EMPLOYMENT. Clarifies that Hawaii's anti-discrimination law does not prohibit or prevent an employer, employment agency, or labor organization from refusing to hire or refer or from discharging an individual for reasons unrelated to unlawful discriminatory practices. (HB2201 HD1)	Support	H 2/15/2018: Passed Second Reading as amended in HD 1 and referred to the committee(s) on JUD with none voting aye with reservations; none voting no (0) and Representative(s) DeCoite, Ing, McDermott, Nakamura, Souki, Todd excused (6).	JOHANSON	LAB, JUD	SB2993

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	HB2202 HD2 Workers' Compensation; Medical Examination; Duly Qualified Physician; Duly Qualified Surgeon RELATING TO WORKERS' COMPENSATION. Provides that a duly qualified physician or duly qualified surgeon selected and paid for by an employer to perform a medical examination on an employee relating to a work injury under workers' compensation shall be duly qualified to treat the injury being examined, possess medical malpractice insurance, and owe the same duty of care to the injured employee as to a traditional patient. (HB2202 HD2)		H 2/21/2018: The committees on FIN recommend that the measure be PASSED, UNAMENDED. The votes were as follows: 13 Ayes: Representative(s) Luke, Cullen, Cachola, DeCoite, Fukumoto, Gates, Holt, Kobayashi, Lowen, Nakamura, Todd, Yamashita, Ward; Ayes with reservations: none; Noes: none; and 2 Excused: Representative(s) Keohokalole, Tupola.	JOHANSON	LAB, CPC, FIN	
	HB2250 HD1 Family Leave; Sick Leave; Children; Medical Care RELATING TO FAMILY LEAVE. Adds routine medical care for a child as a qualifying reason for an employee to use family leave under the Family Leave Law. (HB2250 HD1)		H 2/15/2018: Passed Second Reading as amended in HD 1 and referred to the committee(s) on FIN with none voting aye with reservations; none voting no (0) and Representative(s) DeCoite, Ing, McDermott, Nakamura, Souki, Todd excused (6).	MATSUMOTO, ICHIYAMA, JOHANSON, YAMASHITA, Evans, Keohokalole, Say, Tupola	LAB, FIN	
	HB2289 Online Privacy; Employees; Applicants; Students; Prospective Students RELATING TO THE UNIFORM EMPLOYEE AND STUDENT ONLINE PRIVACY PROTECTION ACT. Adopts uniform laws on protecting the online accounts of employees, unpaid interns, applicants, students, and prospective students from employers and educational institutions, respectively.		H 1/29/2018: Referred to LAB, JUD, referral sheet 9	BELATTI, BROWER, JOHANSON, NISHIMOTO, TAKUMI	LAB, JUD	SB2233
	HB2293 Minimum Wage; DLIR; Department of Labor Publications RELATING TO MINIMUM WAGE. Requires the Department of Labor and Industrial Relations to annually update the minimum wage based upon a percentage of the median hourly wage for all occupations in Hawaii.		H 1/29/2018: Referred to LAB, FIN, referral sheet 9	LOPRESTI, JOHANSON, C. LEE, LUKE, SAIKI, Belatti	LAB, FIN	
	HB2294 Labor; Minimum Wage; DLIR; Consumer Price Index RELATING TO MINIMUM WAGE. Establishes minimum wage rates for 2019, 2020, and 2021. Repeals the tip credit. For 2020 and subsequent years, requires the Department of Labor and Industrial Relations to adjust the minimum wage rate in accordance with the Honolulu region consumer price index.		H 1/29/2018: Referred to LAB, FIN, referral sheet 9	LOPRESTI, JOHANSON, C. LEE, LUKE, SAIKI, Belatti	LAB, FIN	

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	HB2375 HD1 Temporary Disability Insurance; Disability Certification; Submission of Wage and Employment Information; Hearing Location; Service; Notice RELATING TO TEMPORARY DISABILITY INSURANCE. Permits advanced practice registered nurses to certify an employee's disability. Increases the penalty an employer is assessed for failing to submit timely wage and employment information. Permits filing of an appeal of a decision related to temporary disability insurance at the various offices of the Department of Labor and Industrial Relations throughout the State. Allows the department to send notices of hearing electronically or by first-class mail. Clarifies that when the notice of hearing cannot be delivered to a party in the appeal, the notice may be given by online posting on the department's webpage. Allows the parties to a hearing to appear in person, via telephone, or by other communication devices. (HB2375 HD1)		H 2/22/2018: The committees on FIN recommend that the measure be PASSED, UNAMENDED. The votes were as follows: 13 Ayes: Representative(s) Luke, Cullen, Cachola, DeCoite, Fukumoto, Gates, Holt, Kobayashi, Lowen, Nakamura, Todd, Yamashita, Ward; Ayes with reservations: none; 0 Noes: none; and 2 Excused: Representative(s) Keohokalole, Tupola.	SAIKI (Introduced by request of another party)	LAB, CPC, FIN	SB2802
	HB2377 HD1 Workers' Compensation; Vocational Rehabilitation; Department of Labor and Industrial Relations RELATING TO WORKERS' COMPENSATION. Establishes training options as part of vocational rehabilitation for injured employees when training for employment in another occupational field is required for the employee and as part of the employee's rehabilitation plan. Provides that all professional and clerical employees of the Department of Labor and Industrial Relations Rehabilitation Unit are to be administered by the DLIR Director. (HB2377 HD1)		H 2/22/2018: The committees on FIN recommend that the measure be PASSED, UNAMENDED. The votes were as follows: 13 Ayes: Representative(s) Luke, Cullen, Cachola, DeCoite, Fukumoto, Gates, Holt, Kobayashi, Lowen, Nakamura, Todd, Yamashita, Ward; Ayes with reservations: none; Noes: none; and 2 Excused: Representative(s) Keohokalole, Tupola.	SAIKI (Introduced by request of another party)	LAB, CPC, FIN	SB2804
	HB2423 Minimum Wage; Tipped Employees; Adjusted Minimum Wage Rate RELATING TO MINIMUM WAGE. Increases the minimum wage to \$12.25 per hour in 2019 and \$15 per hour in 2020. Repeals language allowing the hourly wage of a tipped employee to be increased on account of tips. Requires the department of labor and industrial relations to annually calculate the adjusted minimum wage rate to the nearest five cents using the Honolulu region CPI-W.		H 1/29/2018: Referred to LAB, FIN, referral sheet 9	JOHANSON, C. LEE, LOPRESTI, LOWEN, LUKE, SAIKI, TAKUMI, Belatti	LAB, FIN	SB2291

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	HB2504 HD1 Gender Equity; Baby Diaper-changing Accommodations RELATING TO GENDER EQUITY. Requires all places of public accommodation constructed or substantially modified after June 30, 2018 to provide baby diaper-changing accommodations that are equally accessible to men and women. (HB2504 HD1)		H 2/9/2018: Passed Second Reading as amended in HD 1 and referred to the committee(s) on JUD with none voting aye with reservations; none voting no (0) and Representative(s) Har, McDermott, Souki, Tupola, Woodson excused (5).	TODD, EVANS, GATES, HOLT, C. LEE, NAKAMURA, QUINLAN	HHS, JUD, FIN	
	HB2598 HD1 Paid Family Leave; DLIR; Insurance; Board; Report; Appropriation RELATING TO FAMILY LEAVE. Requires the Department of Labor and Industrial Relations to establish paid family leave for all workers by January 1, 2020. Authorizes DLIR to adopt interim rules. Establishes the Paid Family Leave Implementation Board to assist DLIR and report to the Legislature. Requires the Legislative Reference Bureau to conduct a study, including an actuarial analysis, on aspects of implementing paid family leave. Establishes a Paid Family Leave Special Fund. Appropriates funds. (HB2598 HD1)	Oppose	H 2/22/2018: The committees on FIN recommend that the measure be PASSED, WITH AMENDMENTS. The votes were as follows: 13 Ayes: Representative(s) Luke, Cullen, Cachola, DeCoite, Fukumoto, Gates, Holt, Kobayashi, Lowen, Nakamura, Todd, Yamashita, Ward; Ayes with reservations: none; Noes: none; and 2 Excused: Representative(s) Keohokalole, Tupola.	JOHANSON, BELATTI, BROWER, CULLEN, EVANS, FUKUMOTO, GATES, HOLT, ICHiyAMA, KEOHOKALOle, KOBAYASHI, C. LEE, LOPRESTI, LOWEN, LUKE, MATSUMOTO, MORIKAWA, NAKAMURA, NAKASHIMA, OHNO, ONISHI, QUINLAN, SAIKI, TAKAYAMA, TAKUMI, THIELEN, TODD, WOODSON, YAMASHITA, Learmont, San Buenaventura	LAB, FIN	SB2990
	HB2602 HD1 Employment Security Law; Independent Contractors; Employer and Employee Relationship RELATING TO INDEPENDENT CONTRACTORS. Provides three categories and twelve factors for the Department of Labor and Industrial Relations to apply to determine independent contractor status. (HB2602 HD1)		H 2/23/2018: Bill scheduled to be heard by FIN on Wednesday, 02-28-18 11:00AM in House conference room 308.	YAMASHITA, DECOITE, EVANS, HASHEM, ICHiyAMA, LUKE, MCKELVEY, NAKAMURA, SOUKI, TAKAYAMA, WOODSON, Keohokalole	LAB, FIN	SB3106
	SB2093 Employees; Wage and Hour Law; Meal Breaks RELATING TO EMPLOYEES. Requires employers with fifty or more individuals to allow rest or meal periods for employees that work more than five consecutive hours, with certain exceptions. Repeals the exclusion of persons whose employment is governed by the federal Fair Labor Standards Act from the definition of "employee" under the State's wage and hour law.		S 1/22/2018: Referred to LBR, WAM.	S. CHANG, Taniguchi	LBR, WAM	

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	<p>SB2102 Employment; Fair Wages; Sex Discrimination; Civil Remedy RELATING TO FAIR TREATMENT IN THE WORKPLACE. Establishes a civil cause of action against employers for employees who have been subject to wage discrimination, and allows employees who have been subject to wage discrimination on the basis of sex to seek treble damages.</p>		S 1/22/2018: Referred to LBR/JDC, WAM.	GREEN, BAKER, S. CHANG, HARIMOTO, K. KAHELE, K. RHOADS, Ruderman	LBR/JDC, WAM	
	<p>SB2103 Employment; Living Wage; Report; Department of Business, Economic Development, and Tourism RELATING TO A LIVING WAGE. Increases the wages that employers must pay employees to \$11.00 per hour beginning 01/01/19, \$12.00 per hour beginning 01/01/20, \$13.00 per hour beginning 01/01/21, \$14.00 per hour beginning 01/01/22, and \$15.00 per hour beginning 01/01/2023. Requires the department of business, economic development, and tourism to conduct an assessment on the living wage in Hawaii and submit a report to legislature on its findings by 01/01/2020.</p>		S 1/22/2018: Referred to LBR/ETT, WAM.	GREEN, BAKER, S. CHANG, K. RHOADS, RUDERMAN, Harimoto, K. Kahele	LBR/ETT, WAM	
	<p>SB2104 Family Leave; Family Insurance; Family Leave Trust Fund; Paid Leave; Study; Appropriation RELATING TO FAMILY LEAVE. Establishes a family leave insurance program, which requires employees to make contributions into a trust fund that can be used to provide employees with family leave insurance benefits to care for a designated person. Amends the amount and duration of family leave payable to covered individuals. Expands the class of employers who are subject to the family leave law. Appropriates funds to the department of labor and industrial relations to implement the family leave insurance program. Requires a study to be performed by the department of labor and industrial relations and an actuarial study to be performed by the department of budget and finance.</p>		S 1/22/2018: Referred to LBR, WAM.	GREEN, S. CHANG, K. RHOADS, Harimoto, K. Kahele, Ruderman	LBR, WAM	

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	<p>SB2220 SD1 Employment Practices; Unlawful Suspension, Discharge, or Discrimination; Employers; Employees; Substance Abuse Testing; Medical Use of Cannabis; Registered Qualifying Patient RELATING TO EMPLOYMENT PRACTICES. Prohibits an employer from suspending, discharging, or discriminating against an employee for testing positive for cannabis if the employee is a registered qualifying patient who is authorized for the medical use of cannabis. Provides certain exceptions. (SD1)</p>		<p>S 2/14/2018: Report adopted; Passed Second Reading, as amended (SD 1) and referred to JDC.</p>	<p>ESPERO, RUDERMAN, Baker, S. Chang, Ihara, Kim, Nishihara, Tokuda</p>	<p>LBR, JDC</p>	
	<p>SB2233 Online Privacy; Employees; Applicants; Students; Prospective Students RELATING TO THE UNIFORM EMPLOYEE AND STUDENT ONLINE PRIVACY PROTECTION ACT. Adopts uniform laws on protecting the online accounts of employees, unpaid interns, applicants, students, and prospective students from employers and educational institutions, respectively.</p>		<p>S 1/22/2018: Referred to HRE/JDC/CPH, WAM.</p>	<p>TANIGUCHI</p>	<p>HRE/JDC/CPH, WAM</p>	<p>HB2289</p>

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	<p>SB2248 Cannabis; Medical Use; Dispensaries; Transportation; Protections; Prohibitions; DOH; DOT; HPHA; Rules; Appropriation RELATING TO MEDICAL CANNABIS. Authorizes the recognition of persons from other states or countries as qualifying patients for medical cannabis use in this State. Prohibits the discharge of an employee solely for being a qualifying patient or testing positive for cannabis use. Adds substance use disorder to the medical conditions that may qualify a patient to use medical cannabis. Authorizes a qualifying patient or primary caregiver to transport cannabis between islands of the State. Prohibits utilization of a portable volatilization device to medically use cannabis. Authorizes utilization of a stationary volatilization device to medically use cannabis. Authorizes laboratories other than certified laboratories to test cannabis or cannabis products. Authorizes the manufacture and distribution of cannabinoid suppositories as manufactured medical cannabis products. Includes cannabis as a prescription drug that an employer may be required to furnish to an injured employee as workers' compensation. Provides that a qualifying patient shall not be prohibited from using medical cannabis, in a way other than smoking, in a place of public accommodation. Requires public education and collaboration regarding public safety concerns and related training of law enforcement agencies. Appropriates funds. Requires the Department of Health and the Department of Transportation to review and, as</p>		S 1/22/2018: Referred to CPH/JDC/LBR, WAM.	BAKER (Introduced by request of another party)	CPH/JDC/LBR, WAM	
	<p>SB2284 Noncompete Agreements; Low Wage Workers RELATING TO FAIR EMPLOYMENT PRACTICES. Prohibits noncompete agreements for low wage workers whose earnings do not exceed the greater of the hourly rate equal to the minimum wage required by applicable federal or state law or \$15 per hour.</p>		S 1/30/2018: Re-Referred to LBR, JDC.	K. RHOADS	LBR, JDC	
	<p>SB2288 SD1 Fair Scheduling; Work Schedule; Notice; Employee; Employer RELATING TO FAIR SCHEDULING. Requires employers to provide employees with written notice of the employee's shift schedule at least ten calendar days before the employee is schedule to work, under certain</p>	Oppose	S 2/13/2018: Report adopted; Passed Second Reading, as amended (SD 1) and referred to CPH.	K. RHOADS	LBR, CPH	

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	SB2291 Minimum Wage; Tipped Employees; Adjusted Minimum Wage Rate RELATING TO MINIMUM WAGE. Increases the minimum wage to \$12.25 per hour in 2019 and \$15 per hour in 2020. Repeals language allowing the hourly wage of a tipped employee to be increased on account of tips. Requires the department of labor and industrial relations to annually calculate the adjusted minimum wage rate to the nearest five cents using the Honolulu region CPI-W.		S 2/15/2018: Report adopted; Passed Second Reading and referred to WAM.	K. RHOADS, S. CHANG	LBR, WAM	HB2423
	SB2350 Family Leave; Insurance; Private; Appropriation RELATING TO FAMILY LEAVE. Establishes a family leave insurance program, which requires employees and employers to make contributions into an insurance fund to be used to provide employees with family leave insurance benefits in order to care for a designated person. Appropriates funds to implement the program.	Oppose	S 2/6/2018: The committee on LBR deferred the measure.	BAKER, DELA CRUZ, GREEN, INOUE, KIM, SHIMABUKURO, L. THIELEN, TOKUDA, S. Chang, English, K. Kahele	LBR, WAM	HB2136
	SB2351 Employment; Job Applicants; Salary History; Gender Discrimination; Wage Secrecy RELATING TO EQUAL PAY. Prohibits prospective employers from requesting or considering a job applicant's wage or salary history as part of an employment application process or compensation offer. Prohibits enforced wage secrecy and retaliation or discrimination against employees who disclose, discuss, or inquire about their own or coworkers' wages.		S 2/23/2018: The committee(s) on WAM recommend(s) that the measure be PASSED, WITH AMENDMENTS. The votes in WAM were as follows: 9 Aye(s): Senator(s) Dela Cruz, Keith-Agaran, English, Harimoto, Inouye, K. Kahele, Kidani, Riviere, Wakai; Aye(s) with reservations: none ; 0 No(es): none; and 2 Excused: Senator(s) Galuteria,	KIM, BAKER, GREEN, INOUE, KIDANI, L. THIELEN, TOKUDA, S. Chang, Dela Cruz, English, K. Kahele, Riviere, Shimabukuro	LBR/JDC, WAM	HB2137
	SB2358 SD1 Workers' Compensation; Prescription Drugs; Reimbursement RELATING TO WORKERS' COMPENSATION PRESCRIPTION DRUG REIMBURSEMENT. Limits physician-dispensed prescription drugs in workers' compensation claims to the first 30 days from the work injury date. Lowers the reimbursement rates of prescription drugs in workers' compensation claims. Takes effect 1/1/2045. (SD1)		S 2/14/2018: Report adopted; Passed Second Reading, as amended (SD 1) and referred to WAM.	TOKUDA, Baker, S. Chang, English, Gabbard, Ihara	LBR/CPH, WAM	HB1631
	SB2359 Employment; Paid Sick Leave; Minimum Wage Workers RELATING TO LABOR. Requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care.		S 1/26/2018: Re-Referred to LBR, WAM.	TOKUDA, BAKER, S. CHANG, ENGLISH, KEITH-AGARAN, KIDANI, NISHIHARA, K. RHOADS, Gabbard, Shimabukuro, Taniguchi	LBR, WAM	HB1727

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	SB2362 Employment; Impaired Individuals; Minimum Wage RELATING TO THE MINIMUM WAGE. Repeals exemption authorizing compensation of impaired individuals at less than minimum wage.		S 1/22/2018: Referred to LBR/CPH, WAM.	TOKUDA, BAKER, S. CHANG, ENGLISH, GALUTERIA, KEITH-AGARAN, Ihara	LBR/CPH, WAM	HB1627
	SB2364 SD1 Workers' Compensation; Compensable Claims; Employer Payment RELATING TO WORKERS' COMPENSATION. Prohibits employer disputes of workers' compensation claims without reasonable cause or while the claim is pending investigation. Establishes negotiation, notice, and review procedures for disputed claims. Establishes penalty for failure to negotiate in good faith. Permits service providers to charge interest on late bill payments. Takes effect 1/1/2045. (SD1)	Oppose	S 2/23/2018: The committee(s) on WAM recommend(s) that the measure be PASSED, WITH AMENDMENTS. The votes in WAM were as follows: 10 Aye(s): Senator(s) Dela Cruz, Keith-Agaran, English, Galuteria, Harimoto, Inouye, K. Kahele, Kidani, Riviere, Wakai; Aye(s) with reservations: none ; 0 No(es): none; and 1 Excused: Senator(s) Shimabukuro.	TOKUDA, Baker, English, Gabbard, Ihara, Taniguchi	LBR/JDC, WAM	HB1640
	SB2365 Workers' Compensation; Medical Examination RELATING TO WORKERS' COMPENSATION. Allows employer and employee to mutually agree to an independent medical examiner or permanent impairment rating examiner. An out-of-state physician may conduct the examination upon approval by the Director of Labor and Industrial Relations (Director) or when an employee resides out-of-state. Without the parties' mutual agreement, the Director shall appoint the physician who shall be paid from funds appropriated by the Legislature. Defines "medical stability."		S 1/22/2018: Referred to LBR, CPH.	TOKUDA, ENGLISH, Baker, Gabbard, Ihara, Taniguchi	LBR, CPH	HB1694

PDF	Measure	Notes	Current Status	Introducer(s)	Referral	Companion
	<p>SB2375 SD1</p> <p>Temporary Disability Insurance; Disability Certification; Submission of Wage and Employment Information; Hearings; Notice</p> <p>RELATING TO TEMPORARY DISABILITY INSURANCE.</p> <p>Permits advanced practice registered nurses to certify an employee's disability. Increases the penalty for employers who fail to submit timely wage and employment information. Permits filing of an appeal of a decision on temporary disability insurance at the various statewide offices of the department of labor and industrial relations. Allows the department to send notices of hearings electronically or via first-class mail. Permits notice of a hearing to be posted on the department's webpage, when notice cannot be delivered. Allows parties to a hearing to appear in person, by telephone, or by other communication device. Takes effect 1/1/2019. (SD1)</p>		<p>S 2/23/2018: The committee(s) on WAM recommend(s) that the measure be PASSED, WITH AMENDMENTS. The votes in WAM were as follows: 10 Aye(s): Senator(s) Dela Cruz, Keith-Agaran, English, Galuteria, Harimoto, Inouye, K. Kahele, Kidani, Riviere, Wakai; Aye(s) with reservations: none ; 0 No(es): none; and 1 Excused: Senator(s) Shimabukuro.</p>	TOKUDA	LBR/CPH, WAM	
	<p>SB2397 SD1</p> <p>Telecommuting Task Force; Department of Human Resources Development</p> <p>RELATING TO TELECOMMUTING.</p> <p>Establishes a temporary telecommuting task force to develop incentives and recommendations to encourage and expand telecommuting opportunities in the public and private sectors. (SD1)</p>		<p>H 2/20/2018: Referred to LAB, FIN, referral sheet 28</p>	GABBARD, ESPERO, Baker, S. Chang, Galuteria, Ihara, Nishihara	LAB, FIN	
	<p>SB2460</p> <p>Wages; Minimum Wage; Employers; Minors</p> <p>RELATING TO WAGES.</p> <p>Increases the minimum wage rate to \$12 per hour beginning 01/01/19, \$13.50 per hour beginning 01/01/20, and \$15 per hour beginning 01/01/21. Beginning 01/01/19, allows an employer to pay to an employee a wage that is at least ninety per cent of the applicable minimum wage rate if the employer employs less than fifty employees, the employee is under the age of sixteen, or during the employee's initial thirty days of employment with the employer.</p>		<p>S 1/22/2018: Referred to LBR, WAM.</p>	RUDERMAN, S. CHANG, ENGLISH, ESPERO, GREEN, INOUE, KIM, Gabbard, Harimoto, Ihara, Kidani, K. Rhoads, Shimabukuro, L. Thielen	LBR, WAM	

PDF	Measure	Notes	Current Status	Introducer(s)	Referral	Companion
	SB2802 Temporary Disability Insurance; Disability Certification; Submission of Wage and Employment Information; Hearing Location; Service; Notice RELATING TO TEMPORARY DISABILITY INSURANCE. Permits advanced practice registered nurses to certify an employee's disability. Increases the penalty an employer is assessed for failing to submit timely wage and employment information. Permits filing of an appeal of a decision related to temporary disability insurance at the various offices of the Department of Labor and Industrial Relations throughout the State. Allows the department to send notices of hearing electronically or by first-class mail. Clarifies that when the notice of hearing cannot be delivered to a party in the appeal, the notice may be given by online posting on the department's webpage. Allows the parties to a hearing to appear in person, via telephone, or by other communication devices.		S 1/24/2018: Referred to LBR/CPH, JDC.	KOUCHI (Introduced by request of another party)	LBR/CPH, JDC	HB2375
	SB2804 Workers' Compensation Vocational Rehabilitation; Department of Labor and Industrial Relations RELATING TO WORKERS' COMPENSATION. Creates a hierarchy of options for injured workers who require retraining. Creates time limits (two years) for vocational rehabilitation plans.		S 1/24/2018: Referred to LBR.	KOUCHI (Introduced by request of another party)	LBR	HB2377
	SB2942 Department of Labor and Industrial Relations; Minimum Wages RELATING TO MINIMUM WAGES. Increases the state minimum wage on an annual basis beginning on 1/1/2019. Requires DLIR to annually calculate, beginning in 2021, the following year's minimum wage based on a consumer price index. Repeals the tip credit.		S 1/26/2018: Referred to LBR, WAM.	S. CHANG	LBR, WAM	
	SB2990 SD1 Paid Family Leave; DLIR; Insurance; Board; Report; Appropriation RELATING TO FAMILY LEAVE. Requires the Department of Labor and Industrial Relations to adopt rules by 1/1/2020 that establish paid family leave for all workers. Authorizes the department to adopt interim rules. Establishes the paid family leave implementation board to assist the department and report to the Legislature. Establishes a paid family leave special fund. Appropriates funds. (SD1)	Oppose	S 2/23/2018: The committee(s) on WAM will hold a public decision making on 02-28-18 10:45AM in conference room 211.	TOKUDA, BAKER, S. CHANG, ENGLISH, HARIMOTO, IHARA, INOUYE, KEITH-AGARAN, KIM, NISHIHARA, K. RHOADS, Galuteria, Kidani	LBR, WAM	HB2598

PDF	Measure	Notes	Current Status	Introducer(s)	Referral	Companion
	SB2993 Employment Practices; Discriminatory Practices RELATING TO EMPLOYMENT. Clarifies that Hawaii's anti-discrimination law does not prohibit or prevent an employer, employment agency, or labor organization from refusing to hire or refer or from discharging an individual for reasons unrelated to unlawful discriminatory practices.		S 1/26/2018: Referred to LBR, JDC.	TANIGUCHI (Introduced by request of another party)	LBR, JDC	HB2201
	SB2994 Public Safety; Workplace Violence; Restraining Orders RELATING TO PUBLIC SAFETY. Allows an employer to seek a temporary restraining order and injunction against further harassment of an employee or invitee who may be harassed at the employer's premises or worksite.		S 2/9/2018: Report adopted; Passed Second Reading and referred to JDC.	TANIGUCHI (Introduced by request of another party)	LBR, JDC	HB2200
	SB3023 SD1 Employment; Minimum Wage; Persons with Disabilities RELATING TO MINIMUM WAGE. Includes persons with disabilities under the minimum wage requirements. (SD1)		S 2/23/2018: The committee(s) on WAM will hold a public decision making on 02-28-18 10:45AM in conference room 211.	S. CHANG	LBR, WAM	HB1721
	SB3047 Employment; Health; Paid Family and Medical Leave; Insurance RELATING TO FAMILY AND MEDICAL LEAVE. Establishes the Paid Family and Medical Leave Program. Creates fund.	Oppose	S 2/6/2018: The committee on LBR deferred the measure.	KOUCHI (Introduced by request of another party), TOKUDA	LBR, WAM	HB1867
	SB3106 SD1 Employment Security Law; Independent Contractors; Employer and Employee Relationship RELATING TO INDEPENDENT CONTRACTORS. Provides three categories and twelve factors for the department of labor and industrial relations to apply to determine independent contractor status. Takes effect 1/1/2045. (SD1)		S 2/14/2018: Report adopted; Passed Second Reading, as amended (SD 1) and referred to JDC.	BAKER, ENGLISH, KEITH-AGARAN, S. Chang, Galuteria, Nishihara, Wakai	LBR, JDC	HB2602