

S.B. NO. 3090

JAN 28 2026

# A BILL FOR AN ACT

MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS.

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

1 PART I

2 SECTION 1. This Act is recommended by the governor for  
3 immediate passage in accordance with section 9 of article VII of  
4 the Constitution of the State of Hawaii.

5 PART II

6 SECTION 2. There are appropriated or authorized from the  
7 sources of funding indicated below to collective bargaining  
8 statewide (BUF 102) the following sums or so much thereof as may  
9 be necessary for fiscal year 2025-2026 to fund collective  
10 bargaining cost items associated with grievances filed under  
11 agreements negotiated with the exclusive representative of  
12 collective bargaining units (1) and (10), and for their excluded  
13 counterparts. The amounts are for a negotiated settlement for  
14 the department of education and arbitration awards for the  
15 university of Hawaii and other executive branch departments  
16 related to temporary hazard pay. The arbitration award for the  
17 other executive branch departments does not include amounts for

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1 the supplemental award that is subject to litigation. These  
2 amounts are in addition to the amounts provided in Act 29,  
3 Session Laws of Hawaii 2025:

4 FY 2025-2026

5	General funds	-0-
6	Special funds	-0-
7	Federal funds	-0-
8	Other federal funds	-0-
9	Trust funds	-0-
10	Interdepartmental transfers	-0-
11	Revolving funds	-0-

12 SECTION 3. Funds appropriated or authorized by this part  
13 shall be allotted by the director of finance to the appropriate  
14 state departments for expenditure in fiscal year 2025-2026 for  
15 the purposes of this part.

16 PART III

17 SECTION 4. Salary increases and cost adjustments provided  
18 in this Act for any officer or employee whose compensation is  
19 paid, in whole or in part, from federal, special, or other funds  
20 shall be paid wholly or proportionately, as the case may be,  
21 from the respective funds, provided that if the respective funds  
22 are unable to support such payments, appropriations from other

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1 means of financing may be used with the approval of the  
2 Governor.

3 SECTION 5. Funds appropriated or authorized by this Act  
4 that are not expended or encumbered by June 30, 2026, shall  
5 lapse as of that date.

6 SECTION 6. This Act shall take effect upon its approval.

7

8

INTRODUCED BY:

9

BY REQUEST

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**Report Title:**

Public Employment Cost Items; BU-1 and BU-10; Emergency Appropriations

**Description:**

Makes emergency appropriations for collective bargaining cost items for the members of Bargaining Units (1) and (10) and their excluded counterparts to resolve issues related to temporary hazard pay for fiscal year 2025-2026.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

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## JUSTIFICATION SHEET

DEPARTMENT: Budget and Finance

TITLE: A BILL FOR AN ACT MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS.

PURPOSE: To make emergency appropriations for collective bargaining cost items associated with grievances filed under agreements negotiated with the exclusive representative for the members of Bargaining Units (1) and (10) and their excluded counterparts for fiscal year 2025-2026 to resolve issues concerning temporary hazard pay.

MEANS: By the submittal of a specific emergency appropriation measure.

JUSTIFICATION: This bill will provide appropriations to fund a temporary hazard pay settlement for the Department of Education as well as separate arbitration awards for the University of Hawaii and other State of Hawaii Executive Branch departments with the United Public Workers as provided by Act 29, Session Laws of Hawaii 2025.

This bill is being proposed to cover the balance of requirements to fund those agreement and awards.

Impact on the public: Cooperative relations between the government and its employees help protect the public by assuring effective and orderly operations of government. Requiring collective bargaining negotiations for wages, hours, and conditions of employment, along with the merit principle, helps ensure public funds are spent efficiently while protecting the rights of public employees.

Impact on the department and other agencies:  
Funding for COVID-19 related temporary hazard pay payments are not included in the departments' operating budget request.

GENERAL FUND: To be determined.

OTHER FUNDS: To be determined.

PPBS PROGRAM  
DESIGNATION: BUF 102, Collective Bargaining Statewide.

OTHER AFFECTED  
AGENCIES: None.

EFFECTIVE DATE: Upon approval.