

Honolulu, Hawaii

**MAR 18 2025**

RE: H.B. No. 162  
H.D. 2  
S.D. 1

Honorable Ronald D. Kouchi  
President of the Senate  
Thirty-Third State Legislature  
Regular Session of 2025  
State of Hawaii

Sir:

Your Committee on Labor and Technology, to which was referred  
H.B. No. 162, H.D. 2, entitled:

"A BILL FOR AN ACT RELATING TO COLLECTIVE BARGAINING,"

begs leave to report as follows:

The purpose and intent of this measure is to:

- (1) Authorize the Hawaii Labor Relations Board to request the Federal Mediation and Conciliation Service to furnish a list of five qualified and experienced interest arbitrators in the event the parties fail to select the neutral third member of the arbitration panel; and
- (2) Clarify that the list of five interest arbitrators may contain arbitrators from both the American Arbitration Association and Federal Mediation and Conciliation Service.

Your Committee received testimony in support of this measure from the United Public Workers AFSCME Local 646, AFL-CIO; Hawaii Government Employees Association AFSCME Local 152, AFL-CIO; and Hawaii State AFL-CIO.



Your Committee finds that existing law governing collective bargaining in public employment binds bargaining units to arbitration procedures to resolve impasses. These procedures currently limit the Hawaii Labor Relations Board to one organization, the American Arbitration Association, from which to request a list of qualified interest arbitrators and select the neutral third member of an arbitration panel. This measure includes the Federal Mediation and Conciliation Service in the selection process. Expanding the pool of well-qualified potential interest arbitrators will positively impact the collective bargaining process by promoting fairness and efficiency in the resolution of labor disputes.

Your Committee has amended this measure by:

- (1) Inserting an effective date of July 1, 2050, to encourage further discussion; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the record of votes of the members of your Committee on Labor and Technology that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 162, H.D. 2, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 162, H.D. 2, S.D. 1, and be referred to your Committee on Ways and Means.

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



HENRY J. C. AQUINO, Chair



The Senate  
Thirty-Third Legislature  
State of Hawai'i

Record of Votes  
Committee on Labor and Technology  
LBT

Bill / Resolution No.:* <i>HB142, HD2</i>	Committee Referral: <i>LBT, NAM</i>	Date: <i>3/12/2025</i>		
<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"><input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____</div>				
The Recommendation is: <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div><input type="checkbox"/> Pass, unamended 2312</div><div><input checked="" type="checkbox"/> Pass, with amendments 2311</div><div><input type="checkbox"/> Hold 2310</div><div><input type="checkbox"/> Recommit 2313</div></div>				
Members	Aye	Aye (WR)	Nay	Excused
AQUINO, Henry J.C. (C)	<i>✓</i>			
LEE, Chris (VC)	<i>✓</i>			
IHARA, Jr., Les	<i>✓</i>			
MORIWAKI, Sharon Y.				<i>✓</i>
FEVELLA, Kurt	<i>✓</i>			
<b>TOTAL</b>	<i>4</i>			<i>1</i>
Recommendation: <div style="display: flex; justify-content: space-around; margin-top: 5px;"><div><input checked="" type="checkbox"/> Adopted</div><div><input type="checkbox"/> Not Adopted</div></div>				
Chair's or Designee's Signature: <div style="text-align: center; margin-top: 10px;"></div>				
Distribution: <div style="display: flex; justify-content: space-between; font-size: small; margin-top: 5px;"><div>Original File with Committee Report</div><div>Yellow Clerk's Office</div><div>Pink Drafting Agency</div><div>Goldenrod Committee File Copy</div></div>				

\*Only one measure per Record of Votes