

Honolulu, Hawaii

FEB 28 2025

RE: 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 Judiciary, to which was referred S.B.  
No. 1660, S.D. 1, 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, provide training, and equip certain workers with panic buttons;
- (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 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 one individual.



Your Committee received comments on this measure from the Department of Labor and Industrial Relations and Hawai'i Civil Rights Commission.

Your Committee finds that harassment is a significant issue in the hospitality industry, which is critical to the State's economy. Workers in hospitality and food services account for fourteen percent of all harassment charges, a significantly higher portion than the sector's share of total employment. This measure will protect hospitality workers and aid the industry's long-term employment outcomes by requiring employers to establish certain anti-harassment procedures and safeguards.

As affirmed by the record of votes of the members of your Committee on Judiciary that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 1660, S.D. 1, and recommends that it pass Third Reading.

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



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KARL RHOADS, Chair



The Senate  
 Thirty-Third Legislature  
 State of Hawai'i

**Record of Votes**  
**Committee on Judiciary**  
**JDC**

Bill / Resolution No.:*	Committee Referral:	Date:		
SB 1660, SD1	LBT, JDC	2/26/25		
<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 checked="" type="checkbox"/> Pass, unamended 2312 <input type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
RHOADS, Karl (C)	✓			
GABBARD, Mike (VC)	✓			
CHANG, Stanley	✓			
SAN BUENAVENTURA, Joy A.	✓			
AWA, Brenton				✓
<b>TOTAL</b>	4	—	—	1
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature:				
				
<b>Distribution:</b> Original             Yellow             Pink             Goldenrod File with Committee Report             Clerk's Office             Drafting Agency             Committee File Copy				

\*Only one measure per Record of Votes