

JAN 21 2026

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## A BILL FOR AN ACT

RELATING TO EMPLOYMENT EARNINGS.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1 SECTION 1. Section 378-2.8, Hawaii Revised Statutes, is  
2 amended by amending subsection (b) to read as follows:  
3        "(b) This section shall [not] apply to job listings for[+]  
4 full-time, part-time, temporary, and seasonal employment;  
5 provided that this section shall not apply to job listings for:  
6        (1) Positions that are internal transfers or promotions  
7                within a current employer;  
8        (2) Public employee positions for which salary, benefits,  
9                or other compensation are determined pursuant to  
10              collective bargaining; or  
11        (3) Positions with employers having fewer than [fifty]  
12              twenty-five employees."  
13 SECTION 2. Statutory material to be repealed is bracketed  
14 and stricken. New statutory material is underscored.  
15 SECTION 3. This Act shall take effect on January 1, 2027.  
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INTRODUCED BY: 



# S.B. NO. 2386

**Report Title:**

Employment; Job Listing; Disclosure; Exemption

**Description:**

Clarifies that the requirement to disclose hourly rates or salary ranges on job listings applies to full-time, part-time, temporary, or seasonal employment. Exempts employers having fewer than twenty-five employees, rather than fifty, from the disclosure requirement. Effective 1/1/2027.

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