
HOUSE RESOLUTION

REQUESTING A FEASIBILITY STUDY ON AMENDING THE DEFINITION OF
"REGULAR EMPLOYEE" UNDER THE HAWAII PREPAID HEALTH CARE
ACT.

1 WHEREAS, the cost of medical care in case of sudden need
2 may consume all or an excessive part of a person's resources;
3 and
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5 WHEREAS, prepaid health care plans offer a certain measure
6 of protection against such emergencies; and
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8 WHEREAS, the Hawaii Prepaid Health Care Act, enacted on
9 June 12, 1974, was created to:
10

11 (1) Protect employees in the state from the spiraling cost
12 of comprehensive medical care; and
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14 (2) Improve health care coverage through an employer
15 mandate; and
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17 WHEREAS, the Hawaii Prepaid Health Care Act defines
18 "regular employee" as a person employed in the employment of any
19 one employer for at least 20 hours per week, but does not
20 include a person employed in seasonal employment; and
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22 WHEREAS, fluctuating business patterns affect many
23 employees in the retail and hospitality sectors; and
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25 WHEREAS, some employees face the possibility of becoming
26 ineligible for employer sponsored health insurance because of
27 slow periods of business despite working an average of 20 hours
28 or more per week based on a four-week period; and
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30 WHEREAS, a supervisor may manipulate employee work
31 schedules and undermine the purpose of the Hawaii Prepaid Health
32 Care Act by purposefully reducing an employee's hours during one



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1 week out of the month so that the employee is ineligible for a
2 prepaid health care plan regardless of whether the employee
3 worked an average of 20 hours or more per week based on a four-
4 week period; and

5
6 WHEREAS, amending the definition of "regular employee" to
7 include employees who work an average of 20 hours or more per
8 week based on a four-week period may eliminate the possibility
9 of employees becoming ineligible for health insurance due to:

- 10 (1) Irregular patterns of business outside the control of
- 11 the employee or employer; and
- 12
- 13 (2) Unethical schedule maneuvering by an employee's
- 14 supervisor; now, therefore,
- 15
- 16

17 BE IT RESOLVED by the House of Representatives of the
18 Twenty-ninth Legislature of the State of Hawaii, Regular Session
19 of 2017, that the Department of Labor and Industrial Relations
20 is requested to study the feasibility of amending the definition
21 of "regular employee" under the Hawaii Prepaid Health Care Act
22 to mean a person employed in the employment of any one employer
23 for an average of at least 20 hours per week during a four-week
24 period, but does not include a person employed in seasonal
25 employment; and

26
27 BE IT FURTHER RESOLVED that the Department of Labor and
28 Industrial Relations is requested to report its findings and
29 recommendations to the Legislature no later than 20 days prior
30 to the convening of the Regular Session of 2018; and

31
32 BE IT FURTHER RESOLVED that certified copies of this
33 Resolution be transmitted to the Director of Labor and
34 Industrial Relations.

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37 OFFERED BY: _____



Bohannon

[Signature]

DeHart

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FEB 23 2017

