

| PDF | Measure | Notes | Current Status | Introducer(s) | Referral | Companion |
|-----|--|-------|---|--|----------|-----------|
| | HB685 Employment; Layoffs; Notification RELATING TO EMPLOYMENT. 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. | | H 1/29/2016: The committee(s) on LAB recommend(s) that the measure be deferred. | NAKASHIMA, LOWEN | LAB, JUD | |
| | HB953 HD1 Wage and Hour Law; Minimum Compensation Exemption RELATING TO WAGE AND HOUR LAW. Increases the amount of guaranteed monthly compensation required to exempt an individual from minimum wage, overtime, and record keeping requirements under the Hawaii Wage and Hour Law. (HB953 HD1) | | H 2/3/2016: 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) McKelvey excused (1). | SOUKI (Introduced by request of another party) | LAB, FIN | SB1122 |
| | HB1269 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 in connection with a worksite. | | H 1/29/2016: The committee(s) on LAB recommend(s) that the measure be deferred. | NAKASHIMA, AQUINO, JOHANSON, TAKAYAMA, TAKUMI, Keohokalole, San Buenaventura | LAB, JUD | SB1213 |
| | HB1683 Family Leave RELATING TO FAMILY LEAVE. Permits an employee to use leave under the Hawaii Family Leave Law to care for a sibling. | | H 2/12/2016: The committees on LAB recommend that the measure be PASSED, WITH AMENDMENTS. The votes were as follows: 9 Ayes: Representative(s) Nakashima, Keohokalole, Aquino, Har, Ichiyama, Johanson, Takumi, Yamashita, Tupola; Ayes with reservations: none; Noes: none; and 2 Excused: Representative(s) LoPresti, San Buenaventura. | C. LEE | LAB, FIN | |
| | HB1785 Paid Leave; Partial Wage Replacement; Appropriation RELATING TO PAID LEAVE. 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. | | H 1/27/2016: Referred to LAB, FIN, referral sheet 2 | MIZUNO, LOPRESTI | LAB, FIN | |

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| | HB1909 Pay Equity; Gender Discrimination RELATING TO EQUAL PAY. Amends the provisions for equal pay and sex discrimination for substantially similar work. Clarifies the employer defenses. Prohibits employer actions regarding wage disclosure. | | H 2/5/2016: The committees on LAB recommend that the measure be PASSED, WITH AMENDMENTS. The votes were as follows: 9 Ayes: Representative(s) Nakashima, Keohokalole, Har, Ichiyama, Johanson, LoPresti, Takumi, Yamashita; Ayes with reservations: Representative(s) San Buenaventura; Noes: none; and 2 Excused: Representative(s) Aquino, Tupola. | BELATTI, DECOITE, EVANS, FUKUMOTO CHANG, ICHIYAMA, C. LEE, LOPRESTI, LOWEN, LUKE, MATSUMOTO, MIZUNO, MORIKAWA, THIELEN | LAB, JUD | SB2313 |
| | HB1911 Family Leave Trust Fund; Family Leave Insurance Benefits; Appropriation RELATING TO EMPLOYMENT. 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. | | H 1/27/2016: Referred to LAB, FIN, referral sheet 2 | BELATTI, ICHIYAMA, ING, C. LEE, LOPRESTI, LOWEN, MORIKAWA, RHOADS, TAKUMI, Evans | LAB, FIN | SB2477 |
| | HB1930 Displaced Workers; Education and Training Program. RELATING TO ASSISTANCE FOR DISPLACED WORKERS. 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. | | H 1/27/2016: Referred to LAB, FIN, referral sheet 2 | FUKUMOTO CHANG, MATSUMOTO, POUHA, THIELEN | LAB, FIN | |
| | HB2011 Sick Leave; Payroll Assessment RELATING TO SICK LEAVE. Establishes a payroll assessment to fund sick leave in the private sector. | | H 1/27/2016: Referred to LAB, FIN, referral sheet 2 | NAKASHIMA, BELATTI, BROWER, ICHIYAMA, C. LEE, LOWEN, LUKE, MORIKAWA, SAIKI, TAKUMI, WOODSON, Nishimoto, San Buenaventura, Souki | LAB, FIN | SB2290 |

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| | HB2126 Employment; Labor; Family Leave; Sick Leave; Service Workers RELATING TO EMPLOYMENT. 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. | | H 1/27/2016: Referred to LAB, JUD, FIN, referral sheet 2 | SOUKI (Introduced by request of another party) | LAB, JUD, FIN | SB2447 |
| | HB2127 Labor; Employment; Family Leave; Sick Leave; Service Workers RELATING TO LABOR. 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. | | H 1/27/2016: Referred to LAB, JUD, FIN, referral sheet 2 | SOUKI (Introduced by request of another party) | LAB, JUD, FIN | SB2456 |
| | HB2128 Family Leave; Insurance; Private; Appropriation. RELATING TO FAMILY LEAVE. 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. | | H 1/27/2016: Referred to LAB, CPC, FIN, referral sheet 2 | SOUKI | LAB, CPC, FIN | SB2961 |
| | HB2208 HD1 Employment Security Appeals Referee's Office; Labor RELATING TO LABOR. Clarifies that the common law employer and employee relationship is not required for employment. Requires ESARO to render appeals decisions within 30 days or a reimbursement will be made. Requires publication of decisions. Authorizes requests for advisory opinions. (HB2208 HD1) | | H 2/12/2016: Passed Second Reading as amended in HD 1 and referred to the committee(s) on JUD with Representative(s) Jordan voting aye with reservations; none voting no (0) and Representative(s) Tokioka excused (1). | NAKASHIMA, BROWER, DECOITE, ICHiyAMA, ING, KEOHOKALOLe, LUKE, MCKELVEY, SAN BUENAVENTURA, SOUKI, WOODSON, YAMASHITA | LAB, JUD, FIN | |
| | HB2209 HD1 Employment Practices; Discrimination RELATING TO EMPLOYMENT. Specifies that employers, employment agencies, and labor organizations may take adverse employment action for reasons other than those currently protected under Hawaii's anti-discrimination law. (HB2209 HD1) | | H 2/16/2016: Reported from LAB (Stand. Com. Rep. No. 294-16) as amended in HD 1, recommending passage on Second Reading and referral to JUD. | NAKASHIMA, BROWER, LUKE, NISHIMOTO, SAIKI, Hashem, Pouha, San Buenaventura | LAB, JUD | |

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| | HB2362 Workforce Development Council; Composition; Duties RELATING TO THE HAWAII WORKFORCE DEVELOPMENT COUNCIL. 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). | | H 2/5/2016: The committees on LAB recommend that the measure be PASSED, WITH AMENDMENTS. The votes were as follows: 9 Ayes: Representative(s) Nakashima, Keohokalole, Har, Ichiyama, Johanson, LoPresti, San Buenaventura, Takumi, Yamashita; Ayes with reservations: none; 0 | SOUKI (Introduced by request of another party) | LAB, JUD | SB2891 |
| | HB2368 Department of Labor and Industrial Relations; Recordkeeping; Insurance Plans RELATING TO RECORDKEEPING. 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. | | H 2/9/2016: The committee(s) on LAB recommend(s) that the measure be deferred. | SOUKI (Introduced by request of another party) | LAB, CPC, FIN | SB2897 |
| | HB2444 Employment Practices; Discriminatory Practices RELATING TO EMPLOYMENT. Clarifies the grounds under which an employer may take employment action without committing a discriminatory practice. | | H 2/1/2016: Referred to LAB, JUD, referral sheet 5 | SOUKI | LAB, JUD | SB3036 |
| | HB2641 HD1 Domestic Violence; Hotline Numbers; Department of Human Services; Department of Labor and Industrial Relations; Posting; Penalty RELATING TO DOMESTIC VIOLENCE. Requires the Department of Human Services to create a domestic violence call sheet with a domestic violence legal hotline number and shelter hotline number. Requires both the Department of Human Services and the Department of Labor and Industrial Relations to make an electronic version available on their websites. Requires all employers to post the call sheet in the workplace. Creates a fine of \$100 for employers for failure to comply. (HB2641 HD1) | | H 2/9/2016: 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) Tupola excused (1). | MORIKAWA, BELATTI, DECOITE, EVANS, HAR, KOBAYASHI, LOWEN, LUKE, ONISHI, McKelvey, San Buenaventura | HUS/LAB, JUD, FIN | SB3056 |
| | HB2642 Employment Training; Rapid Response. RELATING TO EMPLOYMENT TRAINING. Establishes a rapid response training program to facilitate rapid custom training in the event of sudden layoff. Establishes a rapid response training revolving fund. | | H 2/1/2016: Referred to LAB, FIN, referral sheet 5 | MCDERMOTT | LAB, FIN | |

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| | SB2005 Labor; Discriminatory Practices RELATING TO DISCRIMINATORY PRACTICES. 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. | | S 1/20/2016: Referred to JDL. | CHUN OAKLAND, Baker, Galuteria, Ihara, Kim, Ruderman, Shimabukuro, Wakai | JDL | |
| | SB2144 Temporary Telecommuting Task Force; DBEDT; DHRD RELATING TO TELECOMMUTING. Establishes a temporary telecommuting task force to develop incentives and recommendations to encourage and expand telecommuting opportunities in the public and private sectors. | | S 1/22/2016: Referred to EET/TRE, WAM. | GABBARD, KIDANI, SHIMABUKURO, Baker, Galuteria, Ihara, Slom, Wakai | EET/TRE, WAM | |
| | SB2229 Paid Leave; Partial Wage Replacement; Appropriation RELATING TO PAID LEAVE. 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. | | S 1/25/2016: Referred to JDL, WAM. | CHUN OAKLAND, SHIMABUKURO, Galuteria, Keith-Agaran | JDL, WAM | HB1785 |
| | SB2289 SD1 Labor; Employers; Records RELATING TO LABOR. 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. Deletes anachronistic provision pertaining to insurance plan information. Effective January 7, 2059. (SD1) | | H 2/16/2016: The committees on LAB recommend that the measure be PASSED, WITH AMENDMENTS. The votes were as follows: 11 Ayes: Representative(s) Nakashima, Keohokalole, Aquino, Har, Ichiyama, Johanson, LoPresti, San Buenaventura, Takumi, Yamashita, Tupola; Ayes with reservations: none; Noes: none; and Excused: none | KEITH-AGARAN, Shimabukuro | LAB, FIN | HB2014 |
| | SB2290 Sick Leave; Payroll Assessment RELATING TO SICK LEAVE. Establishes a payroll assessment to fund sick leave in the private sector. | | S 2/16/2016: The committee on JDL deferred the measure. | KEITH-AGARAN, Galuteria, Shimabukuro | JDL, WAM | HB2011 |

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| | SB2313 Pay Equity; Gender Discrimination RELATING TO EQUAL PAY. Amends the provisions for equal pay and sex discrimination for substantially similar work. Clarifies the employer defenses. Prohibits employer actions regarding wage disclosure. | | S 2/16/2016: The committee(s) on JDL recommend(s) that the measure be PASSED, WITH AMENDMENTS. The votes in JDL were as follows: 5 Aye(s): Senator(s) Keith-Agaran, Shimabukuro, Gabbard, Kim, L. Thielen; Aye(s) with reservations: | BAKER, CHUN OAKLAND, ESPERO, GREEN, INOUYE, KIDANI, KIM, SHIMABUKURO, TOKUDA, Ihara | JDL, WAM | HB1909 |
| | SB2447 Employment; Labor; Family Leave; Sick Leave; Service Workers RELATING TO EMPLOYMENT. 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. | | S 1/27/2016: Referred to JDL, WAM. | KEITH-AGARAN, KIDANI, SHIMABUKURO, Baker, Galuteria | JDL, WAM | HB2126 |
| | SB2456 Labor; Employment; Family Leave; Sick Leave; Service Workers RELATING TO LABOR. 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. | | S 2/16/2016: The committee on JDL deferred the measure. | KEITH-AGARAN, SHIMABUKURO, Baker, Galuteria, Kidani | JDL, WAM | HB2127 |
| | SB2477 Family Leave Trust Fund; Family Leave Insurance Benefits; Appropriation RELATING TO EMPLOYMENT. 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. | | S 1/27/2016: Referred to JDL, WAM. | CHUN OAKLAND | JDL, WAM | HB1911 |
| | SB2527 Department of Labor and Industrial Relations; Workforce Development; Hawaii Employment Advancement Right Now Program; EARN Hawaii; State Employment Advancement Strategy; Train Hawaii Website RELATING TO WORKFORCE DEVELOPMENT. 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. | | S 2/16/2016: The committee(s) on JDL recommend(s) that the measure be PASSED, UNAMENDED. The votes in JDL were as follows: 6 Aye(s): Senator(s) Keith-Agaran, Shimabukuro, Gabbard, Kim, L. Thielen, Slom; Aye(s) with reservations: none ; 0 No(es): none; and 0 Excused: none. | DELA CRUZ, INOUYE, KIDANI, Galuteria, Nishihara, Wakai | JDL, WAM | |

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| | SB2544 Professional Employer Organizations; Fees RELATING TO PROFESSIONAL EMPLOYER ORGANIZATIONS. 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. | | S 2/10/2016: The committee(s) on CPH recommend(s) that the measure be PASSED, WITH AMENDMENTS. The votes in CPH were as follows: 4 Aye(s): Senator(s) Baker, Kidani, Espero, Nishihara; Aye(s) with reservations: none ; 0 No(es): none; | TOKUDA, BAKER, DELA CRUZ, ENGLISH, GALUTERIA, INOUE, KEITH-AGARAN, KIDANI, NISHIHARA, SHIMABUKURO | CPH, WAM | |
| | SB2694 Employment Security; Independent Contractor; Guidelines; Department of Labor and Industrial Relations RELATING TO EMPLOYMENT SECURITY. 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. | | S 2/16/2016: The committee(s) on JDL recommend(s) that the measure be PASSED, WITH AMENDMENTS. The votes in JDL were as follows: 6 Aye(s): Senator(s) Keith-Agaran, Shimabukuro, Gabbard, Kim, L. Thielen; Aye(s) with reservations: Senator(s) Slom ; 0 No(es): none; and 0 Excused: none. | BAKER, INOUE, Espero, Kidani, Kim | JDL, CPH | |
| | SB2891 Workforce Development Council; Composition; Duties RELATING TO THE HAWAII WORKFORCE DEVELOPMENT COUNCIL. 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). | | S 1/29/2016: Referred to JDL, WAM. | KOUCHI (Introduced by request of another party) | JDL, WAM | HB2362 |
| | SB2897 Department of Labor and Industrial Relations; Recordkeeping; Insurance Plans RELATING TO RECORDKEEPING. 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. | | S 1/29/2016: Referred to JDL/CPH. | KOUCHI (Introduced by request of another party) | JDL/CPH | HB2368 |

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| | SB2961 Family Leave; Insurance; Private; Appropriation. RELATING TO FAMILY LEAVE. 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. | | S 2/9/2016: The committee(s) on HMS recommend(s) that the measure be PASSED, WITH AMENDMENTS. The votes in HMS were as follows: 4 Aye(s): Senator(s) Chun Oakland, Riviere, Harimoto, L. Thielen; Aye(s) with reservations: none ; 0 No(es): none; and 3 Excused: Senator(s) Green, | KEITH-AGARAN, BAKER, KIDANI, SHIMABUKURO | HMS/CPH, JDL/WAM | HB2128 |
| | SB3036 Employment Practices; Discriminatory Practices RELATING TO EMPLOYMENT. Clarifies the grounds under which an employer may take employment action without committing a discriminatory practice. | | S 1/29/2016: Referred to JDL. | KEITH-AGARAN, KIDANI, TOKUDA, Shimabukuro | JDL | HB2444 |
| | SB3052 Independent Medical Examinations; Tort Actions RELATING TO INDEPENDENT MEDICAL EXAMINATIONS. Requires all liability insurance policies to specify that when an examination of an injured party is requested by the insurance company, the selection of the examining doctor is made by mutual agreement. Authorizes the insurance commissioner or circuit court to select an independent medical examiner in the event a mutual agreement is not reached. | | S 2/5/2016: The committee on CPH deferred the measure. | SHIMABUKURO, CHUN OAKLAND, Baker, Keith-Agaran | CPH, JDL | |