

STAND. COM. REP. NO.

561

Honolulu, Hawaii

MAR 04 2011

RE: S.B. No. 229
S.D. 1

Honorable Shan S. Tsutsui
President of the Senate
Twenty-Sixth State Legislature
Regular Session of 2011
State of Hawaii

Sir:

Your Committee on Judiciary and Labor, to which was referred
S.B. No. 229 entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT RELATIONS,"

begs leave to report as follows:

The purpose and intent of this measure is to make it unlawful
to discriminate against domestic abuse victims in certain
employment-related situations.

Your Committee received testimony in support of this measure
from the Hawai'i Civil Rights Commission; American Civil Liberties
Union of Hawai'i; and Hawaii State Coalition Against Domestic
Violence.

Your Committee recognizes the serious and devastating impact
that domestic violence has on a women's physical and emotional
health and financial security. Domestic abuse takes a heavy toll
on victims and their employers, including increased security and
safety concerns, reduced productivity, and increased health care
costs. As a result, victims of domestic abuse can lose their jobs
at a time when employment and financial independence are critical.

Your Committee finds that a domestic abuse victim is
vulnerable to being rejected for employment or fired from
employment when the victim's employer learns of the abuse. The
employer may act on outdated, but commonly held, notions about
domestic abuse victims. All too often, domestic violence can
jeopardize a survivor's ability to keep and maintain a job because



of discrimination and fear. It is not uncommon for domestic violence victims to be fired, demoted, suspended, or forced to quit their jobs after their employers learn of the domestic abuse. Your Committee finds that this measure provides protection to domestic abuse victims at a pivotal point in their recovery.

Your Committee has amended this measure by:

- (1) Inserting an effective date of July 1, 2050, to allow for further discussion; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the record of votes of the members of your Committee on Judiciary and Labor that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 229, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 229, S.D. 1, and be placed on the calendar for Third Reading.

Respectfully submitted on
behalf of the members of the
Committee on Judiciary and
Labor,

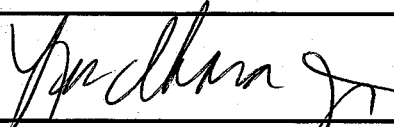


CLAYTON HEE, Chair



The Senate
 Twenty-Sixth Legislature
 State of Hawai'i

Record of Votes
Committee on Judiciary and Labor
JDL

Bill / Resolution No.:* SB 229	Committee Referral: JDL	Date: 3-1-11		
<input type="checkbox"/> The committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is:				
<input type="checkbox"/> Pass, unamended 2312 <input checked="" type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
HEE, Clayton (C)	✓			
SHIMABUKURO, Maile (VC)				✓
GABBARD, Mike	✓			
IHARA, Jr., Les	✓			
SLOM, Sam				✓
TOTAL	3	0	0	2
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: 				
Distribution: Original Yellow Pink Goldenrod File with Committee Report Clerk's Office Drafting Agency Committee File Copy				

*Only one measure per Record of Votes