STAND. COM. REP. NO. 2696

Honolulu, Hawaii

FEB 2 3 2026

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

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

Sir:

Your Committee on Ways and Means, 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 and intent of this measure is to amend collective bargaining negotiation procedures.

Specifically, this measure temporarily:

(1) Establishes a procedure for selecting an arbitrator if there is an impasse on the repricing of classes within an applicable bargaining unit, and specifies the arbitration process to be followed; and

(2) Repeals the existing procedure for addressing an impasse on the repricing of classes.

Your Committee received written comments in support of this measure from the United Public Workers, AFSCME Local 646, AFL-CIO; Hawaii State Teachers Association; and Hawaii Government Employees Association.

Your Committee received written comments in opposition to this measure from the Department of Human Resources Development,

Department of Human Resources of the County of Hawaii, and Department of Human Resources of the City and County of Honolulu.

Your Committee finds that the current impasse process for the repricing of classes is complex and lengthy, sometimes taking years to resolve. This measure provides a streamlined process with strict deadlines that can help to establish fair compensation amounts for bargaining unit members in a timely manner.

As affirmed by the record of votes of the members of your Committee on Ways and Means that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 2115, S.D. 1, and recommends that it pass Third Reading.

Respectfully submitted on
behalf of the members of the
Committee on Ways and Means,
Committee on Ways and Means,

DONOVAN M. DELA CRUZ, Chair

The Senate
Thirty-Third Legislature
State of Hawai'i

Record of Votes
Committee on Ways and Means
WAM

Bill / Resolution No.:*	Committee Referral:	Date:
SB 2115 SD1	LBT, WAM	02/19/2026

☐ The Committee is reconsidering its previous decision on this measure.

If so, then the previous decision was to: _____

The Recommendation is:

☒ Pass, unamended 2312 ☐ Pass, with amendments 2311 ☐ Hold 2310 ☐ 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	11	0	0	2

Recommendation:

☒ Adopted ☐ Not Adopted

Chair's or Designee's Signature:

Distribution: Original — File with Committee Report; Yellow — Committee; Pink — Drafting Agency

*Only one measure per Record of Votes

Revised: 01/02/26