



Testimony to the Senate Committee on  
Judiciary and Labor  
February 10, 2017 at 9:30 a.m.  
State Capitol - Conference Room 16

RE: SB 345 Relating to Employment Security

Aloha members of the Committee:

We are Cara Heilmann and John Knorek, the Legislative Committee co-chairs for the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”). SHRM Hawaii represents more than 800 human resource professionals in the State of Hawaii.

We are writing to **support** SB 345, which clarifies Hawaii's employment security law for independent contractors. It includes twenty factors to be used as guidelines when determining whether an individual could be an independent contractor. It also retains the ability of the department of labor and industrial relations to determine if an individual is an independent contractor. This bill requires the director of labor and industrial relations to report to the legislature prior tgo the regular session of 2018 regarding guidelines developed by the unemployment insurance coverage committee. It also requires an annual report to the legislature regarding covered employment determinations. We believe this bill will bring needed clarity to the determination of independent contractor status.

Human resource professionals are keenly attuned to the needs of employers and employees. We are the frontline professionals responsible for businesses’ most valuable asset: human capital. We will continue to review this bill and, if it advances, request to be a part of the dialogue concerning it.

Thank you for the opportunity to testify.

