



Testimony to the Senate Committee on  
Judiciary and Labor  
February 22, 2017 at 9:00 a.m.  
State Capitol - Conference Room 16

RE: SB 675 Relating to Employment

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 675, which clarifies the grounds under which an employer may take employment action without committing a discriminatory practice. This bill helps to address a new rule articulated by the State Supreme Court which imposes significant restrictions on at-will employment. We believe that this measure is an important step toward clarifying the grounds under which an employment may take employment action.

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 truly have our employers’ and employees’ interests at heart. 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.

