

Honolulu, Hawaii

FEB 11, 2026

RE: H.B. No. 2360
H.D. 1

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2026
State of Hawaii

Madame:

Your Committee on Labor, to which was referred H.B. No. 2360 entitled:

"A BILL FOR AN ACT RELATING TO PAID FAMILY LEAVE,"

begs leave to report as follows:

The purpose of this measure is to require the Department of Labor and Industrial Relations to:

- (1) By January 1, 2029, establish a family and medical leave insurance program and begin collecting payroll contributions to finance the program; and
- (2) By January 1, 2030, begin receiving claims and paying benefits.

Your Committee received testimony in support of this measure from the Department of Human Resources Development; Office of Wellness and Resilience; Hawaii State Commission on the Status of Women; one member of the Hawai'i County Council; Pride at Work Hawai'i; United Public Workers, AFSCME Local 464, AFL-CIO; Hawai'i Public Health Institute; Hawai'i State Teachers Association; AAUW of Hawaii; Hawaii Family Caregiver Coalition; Hawai'i Alliance of Nonprofit Organizations; Wainiha Country Market; ACLU of Hawai'i; AARP Hawaii; Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO; Chamber of Sustainable Commerce; Hawai'i Children's



Action Network Speaks!; Hawaii State Democratic Women's Caucus; Hawai'i State Coalition Against Domestic Violence; and numerous individuals. Your Committee received testimony in opposition to this measure from the Department of Labor and Industrial Relations; Society of Human Resource Management Hawaii; Hawaii Energy Marketers Association; Grassroot Institute of Hawaii; NFIB Hawaii Chapter; Hawaii Transportation Association; Maui Chamber of Commerce; and two individuals. Your Committee received comments on this measure from the Department of Taxation; University of Hawaii Professional Assembly; and one individual.

Your Committee finds that the lack of a statewide paid family and medical leave system results in many workers being unable to take necessary time off for caregiving or personal medical needs without suffering financial hardship. This gap disproportionately affects low-income workers, families without access to employer-provided benefits, and individuals recovering from childbirth or serious illness who may be forced to return to work prematurely. Establishing a statewide paid family and medical leave program provides workers with wage replacement and job protections during qualifying leave, ensuring financial stability and healthier outcomes for Hawaii's workforce.

Your Committee has amended this measure by:

- (1) Excluding paid family and medical leave insurance benefits from gross income, adjusted gross income, and taxable income for purposes of the state income tax;
- (2) Reinstating the temporary disability insurance law;
- (3) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (4) 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. 2360, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2360, H.D. 1, and be referred to your Committee on Consumer Protection & Commerce.



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



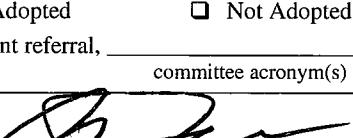
JACKSON D. SAYAMA, Chair



State of Hawaii
House of Representatives
The Thirty-third Legislature

HSCR 188-26

Record of Votes of the Committee on Labor

Bill/Resolution No.:	Committee Referral:	Date:		
HB 2360	LAB, CPC, FIN	2/5/26		
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
The recommendation is to: <input type="checkbox"/> Pass, unamended (as is) <input checked="" type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> 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			
TOTAL (6)	5	1		
The recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> 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