



Testimony to the  
Senate Committee on Labor  
Senate Committee on Judiciary  
Thursday, February 1, 2018  
2:50 p.m.  
State Capitol - Conference Room 229

RE: SB 2364 RELATING TO WORKERS' COMPENSATION

Aloha Chair Tokuda, Vice Chair English, Chair Taniguchi, Vice Chair Rhoads and members of the committee:

On behalf of the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”), we are writing in opposition to SB 2364, relating to workers’ compensation. This bill 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. We believe that this bill as currently written will create barriers to appropriately resolving claims and will not accomplish the goal of promoting justice, fairness and transparency.

Human resource management professionals are responsible for the alignment of employees and employers to achieve organizational goals. HR professionals seek to balance the interests of employers and employees with the understanding that the success of each is mutually dependent. We believe that this bill will alter the balance of employer and employee interests in the resolution of claims in a manner that does not advance the overall public purpose of ensuring workplace safety. We respectfully ask that you do not advance this bill.

SHRM Hawaii represents more than 800 human resource professionals in the State of Hawaii. We look forward to contributing positively to the development of sound public policy and continuing to serve as a resource to the legislature on matters related to labor and employment laws.

Cara Heilmann  
SHRM Hawaii Legislative Affairs Committee Chair



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