



Testimony to the  
House Committee on Labor & Public Employment  
February 6, 2018  
8:30 a.m.  
State Capitol - Conference Room 309

RE: HB 1629 Relating to Employment

Aloha Chair Johanson, Vice Chair Holt and members of the committee:

On behalf of the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”), we are writing in opposition to HB 1629, relating to employment. This bill requires certain employers in the retail, hospitality, and food services to provide employees with advance notice of work schedules. It requires overtime pay for employees who work during certain rest periods between work shifts and it requires overtime pay if employer gives no advance notice of work schedule. We believe that this bill will have an immediate negative effect on the ability of many businesses to operate and, at a minimum, create a significant logistical burden on human resource management professionals.

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. 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.

Mahalo for the opportunity to testify.

