

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: Thursday, March 13, 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

[SB 1567, SD1](#)
[\(SSCR680\)](#)
[Status](#)

RELATING TO THE CLASSIFICATION AND COMPENSATION LAB, FIN
SYSTEMS.
Requires the Department of Human Resources Development to
complete a comprehensive review of the classification and
compensation systems for all positions within the State's executive
branch. Allows the Department to contract with a third-party, in
accordance with chapter 103D, Hawaii Revised Statutes, to assist the
Department in its timely completion of the review. Requires reports to
the Legislature. Appropriates funds. Effective 7/1/2050.

[SB 1287, SD2](#)
[\(SSCR847\)](#)
[Status](#)

RELATING TO TRANSPARENCY. LAB, CPC
Requires under the State's wage compensation laws that food,
beverage, and service establishments that accept tips and employ
tipped employees post signs that include language explaining their tip
allocation practices and the contact information for the Wage
Standards Division of the Department of Labor and Industrial
Relations and the Wage and Hours Division of the United States
Department of Labor. Establishes back wages and penalties as
available remedies for employees in the event of a violation. Effective
7/1/2050. (SD2)



SB 1454, SD1 (SSCR909) Status	RELATING TO THE WAGE AND HOUR LAW. Requires the Department of Labor and Industrial Relations to issue an order of wage payment violation to employers found to be in violation of the State's Wage and Hour Law. Establishes penalties, enforcement, and appeal procedures. Amends the definition of "wage" to clarify that it means compensation for labor or services rendered by an employee, regardless of how it is calculated. (SD1)	LAB, JHA
SB 716, SD2 (SSCR842) Status	RELATING TO HAWAII EMPLOYMENT SECURITY LAW. Expands the circumstances where the Department of Labor and Industrial Relations may waive the requirements for individuals to register to work and report to an employment office to be eligible for unemployment benefits. Authorize the Department to allow individuals to report to a location other than an employment office or other location approved pursuant to its rules. Beginning 4/1/2027, requires notices of determinations and documentation relating to appeals to be sent electronically, unless the election for mail is made. Allows an individual to change an elected withholding status more than once during a benefit year. Repeals the statutory definition of "registered for work" or "registration for work". Repeals the requirement for individuals to post their work availability online to be eligible for unemployment benefits. Effective 7/1/2050. (SD2)	LAB, FIN
SB 1503, SD1 (SSCR1037) Status	RELATING TO WORKFORCE DEVELOPMENT. Requires the Department of Labor and Industrial Relations to develop and implement training programs, public-private partnerships, funding opportunities, and recruitment strategies to develop a local workforce to meet the growing demand in defense-related personnel and promote economic diversification. Requires reports to the Legislature. Appropriates funds. Effective 7/1/2050. (SD1)	LAB, FIN
SB 935, SD2 (SSCR824) Status	RELATING TO GOVERNMENT. Sets the retirement allowance for a member who first earns credited service as a judge after 6/30/2025, to 1.75 per cent of the judge's average final compensation for each year of credited service as a judge. Reduces the minimum number of years of credited service qualified Tier 2 Employees' Retirement System members must have to be eligible for vested benefit status for service retirement allowance purposes from ten years to five years. Increases employer contributions to offset the resulting liability. (SD2)	LAB, JHA, FIN
SB 307, SD2 (SSCR902) Status	RELATING TO RECORDINGS OF LAW ENFORCEMENT ACTIVITIES. Establishes the right of a person to record law enforcement activities. Establishes a private right of action for any violation of the right to record law enforcement activities. Effective 9/1/2025. (SD2)	LAB, JHA, FIN
SB 436, SD1 (SSCR775) Status	RELATING TO THE STATE FIRE MARSHAL. Provides that no person shall serve as State Fire Marshal for more than three terms. Effective 7/1/2050. (SD1)	LAB, FIN



[SB 583, SD2](#)
[\(SSCR837\)](#)
[Status](#)

RELATING TO NAMING RIGHTS.

LAB, FIN

Allows the naming rights of any state-owned facility to be leased to any public or private entity. Requires any revenues derived from advertising or marketing in or on any state-owned facility to be deposited into the appropriate special fund of the state agency that owns the facility or into the general fund if no appropriate special fund exists. Effective 7/1/2050. (SD2)

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

