

STAND. COM. REP. NO.

482

Honolulu, Hawaii

FEB 12 , 2025

RE: H.B. No. 555  
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. 555  
entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT PRACTICES,"

begs leave to report as follows:

The purpose of this measure is to require employers to  
authorize and permit employees a ten minute paid rest period for  
every four hours worked.

Your Committee received testimony in support of this measure  
from six individuals. Your Committee received testimony in  
opposition to this measure from the Chamber of Commerce Hawaii;  
Hawai'i Restaurant Association; Kapolei Chamber of Commerce; Retail  
Merchants of Hawaii; and Tiki's Grill & Bar. Your Committee  
received comments on this measure from the Department of Human  
Resources Development; Department of Labor and Industrial  
Relations; Department of Human Resources of the City and County of  
Honolulu; Hawaii Food Industry Association; and Matson Navigation  
Company, Inc.

Your Committee finds that it is important to ensure all  
employers provide employees with rest periods during their work  
shift without deducting wages. Your Committee further finds that  
while some employers informally provide their employees with paid  
rest periods, it is not a requirement for them to do so. This

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measure protects employees against bad employer practices by adding a requirement for employers to permit a paid rest period for every four hours worked in statute.

Your Committee has amended this measure by:

- (1) Clarifying that the requirements of this measure does not apply to public employees who are excluded from collective bargaining;
- (2) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (3) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

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. 555, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 555, H.D. 1, and be referred to your Committee on Finance.

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



JACKSON D. SNYAMA, Chair



