

The Senate  
The Twenty-Fifth Legislature  
Regular Session of 2009

Committee on Labor

Senator Dwight Takamine, Chair  
Senator Brian T. Taniguchi, Vice Chair

DATE: Thursday, March 19, 2009  
TIME: 2:45 p.m.  
PLACE: Conference Room 224

**TESTIMONY OF THE UNITED PUBLIC WORKERS, AFSCME, LOCAL 646, AFL-CIO  
ON H.B. 31, RELATING TO EMPLOYMENT PRACTICES**

HB 31 establishes that it is an unlawful discriminatory practice for an employer to use an individual's credit history in hiring or discharging, in compensation, in the terms, conditions, or privileges of employment. **The United Public Workers, Local 646, supports the intent and purpose of this measure.**

Only under limited circumstances should an employer know an employee's credit history. HB 31 strikes the proper balance between the needs of employers and protecting a worker's rights by providing an exception under section 378-3(2), which does not "Prohibit or prevent the establishment and maintenance of bona fide occupational qualifications reasonably necessary to the normal operation of a particular business or enterprise, and that have a substantial relationship to the functions and responsibilities of prospective or continued employment."

We urge the passage of this message. Thank you for the opportunity to testify.