

Senator Gilbert S.C. Keith-Agaran
House Committee on Judiciary and Labor
H.B. 1739 HD 2

Wednesday, March 23, 2016, 9:00am
Conference Room 016

My name is Kristi Kobayashi and I am testifying in favor of HB 1739 HD 2 relating to the prohibition of employers from requiring, requesting, or coercing employees or potential employees to provide access to their personal social media accounts.

As a second year Masters student at UH Manoa, I will soon be applying for jobs in order to enter the workforce. As someone who has grown up during a time of ever expanding internet and social media usage, I have seen how people are putting increasingly more personal information in a public place. People using social media tend to use privacy settings for the purpose of protecting their social information from the general public, including employers or potential employers.

Because social media is new and evolving, it is important to define the use of it in hiring and employment. Before social media, there has always been a separation between a person's personal and professional life or values. What a person posts on social media represents them in a "social" context, not a professional one. Therefore, employers should not be able to require, request, or coerce employees to provide access to their social media accounts.

With the prohibition of employer access of employee social media account under HB 1739 HD 2, there will be a continued protection of employees and separation of professional and personal self.

In closing, I am in support of HB 1739 HD 2 to prohibit employers from requiring, requesting, or coercing employees or potential employees to provide access to their personal social media accounts because I believe an employer accessing this information is inappropriate and violates an employee or potential employee's right to privacy.

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