

HOUSE OF REPRESENTATIVES
THE THIRTY-THIRD LEGISLATURE
REGULAR SESSION OF 2025

COMMITTEE ON LABOR

Rep. Jackson D. Sayama, Chair
Rep. Mike Lee, Vice Chair

Rep. Andrew Takuya Garrett Rep. Sam Satoru Kong
Rep. Jeanne Kapela Rep. Julie Reyes Oda

NOTICE OF HEARING

DATE: Tuesday, February 4, 2025
TIME: 9:00 a.m.
PLACE: VIA VIDEOCONFERENCE
Conference Room 309
State Capitol
415 South Beretania Street

Click [here](#) to submit testimony and to testify remotely or in person.

A live stream link of all House Standing Committee meetings will be available online
shortly before the scheduled start time.

Click [here](#) for the live stream of this meeting via YouTube.

A G E N D A

[HB 1026](#)
[Status](#)

MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC
EMPLOYMENT COST ITEMS.
Makes emergency appropriations for collective bargaining cost items
for the members of Units (2), (3), (4), (8), (9), (13), and (14) and their
excluded counterparts, including the cost of salary adjustments
negotiated between the State and the bargaining unit representative for
fiscal year 2024-2025.

LAB, FIN

[HB 1027](#)
[Status](#)

RELATING TO PUBLIC EMPLOYMENT COST ITEMS.
Provides appropriations for collective bargaining cost items for the
members of Unit (1) and their excluded counterparts, including the
cost of salary adjustments negotiated between the State and the
bargaining unit representative for fiscal biennium 2025-2027.

LAB, FIN

[HB 1028](#)
[Status](#)

RELATING TO PUBLIC EMPLOYMENT COST ITEMS.
Provides appropriations for collective bargaining cost items for the
members of Unit (2) and their excluded counterparts, including the
cost of salary adjustments negotiated between the State and the
bargaining unit representative for fiscal biennium 2025-2027.

LAB, FIN



HB 1029 Status	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Provides appropriations for collective bargaining cost items for the members of Unit (3) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the bargaining unit representative for fiscal biennium 2025-2027.	LAB, FIN
HB 1030 Status	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Provides appropriations for collective bargaining cost items for the members of Unit (4) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the bargaining unit representative for fiscal biennium 2025-2027.	LAB, FIN
HB 1031 Status	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Provides appropriations for collective bargaining cost items for the members of Unit (5) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the bargaining unit representative for fiscal biennium 2025-2027.	LAB, FIN
HB 1032 Status	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Provides appropriations for collective bargaining cost items for the members of Unit (6) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the bargaining unit representative for fiscal biennium 2025-2027.	LAB, FIN
HB 1033 Status	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Provides appropriations for collective bargaining cost items for the members of Unit (7) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the bargaining unit representative for fiscal biennium 2025-2027.	LAB, FIN
HB 1034 Status	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Provides appropriations for collective bargaining cost items for the members of Unit (8) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the bargaining unit representative for fiscal biennium 2025-2027.	LAB, FIN
HB 1035 Status	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Provides appropriations for collective bargaining cost items for the members of Unit (9) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the bargaining unit representative for fiscal biennium 2025-2027.	LAB, FIN
HB 1036 Status	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Provides appropriations for collective bargaining cost items for the members of Unit (10) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the bargaining unit representative for fiscal biennium 2025-2027.	LAB, FIN
HB 1037 Status	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Provides appropriations for collective bargaining cost items for the members of Unit (11) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the bargaining unit representative for fiscal biennium 2025-2027.	LAB, FIN



HB 1038 Status	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Provides appropriations for collective bargaining cost items for the members of Unit (13) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the bargaining unit representative for fiscal biennium 2025-2027.	LAB, FIN
HB 1039 Status	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Provides appropriations for collective bargaining cost items for the members of Unit (14) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the bargaining unit representative for fiscal biennium 2025-2027.	LAB, FIN
HB 1040 Status	RELATING TO THE HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND BASE COMPOSITE MONTHLY CONTRIBUTION. Effective 1/1/2026, increases the employer base composite monthly contribution to the Hawaii Employer-Union Health Benefits Trust Fund by 5.2 percent of the 2025 employer base composite monthly contribution. Effective 1/1/2027, requires that the employer base composite monthly contribution be calculated based on the change in Medicare Part B premiums from 2025 to 2026 and at a two-year lag thereafter.	LAB, FIN
HB 1041 Status	RELATING TO THE EMPLOYEES' RETIREMENT SYSTEM. Amends chapter 88, HRS, to conform to updated required beginning dates and automatic cashout requirements in the Internal Revenue Code of 1986, as amended.	LAB, FIN
HB 1042 Status	RELATING TO THE EMPLOYEES' RETIREMENT SYSTEM'S EMPLOYER REPORTING REVIEW. Adds a year between the review period and the billing due date and changes reporting of review results from the current fiscal year to the previous fiscal year.	LAB, FIN
HB 160 Status	RELATING TO THE HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND. Allows impasses and disputes relating to the amounts of State and county contributions to the Hawaii Employer-Union Health Benefits Trust Fund to be resolved by arbitration. Repeals the prohibition against strikes by members of bargaining units on the issue of the amounts of State and county contributions to the Trust Fund.	LAB, FIN
HB 848 Status	RELATING TO EMPLOYER-UNION HEALTH BENEFITS TRUST FUND CONTRIBUTIONS. Sets the amount of the employer contribution to the Hawaii employer-union health benefits trust fund as a fixed percentage of the health benefits plan or life insurance plan premium cost. Makes conforming amendments.	LAB, FIN
HB 813 Status	RELATING TO THE EMPLOYEES' RETIREMENT SYSTEM. Reduces the minimum number of years of credited service from ten years to five years qualified Tier 2 employee's retirement system members must have to be eligible for vested benefit status for service retirement allowance purposes. Appropriates funds.	LAB, FIN



DECISION MAKING

The following measure(s) were previously heard on **January 30, 2025**. No public testimony will be accepted.

[HB 755](#)
[Status](#)

RELATING TO PAID FAMILY LEAVE.
By 1/1/2028, requires the Department of Labor and Industrial Relations to establish a family and medical leave insurance program and begin collecting payroll contributions to finance payment of benefits. By 1/1/2029, requires the Department to start receiving claims and paying benefits under the program. Specifies eligibility requirements and employee protections under the program.

LAB, CPC, FIN

DECISION MAKING TO FOLLOW

Persons wishing to offer comments should submit testimony at least **24 hours** prior to the hearing. Testimony received after this time will be stamped late and left to the discretion of the chair to consider. While every effort will be made to incorporate all testimony received, materials received on the day of the hearing or improperly identified or directed, may not be processed.

Testimony submitted will be placed on the legislative website. This public posting of testimony on the website should be considered when including personal information in your testimony.

The chair may institute a per-testifier time limit.

Committees meeting in the morning must adjourn prior to the day's Floor Session. Therefore, due to time constraints, not all testifiers may be provided an opportunity to offer verbal comments. However, written submissions will be considered by the committee.

Please refrain from profanity or uncivil behavior. Violations may result in ejection from the hearing without the ability to rejoin.

For remote testifiers, the House will not be responsible for bad connections on the testifier's end.

For general help navigating the committee hearing process, please contact the Public Access Room at (808) 587-0478 or par@capitol.hawaii.gov.

The livestream and/or cable TV broadcast of this meeting will include closed captioning. If you need an auxiliary aid/service or other accommodation (including oral, written, or ASL interpretive services) or are unable to submit testimony via the website due to a disability, please contact the committee clerk at (808) 586-6900. Requests made as early as possible have a greater likelihood of being fulfilled.

Click [here](#) for a complete list of House Guidelines for remote testimony.

FOR AMENDED NOTICES: Measures that have been deleted are stricken through and measures that have been added are bolded.

For more information, please contact the Committee Clerk at (808) 586-6900.

Rep. Jackson D. Sayama
Chair

