

STAND. COM. REP. NO. **3778**

Honolulu, Hawaii

APR 10 2026

RE: H.B. No. 2455
H.D. 2
S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Third State Legislature
Regular Session of 2026
State of Hawaii

Sir:

Your Committees on Judiciary and Ways and Means, to which was referred H.B. No. 2455, H.D. 2, S.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT PRACTICES,"

beg leave to report as follows:

The purpose and intent of this measure is to:

- (1) Require certain employers to provide administrative leave of absence for victims of workplace violence or threat of workplace violence;
- (2) Expand the type of certification an employee may provide to an employer if the leave exceeds five days per calendar year; and
- (3) Prohibit retaliation against employees for exercising rights related to domestic violence, sexual violence, or workplace violence or threat of workplace violence.

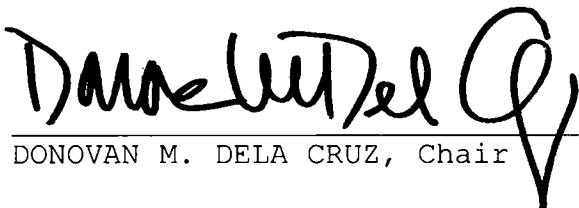
Your Committees received testimony in support of this measure from the Department of Education; Hawaii State Commission on the Status of Women; United Public Workers, AFSCME Local 646, AFL-CIO; Hawai'i State Teachers Association; University of Hawaii Professional Assembly; and Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO.



Your Committees find that the ability to take leave, whether for medical care, counseling, or legal proceedings, can be a decisive factor in an individual's ability to recover and maintain employment. This measure protects employees from retaliation and enables workers to address their immediate safety and recovery needs for victim's of certain acts of violence, like seeking restraining orders, meeting with law enforcement, or attending court proceedings, without jeopardizing their employment.

As affirmed by the records of votes of the members of your Committees on Judiciary and Ways and Means that are attached to this report, your Committees are in accord with the intent and purpose of H.B. No. 2455, H.D. 2, S.D. 1, and recommend that it pass Third Reading.

Respectfully submitted on
behalf of the members of the
Committees on Judiciary and
Ways and Means,

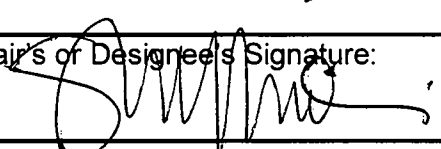

DONOVAN M. DELA CRUZ, Chair


KARL RHOADS, Chair



The Senate
 Thirty-Third Legislature
 State of Hawai'i

Record of Votes
Committee on Ways and Means
WAM

Bill / Resolution No.:* HB 2455 HD 2, SD 1	Committee Referral: LBT, JDC / WAM	Date: 04/08/2026		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is: <input checked="" type="checkbox"/> Pass, unamended 2312 <input type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
DELA CRUZ, Donovan M. (C)	X			
MORIWAKI, Sharon Y. (VC)	X			
DECOITE, Lynn	X			
ELEFANTE, Brandon J.C.	X			
HASHIMOTO, Troy N.	X			
INOUYE, Lorraine R.	X			
KANUHA, Dru Mamo	X			
KIDANI, Michelle N.	X			
KIM, Donna Mercado	X			
LEE, Chris	X			
RICHARDS, III, Herbert M. "Tim"	X			
WAKAI, Glenn	X			
FEVELLA, Kurt	X			
TOTAL	13	0	0	0
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: 				
Distribution: Original Yellow Pink File with Committee Report Committee Drafting Agency				

*Only one measure per Record of Votes