

STAND. COM. REP. NO.

1179

Honolulu, Hawaii

, 2025

**MAR 13**

RE: S.B. No. 183  
S.D. 1  
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 S.B. No. 183,  
S.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO THE HAWAII EMPLOYER-UNION  
HEALTH BENEFITS TRUST FUND,"

begs leave to report as follows:

The purpose of this measure is to:

- (1) Allow impasses and disputes relating to employer contributions to the Hawaii Employer-Union Health Benefits Trust Fund to be resolved by arbitration; and
- (2) Repeal the prohibition against strikes by members of bargaining units on the issue of employer contributions to the Hawaii Employer-Union Health Benefits Trust Fund.

Your Committee received testimony in support of this measure from the University of Hawaii Professional Assembly; United Public Workers, AFSCME Local 646, AFL-CIO; Hawaii State AFL-CIO; Democratic Party of Hawai'i; and Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO. Your Committee received testimony in opposition to this measure from the Department of Budget and Finance. Your Committee received comments on this measure from the Department of Human Resources Development.

2025-2480 SB183 HD1 HSCR HMSO



Your Committee finds that existing law does not provide a means for resolving disputes regarding employer monthly contributions for medical premiums toward Employer-Union Health Benefits Trust Fund plans. This implies that this negotiable item is effectively one-sided, and employer controlled. This measure ensures that both parties can negotiate in good faith, knowing that there is a fair process in place to resolve any disagreements, which supports workers' rights and promotes collaboration between employees and employers.

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

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 S.B. No. 183, S.D. 1, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 183, S.D. 1, 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. SAYAMA, Chair



Record of Votes of the Committee on Labor

|  |  |                         |
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| Bill/Resolution No.:<br><b>SB 183, SD1</b> | Committee Referral:<br><b>LAB, FIN</b> | Date:<br><b>3/11/25</b> |
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The committee is reconsidering its previous decision on the measure.

The recommendation is to:  Pass, unamended (as is)     Pass, with amendments (HD)     Hold  
 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) | X        |           |      |          |
| 2. LEE, Mike (VC)         | X        |           |      |          |
| 3. GARRETT, Andrew Takuya | X        |           |      |          |
| 4. KAPELA, Jeanne         | X        |           |      |          |
| 5. KONG, Sam Satoru       | X        |           |      |          |
| 6. REYES ODA, Julie       |          |           |      | X        |
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| <b>TOTAL (6)</b>          | <b>5</b> |           |      | <b>1</b> |

The recommendation is:  Adopted     Not Adopted  
 If joint referral, \_\_\_\_\_ did not support recommendation.  
committee acronym(s)

Vice Chair's or designee's signature:

Distribution: Original (White) – Committee    Duplicate (Yellow) – Chief Clerk's Office    Duplicate (Pink) – HMSO