



Testimony to the
Senate Committee on Labor
Thursday, February 1, 2018
2:55 p.m.
State Capitol - Conference Room 229

RE: SB 2288 RELATING TO FAIR SCHEDULING

Aloha Chair Tokuda, Vice Chair English 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 2288, relating to fair scheduling. This bill 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 conditions. 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. 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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