



Testimony to the Finance Committee
March 1, 2017 at 1:00 p.m.
State Capitol - Conference Room 308

RE: HB 347 HD2, Relating to Employment Security

Aloha Chair Luke, Vice Chair Cullen and members of the committee:

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

We are writing to support HB 347 HD2, relating to employment security. This bill seeks to clarify Hawaii's employment security law for independent contractors by requiring the use of twenty factors by the Department of Labor Industrial Relations when determining whether an individual is considered an independent contractor. It also 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 and requires an annual report to the legislature regarding covered employment determinations. We believe this measure is a good step toward clarifying the determination of whether an independent contractor will be recognized as such.

Human resource professionals are 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.

