

PDF	Measure	Notes	Current Status	Introducer(s)	Referral	Companion
	<a href="#">HB4</a> Employment; Paid Sick Leave RELATING TO HEALTH. Requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care.		H 1/23/2017: Referred to LAB, FIN, referral sheet 1	TAKUMI	LAB, FIN	
	<a href="#">HB5</a> Minimum Wage; Employment RELATING TO LABOR. Annually increases minimum wage 1/1/18 - 1/1/2021. On 9/30/2021 and thereafter requires DLIR to adjust the minimum hourly wage in accordance with the Honolulu region consumer price index. Deletes tip credit.		H 1/23/2017: Referred to LAB, FIN, referral sheet 1	TAKUMI, AQUINO, CREAGAN, ICHiyAMA, ING, ITO, KEOHOKALOLE, LOPRESTI, MIZUNO, MORIKAWA, Brower, DeCoite, Evans, Lowen, Ohno, San Buenaventura	LAB, FIN	
	<a href="#">HB127</a> Nonprofit Organizations; Employee Associations; Disclosures; Campaign Spending Commission; Communications RELATING TO INTERNAL REVENUE CODE SECTION 501(C)(4) ORGANIZATIONS. Requires an organization that is exempt from federal taxation under IRC section 501(c)(4) to submit semi-annual reports to the campaign spending commission if the organization expends funds to make communications that advocate for or against elected officials or their positions on government actions.		H 1/23/2017: Referred to JUD, referral sheet 1	MIZUNO	JUD	
	<a href="#">HB208</a> Stop-Work Orders; Establishment; Enforcement; Penalties RELATING TO LABOR. Authorizes the Director of Labor and Industrial Relations or the Director's designee to issue and serve on an employer a stop-work order prohibiting the use of employee labor by the employer until the employer complies with the provisions of section 386-121, Hawaii Revised Statutes. Establishes penalties, enforcement, and protest procedure related to stop-work orders.		H 1/23/2017: Referred to LAB, JUD, FIN, referral sheet 1	JOHANSON, HOLT	LAB, JUD, FIN	

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	<a href="#">HB213</a> Family Leave; Sibling; Death RELATING TO FAMILY LEAVE. Permits an employee to take family leave in order to care for the employee's sibling with a serious health condition or upon the death of an employee's child, spouse, reciprocal beneficiary, sibling, or parent. Specifies notice and certification requirements.		H 1/23/2017: Referred to LAB, FIN, referral sheet 1	JOHANSON, BELATTI, HOLT, LUKE	LAB, FIN	
	<a href="#">HB347</a> Employment Security; Independent Contractor; Guidelines; Department of Labor and Industrial Relations RELATING TO EMPLOYMENT SECURITY. Clarifies Hawaii's employment security law for independent contractors. Includes twenty factors to be used as guidelines when determining whether an individual could be an independent contractor. Retains the ability of the department of labor and industrial relations to determine if an individual is an independent contractor. Requires the director of labor and industrial relations to report to the legislature prior to the regular session of 2018 regarding guidelines developed by the unemployment insurance coverage committee. Requires an annual report to the legislature regarding covered employment determinations.		H 1/23/2017: Pass First Reading	SOUKI, JOHANSON, MCKELVEY		
	<a href="#">HB441</a> Labor; Minimum Wage; Tip Credit; Counties RELATING TO MINIMUM WAGE. Increases the state minimum wage rate incrementally each year to attain the rate of \$22 per hour beginning 1/1/22. Authorizes the department of labor and industrial relations to annually adjust the minimum hourly wage beginning on 1/1/23 in accord with the Honolulu region consumer price index. Repeals the tip credit.		H 1/23/2017: Pass First Reading	ING, WOODSON, Gates, LoPresti		
	<a href="#">HB442</a> Labor; Minimum Wage; Counties RELATING TO MINIMUM WAGE. Authorizes the counties to establish a higher minimum wage than the state minimum wage.		H 1/23/2017: Pass First Reading	ING, LOPRESTI, WOODSON, Gates		

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	<a href="#">HB671</a> Pay Equity; Gender Discrimination RELATING TO EQUAL PAY. Prohibits enforced wage secrecy and retaliation or discrimination against employees who disclose, discuss, or inquire about their own or co-workers' wages.		H 1/23/2017: Pass First Reading	SAN BUENAVENTURA, BELATTI, DECOITE, EVANS, FUKUMOTO, HAR, ICHiyAMA, LOPRESTI, LOWEN, LUKE, MATSUMOTO, MCKELVEY, MIZUNO, MORIKAWA, NAKAMURA, NISHIMOTO, OSHIRO, THIELEN, TODD		
	<a href="#">HB678</a> Family Leave; Domestic Violence; Sexual Violence RELATING TO DOMESTIC VIOLENCE. Allows an employee to take family leave in addition to victim leave when the leave is related to domestic or sexual violence against the employee or the employee's minor child. Requires an employee to submit certification related to domestic or sexual violence of the employee or the employee's minor child. Requires employer confidentiality of information related to domestic or sexual violence against the employee or the employee's minor child.		H 1/23/2017: Pass First Reading	BELATTI, FUKUMOTO, ICHiyAMA, LOPRESTI, MIZUNO, MORIKAWA, OSHIRO, DeCoite		
	<a href="#">HB807</a> Tipped Employees; Income Tax Exemption RELATING TO TAXATION. Establishes an income tax exemption on the first \$10,000 of income derived from tips received by a tipped employee.		H 1/23/2017: Pending introduction.	MATSUMOTO, BROWER, FUKUMOTO, NAKASHIMA, NISHIMOTO, McDermott, San Buenaventura		
	<a href="#">HB808</a> Workers' Compensation; Medical Fee Schedule; Appropriation RELATING TO WORKERS' COMPENSATION. Requires the director of labor and industrial relations to set workers' compensation medical charges that correspond to the United States Department of Labor Office of Workers' Compensation Programs fee schedule instead of the Medicare Resource Based Relative Value Scale applicable to Hawaii. Requires the department of labor and industrial relations to submit a report to the legislature. Makes an appropriation for analysis of the Act's impact on injured worker's access to treatment. Repeals on 12/31/2024.		H 1/23/2017: Pending introduction.	JOHANSON, HOLT		
	<a href="#">HB809</a> Employment Practices; Discriminatory Practices RELATING TO EMPLOYMENT. Clarifies the grounds under which an employer may take employment action without committing a discriminatory practice. Takes effect on 1/1/2018.		H 1/23/2017: Pending introduction.	JOHANSON, HOLT, KEOHOKALO, NAKASHIMA		

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	<a href="#">SB14</a> Minimum Wage; Employment; Living Wage Report RELATING TO MINIMUM WAGE. Increases minimum wage to \$11.00 per hour beginning 01/01/19, \$12.00 per hour beginning 01/01/20, \$13.00 per hour beginning 01/01/21, \$14.00 per hour beginning 01/01/22, and \$15.00 per hour beginning 01/01/2023. Requires DBEDT to conduct assessment on living wage in Hawaii and submit report to legislature on its findings by 01/01/2020.		S 1/20/2017: Referred to JDL/ETT, WAM.	GREEN, S. CHANG, K. RHOADS, Ihara, Ruderman	JDL/ETT, WAM	
	<a href="#">SB107</a> Minimum Wage; Tipped Employees; Adjusted Minimum Wage Rate RELATING TO MINIMUM WAGE. Increases the minimum wage to \$12.25 per hour in 2018 and \$15 per hour in 2019. Repeals language allowing the hourly wage of a tipped employee to be increased on account of tips. Requires the department of labor and industrial relations to annually calculate the adjusted minimum wage rate to the nearest five cents using the Honolulu region CPI-W.		S 1/20/2017: Referred to JDL, WAM.	K. RHOADS	JDL, WAM	
	<a href="#">SB209</a> Social Security Number Protection RELATING TO SOCIAL SECURITY NUMBER PROTECTION. Clarifies the circumstances under which the individual's social security number or the last four digits of the social security number of an individual may be requested of the individual by certain persons or entities.		S 1/20/2017: Referred to GVO/CPH, JDL.	KIDANI, BAKER, ESPERO, GALUTERIA, KEITH-AGARAN, NISHIHARA, RUDERMAN, S. Chang, Dela Cruz, Inouye, Shimabukuro	GVO/CPH, JDL	
	<a href="#">SB253</a> Workers' Compensation; Medical Examinations; Selection of Physician; Appropriation RELATING TO WORKERS' COMPENSATION. Requires, among other things, independent medical examinations and permanent impairment rating examinations for workers' compensation claims to be performed by physicians mutually agreed upon by employers and employees or appointed by the director of labor and industrial relations. Allows for the use of an out-of-state physician under certain conditions. Appropriates funds for positions to assist with workers' compensation claims. Effective January 1, 2018. Repeals on June 30, 2023.		S 1/23/2017: Referred to JDL/CPH, WAM.	KEITH-AGARAN (Introduced by request of another party)	JDL/CPH, WAM	

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	<a href="#">SB345</a> Employment Security; Independent Contractor; Guidelines; Department of Labor and Industrial Relations <b>RELATING TO EMPLOYMENT SECURITY.</b> Clarifies Hawaii's employment security law for independent contractors. Includes twenty factors to be used as guidelines when determining whether an individual could be an independent contractor. Retains the ability of the department of labor and industrial relations to determine if an individual is an independent contractor. Requires the director of labor and industrial relations to report to the legislature prior to the regular session of 2018 regarding guidelines developed by the unemployment insurance coverage committee. Requires an annual report to the legislature regarding covered employment determinations.		S 1/23/2017: Referred to JDL, CPH.	BAKER, INOUYE, TOKUDA, S. Chang, Gabbard, Galuteria, Keith-Agaran, Kidani, Nishihara, Wakai	JDL, CPH	
	<a href="#">SB408</a> Family Leave; Family Leave Insurance Program; Family Leave Trust Fund; Paid Leave; Study; Appropriation <b>RELATING TO FAMILY LEAVE.</b> Establishes a family leave insurance program, which requires employees to make contributions into a trust fund that can be used to provide employees with family leave insurance benefits to care for a designated person. Expands the number of weeks of family leave from four to twelve weeks under the family leave law. Appropriates funds to the department of labor and industrial relations to implement the family leave insurance program. Requires a study to be performed by the department of labor and industrial relations and an actuarial study to be performed by the department of budget and finance.		S 1/23/2017: Referred to JDL, WAM.	KEITH-AGARAN, BAKER, ENGLISH, K. RHOADS, SHIMABUKURO, TOKUDA, S. Chang, Dela Cruz, Kidani	JDL, WAM	
	<a href="#">SB425</a> Labor; Employment; Family Leave; Sick Leave; Service Workers <b>RELATING TO LABOR.</b> Requires certain employers with fifty or more employees to provide sick leave to service workers for specified purposes under certain conditions. Defines the terms "service worker" and "employer". Effective January 1, 2018.		S 1/23/2017: Referred to JDL, WAM.	KEITH-AGARAN, BAKER, ENGLISH, GREEN, K. RHOADS, TOKUDA, Dela Cruz, Kidani, Nishihara, Shimabukuro	JDL, WAM	

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	<a href="#">SB429</a> Only Privacy; Employees; Students RELATING TO THE UNIFORM EMPLOYEE AND STUDENT ONLINE PRIVACY PROTECTION ACT. Adopts uniform laws on protecting the online accounts of employees and students from employers and educational institutions, respectively.		S 1/23/2017: Referred to HRE/JDL, CPH.	KEITH-AGARAN, K. RHOADS, Gabbard, K. Kahele, Kidani, Kim, Wakai	HRE/JDL, CPH	
	<a href="#">SB509</a> Pay Equity; Gender Discrimination RELATING TO EQUAL PAY. Prohibits enforced wage secrecy and retaliation or discrimination against employees who disclose, discuss, or inquire about their own or co-workers' wages.		S 1/23/2017: Passed First Reading.	KIDANI, BAKER, ENGLISH, ESPERO, GREEN, INOUYE, KEITH-AGARAN, KIM, K. RHOADS, SHIMABUKURO, L. THIELEN, TOKUDA, S. Chang, Ihara, Kouchi		
	<a href="#">SB516</a> Family Leave; Domestic Violence; Sexual Violence RELATING TO DOMESTIC VIOLENCE. Allows an employee to take family leave in addition to victim leave when the leave is related to domestic or sexual violence against the employee or the employee's minor child. Requires an employee to submit certification related to domestic or sexual violence of the employee or the employee's minor child. Requires employer confidentiality of information related to domestic or sexual violence against the employee or the employee's minor child.		S 1/23/2017: Passed First Reading.	BAKER, INOUYE, KIDANI, SHIMABUKURO, L. THIELEN, TOKUDA		
	<a href="#">SB544</a> Minimum Wage; Employment RELATING TO LABOR. Annually increases minimum wage 1/1/18 - 1/1/2021. On 9/30/2021 and thereafter requires DLIR to adjust the minimum hourly wage in accordance with the Honolulu region consumer price index. Deletes tip credit.		S 1/23/2017: Passed First Reading.	TANIGUCHI (Introduced by request of another party)		
	<a href="#">SB638</a> Employment; Paid Sick Leave RELATING TO HEALTH. Requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care.		S 1/23/2017: Passed First Reading.	K. RHOADS, S. CHANG, KEITH-AGARAN, Shimabukuro		

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	<a href="#">SB675</a> Employment Practices; Discriminatory Practices RELATING TO EMPLOYMENT. Clarifies the grounds under which an employer may take employment action without committing a discriminatory practice. Takes effect on 1/1/2018.		S 1/23/2017: Passed First Reading.	KEITH-AGARAN, Wakai		
	<a href="#">SB731</a> Workers' Compensation; Medical Examination RELATING TO WORKERS' COMPENSATION. Provides that an independent medical examination and permanent impairment rating examination shall be conducted by a qualified physician selected by the mutual agreement of the parties. Provides a process for appointment in the event that there is no mutual agreement.		S 1/23/2017: Passed First Reading.	GREEN, K. RHOADS		
	<a href="#">SB741</a> Workers' Compensation; Impartial Physician; Exam; Appropriation RELATING TO WORKERS' COMPENSATION. Requires a workers' compensation impartial exam to be conducted by a doctor whose specialty is appropriate for the injury to be examined in cases where the director of labor and industrial relations appoints a doctor to conduct an exam. Appropriates funds for the purpose of this measure.		S 1/23/2017: Passed First Reading.	GREEN, K. RHOADS		