

STAND. COM. REP. NO.

321

Honolulu, Hawaii

FEB 11 , 2025

RE: H.B. No. 158
H.D. 1

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2025
State of Hawaii

Madame:

Your Committee on Labor, to which was referred H.B. No. 158
entitled:

"A BILL FOR AN ACT RELATING TO UNEMPLOYMENT BENEFITS,"

begs leave to report as follows:

The purpose of this measure is to authorize striking workers
to be eligible for unemployment benefits.

Your Committee received testimony in support of this measure
from the Democratic Party of Hawai'i Labor Caucus; Hawai'i
Children's Action Network Speaks!; Hawaii Government Employees
Association, AFSCME Local 152, AFL-CIO; Hawai'i Nurses'
Association; Hawai'i State Teachers Association; IATSE Local 665;
International Brotherhood of Electrical Workers Local 1357; Pride
at Work; UNITE HERE! Local 5; United Public Workers, AFSCME Local
646, AFL-CIO; Hawaii State AFL-CIO; University of Hawaii
Professional Assembly; and four individuals. Your Committee
received testimony in opposition to this measure from NFIB Hawaii
Chapter and the Society of Human Resource Management-Hawaii. Your
Committee received comments on this measure from the Department of
Labor and Industrial Relations.

Your Committee finds that employees who are striking during
labor disputes with their employer are not eligible to receive
unemployment benefits. Your Committee also finds that workers

2025-1530 HB158 HD1 HSCR HMSO



321

resort to striking only when all efforts have been exhausted to reach a fair agreement which results in striking workers undertaking financial burdens. Your Committee believes that this measure ensures striking workers are supported while they are working through an impasse with employers.

Your Committee amended this measure by:

- (1) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 158, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 158, H.D. 1, and be referred to your Committee on Finance.

Respectfully submitted on
behalf of the members of the
Committee on Labor,


JACKSON D. STAMA, Chair



HSCR 321

Bill/Resolution No.: HB 158		Committee Referral: LAB, FIN		Date: 2/6/25
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
The recommendation is to: <input type="checkbox"/> Pass, unamended (as is) <input checked="" type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> Pass short form bill with HD to recommit for future public hearing (recommit)				
LAB Members	Ayes	Ayes (WR)	Nays	Excused
1. SAYAMA, Jackson D. (C)	X			
2. LEE, Mike (VC)	X			
3. GARRETT, Andrew Takuya	X			
4. KAPELA, Jeanne	X			
5. KONG, Sam Satoru	X			
6. REYES ODA, Julie	X			
TOTAL (6)	6			
The recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted If joint referral, _____ did not support recommendation. committee acronym(s)				
Vice Chair's or designee's signature: _____				
Distribution: Original (White) – Committee Duplicate (Yellow) – Chief Clerk's Office Duplicate (Pink) – HMSO				