

THE SENATE
KA 'AHA KENEKOA

THE THIRTY-THIRD LEGISLATURE
REGULAR SESSION OF 2025

COMMITTEE ON LABOR AND TECHNOLOGY

Senator Henry J.C. Aquino, Chair
Senator Chris Lee, Vice Chair

NOTICE OF HEARING

DATE: Friday, January 31, 2025
TIME: 3:00 PM
PLACE: Conference Room 224 & Videoconference
State Capitol
415 South Beretania Street

PHOTO ID REQUIRED FOR ENTRANCE TO THE STATE CAPITOL
BUILDING HOURS: 7AM TO 5PM, MONDAY - FRIDAY

The Legislature is accepting written, videoconference, and in-person testimony at public hearings.
A live stream of all Senate Standing Committee meetings will be available on the [Senate YouTube Channel](#).

A G E N D A

[SB 1567](#)

[Status &
Testimony](#)

RELATING TO THE CLASSIFICATION AND COMPENSATION SYSTEMS. LBT, WAM

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, without regard to the Hawaii Public Procurement Code, to assist the Department in its timely completion of the review. Requires the Department to report to the Legislature. Appropriates funds.

[SB 336](#)

[Status &
Testimony](#)

RELATING TO THE DEFENSE OF STATE EMPLOYEES. LBT, JDC/WAM

Requires the State to defend professionally licensed or certified state employees from civil actions or proceedings, under certain circumstances. Clarifies that the employee may employ their own attorney at the employee's own expense. Establishes a process for the Attorney General to transfer or withdraw representation if the Attorney General declines to defend the employee.

[SB 337](#)

[Status &
Testimony](#)

RELATING TO COLLECTIVE BARGAINING. LBT, WAM

Authorizes 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. Clarifies that the list of five interest arbitrators may contain arbitrators from both the American Arbitration Association and the Federal Mediation and Conciliation Service.

SB 1233 Status & Testimony	RELATING TO WORKFORCE DEVELOPMENT. Establishes within the Department of Human Resources Development the state internship and workforce development program.	LBT, WAM
SB 1359 Status & Testimony	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.	LBT, WAM
SB 1454 Status & Testimony	RELATING TO THE WAGE AND HOUR LAW. Authorizes the Department of Labor and Industrial Relations to issue an order of wage payment violation to the employer found to be in violation of wage and hour provisions. Establishes penalties, enforcement, and appeal procedures. Amends the definition of "wage" to include compensation for labor or services rendered by an employee, whether the amount is determined on a time, task, piece, commission, or other basis of calculation.	LBT, JDC
SB 1345 Status & Testimony	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.	LBT, WAM
SB 1346 Status & Testimony	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.	LBT, WAM
SB 1347 Status & Testimony	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.	LBT, WAM
SB 1348 Status & Testimony	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.	LBT, WAM

SB 1349 Status & Testimony	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.	LBT, WAM
SB 1350 Status & Testimony	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.	LBT, WAM
SB 1351 Status & Testimony	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.	LBT, WAM
SB 1352 Status & Testimony	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.	LBT, WAM
SB 1353 Status & Testimony	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.	LBT, WAM
SB 1354 Status & Testimony	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.	LBT, WAM
SB 1355 Status & Testimony	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.	LBT, WAM
SB 1356 Status & Testimony	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.	LBT, WAM

SB 1357

**Status &
Testimony**

RELATING TO PUBLIC EMPLOYMENT COST ITEMS.

LBT, WAM

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.

SB 1358

**Status &
Testimony**

RELATING TO PUBLIC EMPLOYMENT COST ITEMS.

LBT, WAM

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.

Decision Making to follow, if time permits.

All testimony received by the Hawai'i Senate is posted on the Hawai'i Legislature's website, which is accessible to the public. Please do not include private information that you do not want disclosed to the public.

Please go to the Legislature's website, <https://www.capitol.hawaii.gov>, to submit **written testimony** at least 24 hours prior to the hearing. Create a free account on the website, or sign in to an existing account, then click on the "Participate" drop down menu and select the "Submit Testimony" option to get started. While submitting your written testimony, you will be prompted to indicate if you would also like to testify at the hearing in-person or remotely via videoconference.

Please note the following:

- The number of oral testifiers and/or time allotted to each testifier may be limited by the Chair when necessary to adhere to the committee hearing schedule. We may not be able to accommodate everyone who requests to testify orally.
- Testifiers for this hearing will be limited to **2 minutes** each.

If you wish to **testify via videoconference** during the hearing, please review the detailed step-by-step instructions for testimony procedures before you submit your written testimony. Here's a direct link to the instructions: <https://www.capitol.hawaii.gov/docs/testimonyinstructions.pdf>

For general help navigating the committee hearing process, please contact the Public Access Room at (808) 587-0478 or par@capitol.hawaii.gov. You can also visit their website at <https://lrb.hawaii.gov/par/>.

For special assistance: The cable TV broadcast and/or live stream of this meeting will include closed captioning. If you need an auxiliary aid/service or other accommodation due to a disability, please call the committee clerk at the telephone number listed below or email LBTcommittee@capitol.hawaii.gov. Requests made as early as possible have a greater likelihood of being fulfilled.

For amended notices: Measures that have been deleted are stricken through and measures that have been added are underscored. If a measure is both underscored and stricken through, that measure has been deleted from the agenda.

FOR FURTHER INFORMATION, PLEASE CALL THE COMMITTEE CLERK AT (808) 586-6970.

Senator Henry J.C. Aquino
Chair

