

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, February 6, 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

<a href="#">HB 158</a> <a href="#">Status</a>	RELATING TO UNEMPLOYMENT BENEFITS. Allows striking workers to be eligible for unemployment benefits.	LAB, FIN
<a href="#">HB 202</a> <a href="#">Status</a>	RELATING TO THE ADEQUATE RESERVE FUND. Amends the definition of "adequate reserve fund" for calendar years 2026 through 2028.	LAB, FIN
<a href="#">HB 162</a> <a href="#">Status</a>	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 the Federal Mediation and Conciliation Service.	LAB, JHA
<a href="#">HB 165</a> <a href="#">Status</a>	RELATING TO THE HAWAII LABOR RELATIONS BOARD. Authorizes the Hawaii Labor Relations Board to enforce its own orders.	LAB, JHA



<a href="#"><u>HB 423</u></a> <a href="#"><u>Status</u></a>	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.	LAB, CPC
<a href="#"><u>HB 827</u></a> <a href="#"><u>Status</u></a>	RELATING TO WORKERS' COMPENSATION MEDICAL BENEFITS. Expands workers' compensation medical benefits for firefighters to include coverage for adenocarcinoma or mesothelioma of the respiratory system; cancer of the buccal cavity, colon, pharynx, and thyroid; and malignant melanoma. Specifies that an employer may prove that the cancer or disease was not associated with the firefighting duties to deny medical benefits under workers' compensation law.	LAB, FIN
<a href="#"><u>HB 430</u></a> <a href="#"><u>Status</u></a>	RELATING TO INTERNSHIPS. Permits the Department of Labor and Industrial Relations to enter into contracts with eligible employers or registered apprenticeship programs in the private sector to provide on-the-job training to eligible interns. Provides that the State shall be the responsible employer for purposes of workers' compensation coverage for students or recent graduates in the on-the-job-training work experience program, subject to certain limitations. Appropriates funds.	LAB, FIN
<a href="#"><u>HB 555</u></a> <a href="#"><u>Status</u></a>	RELATING TO EMPLOYMENT PRACTICES. Requires employers to provide employees with paid breaks.	LAB, FIN
<a href="#"><u>HB 159</u></a> <a href="#"><u>Status</u></a>	RELATING TO QUALIFIED COMMUNITY REHABILITATION PROGRAMS. 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.	LAB, FIN
<a href="#"><u>HB 163</u></a> <a href="#"><u>Status</u></a>	RELATING TO REIMBURSEMENT OF PUBLIC OFFICERS AND EMPLOYEES. Requires the State or a county to reimburse an officer or employee within thirty calendar days of a request for reimbursement for travel costs that the officer or employee loaned to the State or a county. Requires the State or a county to pay a percentage of interest on the total amount owed to an officer or employee until the loan is fully reimbursed.	LAB, FIN
<a href="#"><u>HB 164</u></a> <a href="#"><u>Status</u></a>	RELATING TO INDEBTEDNESS TO THE STATE. 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.	LAB, FIN



[HB 847](#)  
[Status](#)

RELATING TO HAWAII RETIREMENT SAVINGS ACT.  
Clarifies the definition of "covered employer" under the Hawaii Retirement Savings Act. Requires covered employers to automatically enroll covered employees into the Hawaii Retirement Savings Program unless the employee chooses to opt out. Repeals the limit on the total fees and expenses that can be spent for the Program each year. Appropriates funds to the Department of Labor and Industrial Relations for the development and operation of the Program.

LAB, 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](mailto: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.

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Rep. Jackson D. Sayama  
Chair

