











20160129 SHRM Hawaii Bill Tracking

PDF	Measure	Notes	Current Status	Introducer(s)	Referral	Companion
	<p>HB685</p> <p><u>Employment; Layoffs; Notification</u></p> <p>RELATING TO EMPLOYMENT.</p> <p>Requires all entities and individuals that employ employees on a non-temporary basis to provide notice to employees at least thirty days in advance of any planned layoff. Subjects violators to civil penalties.</p>		<p>(H) 1/26/2016 -Bill scheduled to be heard by LAB on Friday, 01-29-16 10:00AM in House conference room 309.</p>	<p>NAKASHIMA, LOWEN</p>	<p>LAB, JUD</p>	
	<p>HB1269</p> <p><u>Public Safety; Workplace Violence; Restraining Orders</u></p> <p>RELATING TO PUBLIC SAFETY.</p> <p>Allows an employer to seek a temporary restraining order and injunction against further harassment of an employee or invitee who may be harassed in connection with a worksite.</p>		<p>(H) 1/26/2016 -Bill scheduled to be heard by LAB on Friday, 01-29-16 10:00AM in House conference room 309.</p>	<p>NAKASHIMA, AQUINO, JOHANSON, TAKAYAMA, TAKUMI, Keohokalole, San Buenaventura</p>	<p>LAB, JUD</p>	<p>SB1213</p>
	<p>HB1683</p> <p><u>Family Leave</u></p> <p>RELATING TO FAMILY LEAVE.</p> <p>Permits an employee to use leave under the Hawaii Family Leave Law to care for a sibling.</p>		<p>(H) 1/25/2016 -Referred to LAB, FIN, referral sheet 1</p>	<p>C. LEE</p>	<p>LAB, FIN</p>	
	<p>HB1785</p> <p><u>Paid Leave; Partial Wage Replacement; Appropriation</u></p> <p>RELATING TO PAID LEAVE.</p> <p>Requires twelve weeks of partially paid leave at a maximum rate of sixty-six and two-thirds per cent of an employee's monthly wage. Establishes the partial wage replacement for paid leave trust fund to be funded by employee contributions from payroll deductions. Makes an appropriation to the DLIR for administrative expenses and new positions.</p>		<p>(H) 1/27/2016 -Referred to LAB, FIN, referral sheet 2</p>	<p>MIZUNO, LOPRESTI</p>	<p>LAB, FIN</p>	

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	Measure	Notes	Current Status	Introducer(s)	Referral	Companion
	<p>HB1911</p> <p><u>Family Leave Trust Fund; Family Leave Insurance Benefits; Appropriation</u> RELATING TO EMPLOYMENT.</p> <p>Establishes a family leave insurance program, which requires employees to make contributions into a trust fund to be used to provide employees with family leave insurance benefits. Appropriates funds to DLIR to implement the program.</p>		<p>(H) 1/27/2016 -Referred to LAB, FIN, referral sheet 2</p>	<p>BELATTI, ICHIYAMA, ING, C. LEE, LOPRESTI, LOWEN, MORIKAWA, RHOADS, TAKUMI, Evans</p>	<p>LAB, FIN</p>	
	<p>HB1930</p> <p><u>Displaced Workers; Education and Training Program.</u> RELATING TO ASSISTANCE FOR DISPLACED WORKERS.</p> <p>Re-establishes the State's displaced worker education and training program, to assist displaced workers who have been terminated as a result of a mass layoff or plant closure.</p>		<p>(H) 1/27/2016 -Referred to LAB, FIN, referral sheet 2</p>	<p>FUKUMOTO CHANG, MATSUMOTO, POUHA, THIELEN</p>	<p>LAB, FIN</p>	
	<p>HB2011</p> <p><u>Sick Leave; Payroll Assessment</u> RELATING TO SICK LEAVE.</p> <p>Establishes a payroll assessment to fund sick leave in the private sector.</p>		<p>(H) 1/27/2016 -Referred to LAB, FIN, referral sheet 2</p>	<p>NAKASHIMA, BELATTI, BROWER, ICHIYAMA, C. LEE, LOWEN, LUKE, MORIKAWA, SAIKI, TAKUMI, WOODSON, Nishimoto, San Buenaventura, Souki</p>	<p>LAB, FIN</p>	
	<p>HB2126</p> <p><u>Employment; Labor; Family Leave; Sick Leave; Service Workers</u> RELATING TO EMPLOYMENT.</p> <p>Requires certain employers with an unspecified number of employees to provide sick leave to service workers for specified purposes under certain conditions. Defines the terms "service worker" and "employer". Effective 1/1/17.</p>		<p>(H) 1/27/2016 -Referred to LAB, JUD, FIN, referral sheet 2</p>	<p>SOUKI (Introduced by request of another party)</p>	<p>LAB, JUD, FIN</p>	<p>SB2447</p>




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	Measure	Notes	Current Status	Introducer(s)	Referral	Companion
	<p>HB2127</p> <p><u>Labor; Employment; Family Leave; Sick Leave; Service Workers</u> RELATING TO LABOR.</p> <p>Requires certain employers with fifty or more employees to provide sick leave to service workers for specified purposes under certain conditions. Defines the terms "service worker" and "employer". Effective 1/1/17.</p>		<p>(H) 1/27/2016 -Referred to LAB, JUD, FIN, referral sheet 2</p>	<p>SOUKI (Introduced by request of another party)</p>	<p>LAB, JUD, FIN</p>	<p>SB2456</p>
	<p>HB2128</p> <p><u>Family Leave; Insurance; Private; Appropriation.</u> RELATING TO FAMILY LEAVE.</p> <p>Establishes a family leave insurance program, which requires employees to make contributions into a trust fund to be used to provide employees with family leave insurance benefits in order to care for a designated person. Appropriates funds to DLIR to implement the program.</p>		<p>(H) 1/27/2016 -Referred to LAB, CPC, FIN, referral sheet 2</p>	<p>SOUKI</p>	<p>LAB, CPC, FIN</p>	<p>SB2961</p>
	<p>HB2208</p> <p><u>Employment; Independent Contractors; Advisory Letters; DLIR</u> RELATING TO LABOR.</p> <p>Requires DLIR to provide written determination letters to individuals and employers that have been the subjects of an unemployment insurance investigate describing why the individual is deemed to be an employee or independent contractor. Authorizes individuals and employers to request an advisory opinion from DLIR explaining whether an individual could be deemed an employee or independent contractor. Requires DLIR to place redacted advisory opinions on its website. Requires DLIR to respond to an employer's appeal of a determination of employment status within 30 days or the appeal will be dismissed in favor of the employer.</p>		<p>(H) 1/27/2016 -Referred to LAB, JUD, FIN, referral sheet 3</p>	<p>NAKASHIMA, BROWER, DECOITE, ICHIYAMA, ING, KEOHOKALOLE, LUKE, MCKELVEY, SAN BUENAVENTURA, SOUKI, WOODSON, YAMASHITA</p>	<p>LAB, JUD, FIN</p>	




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	<p>HB2209</p> <p><u>Employment Practices; Discrimination</u></p> <p>RELATING TO EMPLOYMENT.</p> <p>Specifies that employers may take adverse employment action for reasons other than those currently protected under Hawaii's anti-discrimination law.</p>		<p>(H) 1/27/2016 -Referred to LAB, JUD, referral sheet 3</p>	<p>NAKASHIMA, BROWER, LUKE, NISHIMOTO, SAIKI, Hashem, Pouha, San Buenaventura</p>	<p>LAB, JUD</p>	
	<p>HB2362</p> <p><u>Workforce Development Council; Composition; Duties</u></p> <p>RELATING TO THE HAWAII WORKFORCE DEVELOPMENT COUNCIL.</p> <p>Conforms the State Workforce Development Council Law to new federal requirements in the Workforce Innovation and Opportunity Act of 2014 (WIOA), Public Law 113-128, which supersedes the Workforce Investment Act of 1998 (WIA).</p>		<p>(H) 1/27/2016 -Introduced and Pass First Reading.</p>	<p>SOUKI (Introduced by request of another party)</p>		<p>SB2891</p>
	<p>HB2368</p> <p><u>Department of Labor and Industrial Relations; Recordkeeping; Insurance Plans</u></p> <p>RELATING TO RECORDKEEPING.</p> <p>Requires employers to keep a record of the physical addresses of the employer and the North American Industry Classification System code applicable to the employer; deletes anachronistic provision pertaining to insurance plan information. Takes effect on July 1, 2016.</p>		<p>(H) 1/27/2016 -Introduced and Pass First Reading.</p>	<p>SOUKI (Introduced by request of another party)</p>		<p>SB2897</p>
	<p>HB2444</p> <p><u>Employment Practices; Discriminatory Practices</u></p> <p>RELATING TO EMPLOYMENT.</p> <p>Clarifies the grounds under which an employer may take employment action without committing a discriminatory practice.</p>		<p>(H) 1/27/2016 -Introduced and Pass First Reading.</p>	<p>SOUKI</p>		<p>SB3036</p>




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	<p>HB2642</p> <p><u>Employment Training; Rapid Response.</u></p> <p>RELATING TO EMPLOYMENT TRAINING.</p> <p>Establishes a rapid response training program to facilitate rapid custom training in the event of sudden layoff. Establishes a rapid response training revolving fund.</p>		(H) 1/27/2016 -Introduced and Passed First Reading	MCDERMOTT		
	<p>SB2005</p> <p><u>Labor; Discriminatory Practices</u></p> <p>RELATING TO DISCRIMINATORY PRACTICES.</p> <p>Makes it a discriminatory labor practice for any employer to retaliate or threaten retaliation against an employee for providing documentation, statements, or information about labor conditions of the premises where that employee works for the employer.</p>		(S) 1/20/2016 -Referred to JDL.	CHUN OAKLAND, Baker, Galuteria, Ihara, Kim, Ruderman, Shimabukuro, Wakai	JDL	
	<p>SB2144</p> <p><u>Temporary Telecommuting Task Force; DBEDT; DHRD</u></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.</p>		(S) 1/22/2016 -Referred to EET/TRE, WAM.	GABBARD, KIDANI, SHIMABUKURO, Baker, Galuteria, Ihara, Slom, Wakai	EET/TRE, WAM	




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	<p>SB2229</p> <p><u>Paid Leave; Partial Wage Replacement; Appropriation</u></p> <p>RELATING TO PAID LEAVE.</p> <p>Requires twelve weeks of partially paid leave at a maximum rate of sixty-six and two-thirds per cent of an employee's monthly wage. Establishes the partial wage replacement for paid leave trust fund to be funded by employee contributions from payroll deductions. Makes an appropriation to the DLIR for administrative expenses and new positions.</p>		<p>(S) 1/25/2016 -Referred to JDL, WAM.</p>	<p>CHUN OAKLAND, SHIMABUKURO, Galuteria, Keith-Agaran</p>	<p>JDL, WAM</p>	
	<p>SB2289</p> <p><u>Labor; Employers; Records</u></p> <p>RELATING TO LABOR.</p> <p>Requires employers to keep a record of the former physical addresses and current physical address of the employer and the North American Industry Classification System code applicable to the employer.</p>		<p>(S) 1/27/2016 -The committee(s) on JDL has scheduled a public hearing on 02-01-16 9:30AM in conference room 016.</p>	<p>KEITH-AGARAN, Shimabukuro</p>	<p>JDL</p>	
	<p>SB2290</p> <p><u>Sick Leave; Payroll Assessment</u></p> <p>RELATING TO SICK LEAVE.</p> <p>Establishes a payroll assessment to fund sick leave in the private sector.</p>		<p>(S) 1/25/2016 -Referred to JDL, WAM.</p>	<p>KEITH-AGARAN, Galuteria, Shimabukuro</p>	<p>JDL, WAM</p>	




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	<p>SB2313</p> <p><u>Pay Equity; Gender Discrimination</u></p> <p>RELATING TO EQUAL PAY.</p> <p>Amends the provisions for equal pay and sex discrimination for substantially similar work. Clarifies the employer defenses. Prohibits employer actions regarding wage disclosure.</p>		<p>(S) 1/27/2016 -The committee(s) on JDL has scheduled a public hearing on 02-01-16 9:30AM in conference room 016.</p>	<p>BAKER, CHUN OAKLAND, ESPERO, GREEN, INOUE, KIDANI, KIM, SHIMABUKURO, TOKUDA, Ihara</p>	<p>JDL, WAM</p>	
	<p>SB2447</p> <p><u>Employment; Labor; Family Leave; Sick Leave; Service Workers</u></p> <p>RELATING TO EMPLOYMENT.</p> <p>Requires certain employers with an unspecified number of employees to provide sick leave to service workers for specified purposes under certain conditions. Defines the terms "service worker" and "employer". Effective 1/1/17.</p>		<p>(S) 1/27/2016 -Referred to JDL, WAM.</p>	<p>KEITH-AGARAN, KIDANI, SHIMABUKURO, Baker, Galuteria</p>	<p>JDL, WAM</p>	
	<p>SB2456</p> <p><u>Labor; Employment; Family Leave; Sick Leave; Service Workers</u></p> <p>RELATING TO LABOR.</p> <p>Requires certain employers with fifty or more employees to provide sick leave to service workers for specified purposes under certain conditions. Defines the terms "service worker" and "employer". Effective 1/1/17.</p>		<p>(S) 1/27/2016 -Referred to JDL, WAM.</p>	<p>KEITH-AGARAN, SHIMABUKURO, Baker, Galuteria, Kidani</p>	<p>JDL, WAM</p>	



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	<p>SB2477</p> <p><u>Family Leave Trust Fund; Family Leave Insurance Benefits; Appropriation</u> RELATING TO EMPLOYMENT.</p> <p>Establishes a family leave insurance program, which requires employees to make contributions into a trust fund to be used to provide employees with family leave insurance benefits. Appropriates funds to DLIR to implement the program.</p>		<p>(S) 1/27/2016 - Referred to JDL, WAM.</p>	<p>CHUN OAKLAND</p>	<p>JDL, WAM</p>	
	<p>SB2527</p> <p><u>Department of Labor and Industrial Relations; Workforce Development; Hawaii Employment Advancement Right Now Program; EARN Hawaii; State Employment Advancement Strategy; Train Hawaii Website</u> RELATING TO WORKFORCE DEVELOPMENT.</p> <p>Establishes the EARN Hawaii program to administer grants to strategic industry partnerships for job skills training. Requires DLIR to develop and implement a state employment advancement strategy. Requires DLIR to develop the "Train Hawaii" website. Requires DLIR to convene a working group of stakeholders to advise on the initial develop and implementation of the EARN Hawaii program. Makes an appropriation.</p>		<p>(S) 1/27/2016 - Referred to JDL, WAM.</p>	<p>DELA CRUZ, INOUE, KIDANI, Galuteria, Nishihara, Wakai</p>	<p>JDL, WAM</p>	
	<p>SB2544</p> <p><u>Professional Employer Organizations; Fees</u> RELATING TO PROFESSIONAL EMPLOYER ORGANIZATIONS.</p> <p>Establishes a sliding scale based upon the average annual count of covered employees for the biennial renewal fees for professional employer organizations. Takes effect on 01/01/17.</p>		<p>(S) 1/28/2016 -The committee(s) on CPH has scheduled a public hearing on 02-01-16 9:00AM in conference room 229.</p>	<p>TOKUDA, BAKER, DELA CRUZ, ENGLISH, GALUTERIA, INOUE, KEITH-AGARAN, KIDANI, NISHIHARA, SHIMABUKURO</p>	<p>CPH, WAM</p>	

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	<p>SB2694 <u>Employment Security; Independent Contractor; Guidelines; Department of Labor and Industrial Relations</u> RELATING TO EMPLOYMENT SECURITY.</p> <p>Clarifies Hawaii's employment security law for independent contractors. Includes twenty factors to be used as guidelines when determining whether an individual could be an independent contractor. Retains the ability of the department of labor and industrial relations to determine if an individual is an independent contractor. Requires the director of labor and industrial relations to report to the legislature prior to the regular session of 2017 regarding guidelines developed by the unemployment insurance coverage committee. Requires an annual report to the legislature regarding covered employment determinations.</p>		<p>(S) 1/27/2016 -Referred to JDL, CPH.</p>	<p>BAKER, INOUYE, Espero, Kidani, Kim</p>	<p>JDL, CPH</p>	
	<p>SB2891 <u>Workforce Development Council; Composition; Duties</u> RELATING TO THE HAWAII WORKFORCE DEVELOPMENT COUNCIL.</p> <p>Conforms the State Workforce Development Council Law to new federal requirements in the Workforce Innovation and Opportunity Act of 2014 (WIOA), Public Law 113-128, which supersedes the Workforce Investment Act of 1998 (WIA).</p>		<p>(S) 1/27/2016 -Passed First Reading.</p>	<p>KOUCHI (Introduced by request of another party)</p>		<p>HB2362</p>
	<p>SB2897 <u>Department of Labor and Industrial Relations; Recordkeeping; Insurance Plans</u> RELATING TO RECORDKEEPING.</p> <p>Requires employers to keep a record of the physical addresses of the employer and the North American Industry Classification System code applicable to the employer; deletes anachronistic provision pertaining to insurance plan information. Takes effect on July 1, 2016.</p>		<p>(S) 1/27/2016 -Passed First Reading.</p>	<p>KOUCHI (Introduced by request of another party)</p>		<p>HB2368</p>

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	<p>SB2961 <u>Family Leave; Insurance; Private; Appropriation.</u> RELATING TO FAMILY LEAVE.</p> <p>Establishes a family leave insurance program, which requires employees to make contributions into a trust fund to be used to provide employees with family leave insurance benefits in order to care for a designated person. Appropriates funds to DLIR to implement the program.</p>		<p>(S) 1/27/2016 -Passed First Reading.</p>	<p>KEITH-AGARAN, BAKER, KIDANI, SHIMABUKURO</p>		
	<p>SB3036 <u>Employment Practices; Discriminatory Practices</u> RELATING TO EMPLOYMENT.</p> <p>Clarifies the grounds under which an employer may take employment action without committing a discriminatory practice.</p>		<p>(S) 1/27/2016 -Introduced.</p>	<p>KEITH-AGARAN, KIDANI, TOKUDA, Shimabukuro</p>		