

STAND. COM. REP. NO.

321

Honolulu, Hawaii

FEB 11 , 2025

RE: H.B. No. 158  
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. 158  
entitled:

"A BILL FOR AN ACT RELATING TO UNEMPLOYMENT BENEFITS,"

begs leave to report as follows:

The purpose of this measure is to authorize striking workers  
to be eligible for unemployment benefits.

Your Committee received testimony in support of this measure  
from the Democratic Party of Hawai'i Labor Caucus; Hawai'i  
Children's Action Network Speaks!; Hawaii Government Employees  
Association, AFSCME Local 152, AFL-CIO; Hawai'i Nurses'  
Association; Hawai'i State Teachers Association; IATSE Local 665;  
International Brotherhood of Electrical Workers Local 1357; Pride  
at Work; UNITE HERE! Local 5; United Public Workers, AFSCME Local  
646, AFL-CIO; Hawaii State AFL-CIO; University of Hawaii  
Professional Assembly; and four individuals. Your Committee  
received testimony in opposition to this measure from NFIB Hawaii  
Chapter and the Society of Human Resource Management-Hawaii. Your  
Committee received comments on this measure from the Department of  
Labor and Industrial Relations.

Your Committee finds that employees who are striking during  
labor disputes with their employer are not eligible to receive  
unemployment benefits. Your Committee also finds that workers

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resort to striking only when all efforts have been exhausted to reach a fair agreement which results in striking workers undertaking financial burdens. Your Committee believes that this measure ensures striking workers are supported while they are working through an impasse with employers.

Your Committee amended this measure by:

- (1) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (2) 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. 158, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 158, H.D. 1, and be referred to your Committee on Finance.

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

  
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JACKSON D. SIAMA, Chair



