

STAND. COM. REP. NO. 1366-26

Honolulu, Hawaii

MAR 24 , 2026

RE: S.B. No. 3055  
S.D. 2  
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. 3055,  
S.D. 2, entitled:

"A BILL FOR AN ACT RELATING TO FALSE IMPERSONATION OF UNION  
REPRESENTATIVES,"

begs leave to report as follows:

The purpose of this measure is to prohibit the false  
impersonation of an employee organization representative and to  
establish a civil cause of action and penalties for violations.

Your Committee received testimony in support of this measure  
from the University of Hawaii Professional Assembly; United Public  
Workers, AFSCME Local 646, AFL-CIO; Hawaii Government Employees  
Association, AFSCME Local 152, AFL-CIO; and Hawaii State AFL-CIO.

Your Committee finds that public employee organizations rely  
on clear, trusted communication with their members to convey  
information regarding representation rights, benefits, and  
collective bargaining matters. Your Committee further finds that  
deceptive communications by unauthorized individuals falsely  
claiming to represent employee organizations can mislead public  
employees, create confusion about their rights, disrupt labor  
relations, and undermine the integrity of the collective  
bargaining process. Your Committee believes that prohibiting the

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false impersonation of employee organization representatives and providing meaningful remedies will deter deceptive practices, protect public employees from misinformation, and help preserve confidence in lawful labor representation.

Your Committee has amended this measure by:

- (1) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (2) 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 S.B. No. 3055, S.D. 2, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 3055, S.D. 2, H.D. 1, and be referred to your Committee on Judiciary & Hawaiian Affairs.

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

  
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JACKSON D. SAYAMA, Chair



