



Testimony to the Senate Committee on Judiciary & Labor  
Monday, February 9, 2015 at 9:30 a.m.  
State Capitol - Conference Room 016

RE: SENATE BILL 1219 RELATING TO EMPLOYMENT SECURITY

Aloha Chair Keith-Agaran, Vice Chair Shimabukuro and members of the committee:

We are Melissa Pannell and John Knorek, the Legislative Committee co-chairs for the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”). SHRM Hawaii represents nearly 1,000 human resource professionals in the State of Hawaii. Our members are responsible for balancing the interests of employers and employees on a daily basis. 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 are writing to support SB 1219, which allows the department of labor and industrial relations to set criteria for independent contractor status. It establishes criteria for when the department shall presume an individual is an independent contractor. It requires the department to certify independent contractors and requires independent contractors to provide a written copy of certification to each customer. It places the burden of proving an employee-employer relationship on the certified independent contractor if the contractor files an unemployment insurance benefits claim against a customer. We believe that this bill would help promote clarity and facilitate business operations.

Please favorably consider this bill. We look forward to being a part of the continuing dialogue concerning it and other measures. Thank you for the opportunity to testify.



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