



Testimony to the House Committees on Labor & Public Employment and
Economic Revitalization and Business

Friday, January 27, 2012

10:30 a.m.

State Capitol - Conference Room 309

RE: HOUSE BILL NO. 1699 RELATING TO LABOR

Aloha Chairs Rhoads and McKelvey, Vice Chairs Yamashita and Choy, and members of the committees. We are Ryan Kusumoto and Lisa Kracher, 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.

We are writing to respectfully oppose HB 1699 which requires employers to provide meal breaks for employees and imposes penalties for failure to provide meal breaks.

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 respectfully oppose this measure for the significant implementation challenges and administrative burden it would impose and for the potential for unintended consequences and costs. Among our most significant concerns are the challenges of implementing the provisions regarding the calculation of overtime payments. We believe that overtime payments may be necessary under this bill due to the potential unintended effect of altering the current Hawaii law on calculating employees' regular rate of pay for overtime purposes. We are reviewing the remaining portions of this bill and, if it advances, request to be a part of the dialog concerning it. Thank you for the opportunity to testify.



SHRM Hawaii, P. O. Box 3175, Honolulu, Hawaii (808) 447-1840