

Honolulu, Hawaii

FEB 12 2025RE: S.B. No. 1660
S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Third State Legislature
Regular Session of 2025
State of Hawaii

Sir:

Your Committee on Labor and Technology, to which was referred
S.B. No. 1660 entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT,"

begs leave to report as follows:

The purpose and intent of this measure is to:

- (1) Require employers in the hospitality industry to implement anti-harassment measures for the protection of their workers, including annual training, equipping various workers with panic buttons, providing a list of resources such as contact information for government and agencies and advocacy groups, and displaying a notice of an employee's right, legal protections provided, and how to report violations;
- (2) Prohibit retaliation against a hospitality worker who files a complaint, uses the provided panic button, or participates in an investigation or proceeding related to a harassment complaint;
- (3) Require the Department of Labor and Industrial Relations to adopt rules, including rules determining penalties and establishing procedures for handling complaints; and



- (4) Require all hospitality employers to comply with the requirements of this measure no later than January 1, 2026.

Your Committee received testimony in support of this measure from the Hawaii State Commission on the Status of Women and Pride at Work-Hawai'i.

Your Committee finds that hospitality workers are often uniquely vulnerable to harassment and sexual violence because of the isolated nature of their work. Given tourism's vital role in the State's economy, protecting the hospitality workforce to improve retention and maintain staffing is especially critical. Other states, such as Washington, have found success reducing violations by instituting more comprehensive anti-harassment legislation. This measure mirrors those remedies by establishing stronger anti-harassment training, protections, procedures, and penalties for the protection of workers in the State's hospitality industry.

Your Committee notes the request from the Hawaii State Commission on the Status of Women that the required training and resources proposed in this measure also include contact information for statewide hotlines and that the notices be displayed in other languages as appropriate to best inform and protect hospitality employees.

Accordingly, your Committee has amended this measure by:

- (1) Including the contact information for certain support service providers in the required material for the annual training and resource list;
- (2) Inserting language requiring notices to be posted in any language that the employers deem necessary;
- (3) Inserting an effective date of July 1, 2050, to encourage further discussion; and
- (4) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.



As affirmed by the record of votes of the members of your Committee on Labor and Technology that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 1660, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 1660, S.D. 1, and be referred to your Committee on Judiciary.

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


HENRY J. C. AQUINO, Chair



The Senate
Thirty-Third Legislature
State of Hawai'i

Record of Votes
Committee on Labor and Technology
LBT

Bill / Resolution No.:* 5B11660	Committee Referral: LBT, JDC	Date: 2/5/25		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is: <input type="checkbox"/> Pass, unamended 2312 <input checked="" type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
AQUINO, Henry J.C. (C)	✕			
LEE, Chris (VC)	✕			
IHARA, Jr., Les	✕			
MORIWAKI, Sharon Y.	✕			
FEVELLA, Kurt	✕			
TOTAL	5			
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: <div style="text-align:center; margin-top: 10px;"><i>Chu</i></div>				
Distribution: Original Yellow Pink Goldenrod File with Committee Report Clerk's Office Drafting Agency Committee File Copy				

*Only one measure per Record of Votes