

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: Monday, March 10, 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

**HB 423, HD2**

[\(HSCR1044\)](#)

[Status &  
Testimony](#)

RELATING TO WORKERS' COMPENSATION.

Clarifies the process for selecting a certified provider of rehabilitation services. Requires providers to automatically approve vocational rehabilitation services for an injured employee if those services will likely be required for suitable gainful employment. Effective 7/1/3000. (HD2)

LBT, WAM

**HB 480, HD1**

[\(HSCR911\)](#)

[Status &  
Testimony](#)

RELATING TO WORKERS' COMPENSATION.

Authorizes an attending physician to request a functional capacity exam and refer an injured employee for the exam without first obtaining permission from the employee's employer. Allows licensed occupational and physical therapists to be deemed qualified to perform functional capacity exams. Effective 7/1/3000. (HD1)

LBT, CPN/WAM

**HB 162, HD2**

[\(HSCR1068\)](#)

[Status &  
Testimony](#)

RELATING TO COLLECTIVE BARGAINING.

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 Federal Mediation and Conciliation Service. Effective 7/1/3000. (HD2)

LBT, WAM

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|---|---|---------------------|
| <p><b><u>HB 164, HD1</u></b><br/> <u>(HSCR910)</u><br/> <a href="#">Status &amp; Testimony</a></p>  | <p>RELATING TO INDEBTEDNESS TO THE STATE.<br/>         Requires disbursing officers to notify employees within sixty days of making a determination that an indebtedness has occurred to the government resulting from salary or wage overpayment. Amends the amount that a disbursing officer may deduct from an employee's salary, wage, or compensation based on the employee's gross income. Effective 7/1/3000. (HD1)</p>  | <p>LBT, WAM</p>     |
| <p><b><u>HB 1152, HD1</u></b><br/> <u>(HSCR913)</u><br/> <a href="#">Status &amp; Testimony</a></p> | <p>RELATING TO TAX ADMINISTRATION.<br/>         Permanently exempts the software developer supervisor in the Department of Taxation and the data privacy officer and tax business analysts in the Office of the Director of taxation from civil service. Effective 7/1/3000. (HD1)</p>  | <p>LBT, WAM</p>     |
| <p><b><u>HB 214, HD1</u></b><br/> <u>(HSCR1106)</u><br/> <a href="#">Status &amp; Testimony</a></p> | <p>RELATING TO GOVERNMENT.<br/>         Allows a retirant to be employed without reenrollment in the Employees' Retirement System and without loss or interruption of retirement benefits if the retirant is employed as a school resource officer or investigator in positions identified by the Department of Law Enforcement or the Department of the Attorney General, respectively, as a labor shortage or difficult-to-fill positions, subject to certain conditions. Requires the Director of Human Resources of the appropriate state jurisdiction or the human resources management chief executive of each county to include in their annual reports to the Legislature, details on the employment of retirants as school resource officers or investigators. Effective 7/1/3000. (HD1)</p> | <p>LBT, WAM</p>     |
| <p><b><u>HB 874, HD3</u></b><br/> <u>(HSCR1047)</u><br/> <a href="#">Status &amp; Testimony</a></p> | <p>RELATING TO CHILD PERFORMERS.<br/>         Amends the Uniform Custodial Trust Act to specify that for a minor in theatrical employment with a gross income of at least \$5,000 on a project or \$20,000 in a calendar year: a parent or legal guardian of the minor is required to establish a trust account for the minor with an independent third-party trustee; and the employer of the minor is required to deposit a portion of the minor's earnings into the trust account until the minor becomes an adult. Makes misappropriation or fraudulent use of funds within the trust account a breach of fiduciary duty subject to penalties. Effective 7/1/3000. (HD3)</p>  | <p>LBT, JDC/CPN</p> |
| <p><b><u>HB 159, HD1</u></b><br/> <u>(HSCR909)</u><br/> <a href="#">Status &amp; Testimony</a></p>  | <p>RELATING TO QUALIFIED COMMUNITY REHABILITATION PROGRAMS.<br/>         Clarifies that the civil service exemption for personal service contracts for building, custodial, and grounds maintenance services with qualified community rehabilitation programs shall not cost more than \$850,000 in the aggregate per private person or entity, regardless of the number of contracts or qualified community rehabilitation program utilized for the personal service. Effective 7/1/3000. (HD1)</p>  | <p>LBT, WAM</p>     |

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](mailto: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](mailto: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.

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Senator Henry J.C. Aquino  
Chair