

Honolulu, Hawaii

APR 10 , 2026

RE: S.B. No. 2386
S.D. 1
H.D. 2

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

Madame:

Your Committee on Consumer Protection & Commerce, to which was referred S.B. No. 2386, S.D. 1, H.D. 1, entitled:

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

begs leave to report as follows:

The purpose of this measure is to require hourly rate or salary ranges to be disclosed on job listings for certain employees and exempt employers having fewer than twenty-five employees, rather than fewer than fifty employees, from this requirement.

Your Committee received testimony in support of this measure from the Hawai'i Civil Rights Commission; Hawaii State Commission on the Status of Women; American Association of University Women of Hawai'i; Hawaii Appleseed Center for Law & Economic Justice; Fujiwara & Rosenbaum, LLC; Hawai'i Women Lawyers; Hawai'i State Democratic Women's Caucus; and numerous individuals. Your Committee received testimony in opposition to this measure from the Hawaii Chapter of the National Federation of Independent Business and Maui Chamber of Commerce. Your Committee received comments on this measure from the Society of Human Resource Management - Hawaii.



Your Committee finds that transparency in compensation practices is essential to promoting equal employment opportunity and preventing wage discrimination. Your Committee further finds that exemptions from existing pay disclosure requirements have limited the effectiveness of wage transparency laws, allowing disparities in pay to persist across job categories and employer size. Requiring the disclosure of hourly rates or salary ranges in job listings for full-time, part-time, temporary, and seasonal employment will provide job seekers with meaningful information, reduce information asymmetry in hiring, and support fairer compensation practices, while advancing the State's commitment to equal pay and nondiscrimination in employment.

Your Committee suggests an effective date of July 1, 2027, for this measure, to give employers enough time to ensure all job postings comply with the hourly rate and salary range disclosure requirements.

Your Committee has amended this measure by:

- (1) Removing the disclosure requirement exemption for employers with fewer than fifty employees; 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 Consumer Protection & Commerce that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 2386, S.D. 1, H.D. 1, as amended herein, and recommends that it pass Third Reading in the form attached hereto as S.B. No. 2386, S.D. 1, H.D. 2.

Respectfully submitted on
behalf of the members of the
Committee on Consumer
Protection & Commerce,


SCOT Z. MATAYOSHI, Chair



State of Hawaii
House of Representatives
The Thirty-third Legislature

HSCR 2111-26

Record of Votes of the Committee on Consumer Protection & Commerce

Bill/Resolution No.: SB2386 SDI HD1	Committee Referral: LAB, CPC	Date: 4/1/26
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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)

CPC Members	Ayes	Ayes (WR)	Nays	Excused
1. MATAYOSHI, Scot Z. (C)	✓			
2. GRANDINETTI, Tina Nakada (VC)	✓			
3. CHUN, Cory M.	✓			
4. ILAGAN, Greggor	✓			
5. ICHIYAMA, Linda	✓			
6. IWAMOTO, Kim Coco	✓			
7. KONG, Sam Satoru		✓		
8. LOWEN, Nicole E.	✓			
9. MARTEN, Lisa	✓			
10. TAM, Adrian K.	✓			
11. PIERICK, Elijah			✓	
TOTAL (11)	9	1	1	

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

Vice Chair's or designee's signature: [Signature]

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