

# Abstract of Speech Template

**Title: Fundamental Workers' Rights and Benefits, Working Hours, and Health and Safety Protections**

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- Nationality/ City: USA/ Honolulu
- Position: Director of the Department of Human Resources
- Session: 3

## **Contents**

- Industrial Safety and Workers Compensation-  
Hawaii Law requires the provision of medical care, wage loss replacement, and permanent disability benefits.
- Hawaii's Occupational Safety and Health Law requires a safe and healthy work environment by preventing injuries, death, and financial hardships for workers.
- Federal Laws-  
Family Medical Leave Act allows employees to take unpaid leave to care for a spouse, child, parent with a serious health condition.
- Fair Labor Standards Act mandates workers be paid a minimum wage and overtime pay.
- Drug and Alcohol Testing tests employees to detect the use of substances.
- Employment Discrimination Laws prohibits discriminating against employees.

