

STAND. COM. REP. NO.

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Honolulu, Hawaii

**JAN 30**, 2025

RE: H.B. No. 222  
H.D. 1

Honorable Nadine K. Nakamura  
Speaker, House of Representatives  
Thirty-Third State Legislature  
Regular Session of 2025  
State of Hawaii

Madame:

Your Committee on Labor, to which was referred H.B. No. 222  
entitled:

"A BILL FOR AN ACT RELATING TO THE WAGE AND HOUR LAW,"

begs leave to report as follows:

The purpose of this measure is to amend the definition of  
"employee" in Hawaii's wage and hour law by excluding individuals  
who are primarily engaged in the range production of livestock.

Your Committee received testimony in support of this measure  
from the Hawaii Cattlemen's Council, Inc.; and one individual.  
Your Committee received comments from the Department of Labor and  
Industrial Relations.

Your Committee finds that the existing definition of  
"employee" under Hawaii's wage and hour law does not exclude  
individuals who are primarily engaged in the range production of  
livestock. As the daily tasks of a livestock producer can vary  
widely on any given day, your Committee believes that excluding  
them from the definition of "employee" provides the necessary  
flexibility under the wage and hour law.

Your Committee has amended this measure by changing the  
effective date to July 1, 3000, to encourage further discussion.

2025-1103 HB222 HD1 HSCR HMSO



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As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 222, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 222, H.D. 1, and be referred to your Committee on Agriculture & Food Systems.

Respectfully submitted on  
behalf of the members of the  
Committee on Labor,



JACKSON D. SAYAMA, Chair



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<b>Bill/Resolution No.:</b> HB 222	<b>Committee Referral:</b> LAB, AGR, FIN	<b>Date:</b> 1/28/25		
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
<b>The recommendation is to:</b> <input type="checkbox"/> Pass, unamended (as is) <input checked="" type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> Pass short form bill with HD to recommit for future public hearing (recommit)				
LAB Members	Ayes	Ayes (WR)	Nays	Excused
1. SAYAMA, Jackson D. (C)	/			
2. LEE, Mike (VC)	/			
3. GARRETT, Andrew Takuya	/			
4. KAPELA, Jeanne	/			
5. KONG, Sam Satoru	/			
6. REYES ODA, Julie	/			
TOTAL (6)	6			
<b>The recommendation is:</b> <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted If joint referral, _____ did not support recommendation. committee acronym(s)				
<b>Vice Chair's or designee's signature:</b> _____ 				
<b>Distribution:</b> Original (White) – Committee      Duplicate (Yellow) – Chief Clerk's Office      Duplicate (Pink) – HMSO				