STAND. COM. REP. NO. 1362 -26

Honolulu, Hawaii
MAR 24 , 2026

RE: S.B. No. 2115
S.D. 1
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 S.B. No. 2115, S.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO COLLECTIVE BARGAINING,"

begs leave to report as follows:

The purpose of this measure is to temporarily establish a new impasse process when an employer fails to initiate negotiations or when parties fail to reach agreement within certain timeframes on the repricing of classes within a bargaining unit and repeal the existing impasse process.

Your Committee received testimony in support of this measure from the Hawai'i State Teachers Association; United Public Workers, AFSCME Local 646, AFL-CIO; Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO; and Hawaii State AFL-CIO. Your Committee received testimony in opposition to this measure from the Department of Human Resources Development and Department of Human Resources of the City and County of Honolulu.

Your Committee finds that employees across the State face long delays in repricing decisions, resulting in pay inequities and persistent vacancies in critical positions. Your Committee further finds that the arbitration structure is overly complex and prevents timely resolution of salary adjustments. Your Committee

believes that creating a clearer, streamlined impasse and arbitration process will help ensure fair compensation and strengthen workforce recruitment and retention.

Your Committee has amended this measure by:

(1) Changing the effective date to July 1, 3000, to encourage further discussion; and

(2) Making a technical, nonsubstantive amendment 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 S.B. No. 2115, S.D. 1, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 2115, 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,
Committee on Labor,

JACKSON D. SAYAMA, Chair

State of Hawaii
House of Representatives
The Thirty-third Legislature

HSCR 1362-26

Record of Votes of the Committee on Labor

Bill/Resolution No.: SB 2115 SD1	Committee Referral: LAB, FIN	Date: 3/19/26

☐ 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			
TOTAL (6)	6			

The recommendation is: ☒ Adopted ☐ Not Adopted
If joint referral, _____ did not support recommendation.
committee acronym(s)

Vice Chair's or designee's signature: _____

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