

Honolulu, Hawaii

MAR 03 2017

RE: S.B. No. 425
S.D. 2

Honorable Ronald D. Kouchi
President of the Senate
Twenty-Ninth State Legislature
Regular Session of 2017
State of Hawaii

Sir:

Your Committee on Ways and Means, to which was referred S.B. No. 425, S.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO LABOR,"

begs leave to report as follows:

The purpose and intent of this measure is to mandate paid sick leave for hourly employees who work for private employers of fifty or more workers.

Your Committee received written comments in support of this measure from Hawaii State AFL-CIO, ILWU Local 142, the Graduate Student Organization at the University of Hawaii at Manoa, Hawaii Government Employees Association, and two individuals.

Your Committee received written comments in opposition to this measure from the Chamber of Commerce Hawaii, Hawaii Restaurant Association, Hawaii Food Industry Association, Motion Picture Association of America, Big City Diner, Tiki's Grill and Bar, IL Gelato Hawaii, Ruby Tuesday Hawaii and Gyu-Kaku Hawaii, Maui Hotel and Lodging Association, Highway Inn, and Eggs 'n Things.

The Department of Labor and Industrial Relations and Hawaii Children's Action Network submitted written comments on this measure.



Your Committee finds that over forty percent of private sector employees cannot take a paid sick day when they are ill or they need to care for an ill child. Your Committee further finds that requiring large private employers to provide their hourly employees with paid sick leave will encourage sick employees to stay home and recover, which will reduce the spread of disease, increase employee productivity, and help to control healthcare costs.

Your Committee has amended this measure by:

- (1) Authorizing the parties to a collective bargaining contract to waive the paid sick leave requirements established by this measure if the waiver is clearly and unambiguously stated in a collective bargaining agreement; and
- (2) Making technical nonsubstantive amendments for purposes of style, clarity, and consistency.

As affirmed by the record of votes of the members of your Committee on Ways and Means that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 425, S.D. 1, as amended herein, and recommends that it pass Third Reading in the form attached hereto as S.B. No. 425, S.D. 2.

Respectfully submitted on
behalf of the members of the
Committee on Ways and Means,




JILL N. TOKUDA, Chair



The Senate
 Twenty-Ninth Legislature
 State of Hawai'i

Record of Votes
Committee on Ways and Means
WAM

Bill / Resolution No.:*	Committee Referral:	Date:		
SB 425, SDI	SDC, WAM	27 Feb 2017		
<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
TOKUDA, Jill N. (C)	/			
DELA CRUZ, Donovan M. (VC)				/
ENGLISH, J. Kalani	/			
GALUTERIA, Brickwood	/			
HARIMOTO, Breene	/			
INOUE, Lorraine R.				/
KAHELE, Kaiali'i	/			
RIVIERE, Gil	/			
SHIMABUKURO, Maile S.L.				/
TANIGUCHI, Brian T.	/			
WAKAI, Glenn				/
TOTAL	7			4
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