



STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 04/08/2026

Time: 10:15 AM

Location: CR 211 & Videoconference

Committee: JDC/WAM

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Title of Bill: HB2455, SD1, RELATING TO EMPLOYMENT PRACTICES.

Purpose of Bill: Requires certain employers to provide administrative leave of absence for victims of workplace violence or threat of workplace violence. Expands the type of certification an employee may provide to an employer if the leave exceeds five days per calendar year. Prohibits retaliation against employees for exercising rights related to domestic violence, sexual violence, or workplace violence or threat of workplace violence. Effective 1/1/2077. (SD1)

Department's Position:

The Hawaii State Department of Education (Department) supports HB 2455, HD 2, SD 1, which would allow Department employees who are victims of workplace violence or threat of workplace violence to be entitled to administrative leave for up to ten (10) days per calendar year for purposes directly related to the employee's safety or pursuit of legal protections. The HD 1 amended the bill to provide administrative leave rather than leave through existing paid leave benefits. This bill also provides clarification of the definition of workplace violence or threat of workplace violence and the certification that an employee may provide to the employer if the leave exceeds five (5) days per calendar year.

Thank you for the opportunity to provide testimony on HB 2455, HD 2, SD 1.



April 7, 2026

Position: **SUPPORT of HB2455 HD2 SD1**, Relating to Employment Practices

To: Senators Donovan M. Dela Cruz and Karl Rhoads, Chairs
Senators Sharon Y. Moriwaki and Mike Gabbard, Vice Chairs
Members of the Senate Committees on Ways and Means, and on Judiciary

From: Llasmin Chaine, LSW, Executive Director, Hawaii State Commission on the Status of Women

Re: Testimony in **SUPPORT of HB2455 HD2 SD1**, Relating to Employment Practices

Hearing: Wednesday, April 8, 2026, 10:15 a.m.
Conference Room 211, State Capitol

The Hawaii State Commission on the Status of Women is dedicated to advancing the safety, equity, and well-being of girls and women across the state. The Commission **supports HB2455 HD2 SD1** because it **addresses the critical need for workplace protections and support for individuals who experience or are threatened by workplace violence**. Access to leave in these circumstances is essential for ensuring the physical and emotional safety of workers, particularly those who are at heightened risk of experiencing the intersectional impacts of gender-based violence and workplace harassment.

This measure **protects employees from retaliation and enables workers to address their immediate safety and recovery needs** like seeking restraining orders, meeting with law enforcement, or attending court proceedings, **without jeopardizing their employment**. 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. Expanding the types of acceptable certification for extended leave also **reduces administrative barriers** for those who may not have immediate access to traditional documentation, such as police reports.

HB2455 HD2 SD1 aligns with research and trauma-informed best practices indicating that workplace policies supporting victims of violence contribute to **greater employee retention, productivity, and overall workplace safety**. Such policies are particularly crucial for women and gender minorities, who are statistically more likely to experience certain forms of workplace violence and may otherwise face retaliation or job loss for seeking help.

The Commission appreciates the Legislature's attention to this issue and urges these **Committees to pass HB2455 HD2 SD1**, protecting Hawaii's workforce and those most vulnerable to workplace violence. Thank you for this opportunity to submit testimony.



UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

THE SENATE KA 'AHA KENEKOA

THE THIRTY-THIRD LEGISLATURE REGULAR SESSION OF 2026

COMMITTEE ON WAYS AND MEANS
Senator Donovan M. Dela Cruz, Chair
Senator Sharon Y. Moriwaki, Vice Chair

COMMITTEE ON JUDICIARY
Senator Karl Rhoads, Chair
Senator Mike Gabbard, Vice Chair

Wednesday, April 8, 2026, 10:15 AM
Conference Room 211 & Videoconference

Re: Testimony on HB2455, HD2, SD1 – RELATING TO EMPLOYMENT PRACTICES

Chairs Dela Cruz and Rhoads, Vice Chairs Moriwaki and Gabbard, and Members of the Committee:

UPW **strongly supports** HB2455, HD2, SD1, which requires certain employers to provide administrative leave of absence for victims of workplace violence or threat of workplace violence.

Employers who respect, value, and care for their employees should be willing to provide leave, whether it be paid or unpaid, to victims of violence in the workplace. As the exclusive representative for Bargaining Units 1 and 10, we strongly believe that legislation like this is needed given the rise in incidents of workplace violence, or the threat thereof, in the public sector. State and county employees are responsible for providing essential government services. This often requires a level of engagement with the public that can leave public workers susceptible to these acts of violence.

We believe an employee who is a victim of workplace violence or threat of workplace violence should be, as written in the bill, provided paid administrative leave for purposes directly related to the employee's safety or pursuit of legal protection.

Mahalo for the opportunity to testify in support of this measure.

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**TESTIMONY TO THE HAWAI'I SENATE COMMITTEE ON WAYS AND MEANS &
TESTIMONY TO THE HAWAI'I SENATE COMMITTEE ON JUDICIARY**

Item: HB 2455, HD2, SD1 – Relating to Employment Practices

Position: Support

Hearing: Wednesday, April 8, 2026, 10:15 am, Room 211

Submitter: Osa Tui, Jr., President - Hawai'i State Teachers Association

Dear Chairs Dela Cruz & Rhoads, Vice Chairs Moriwaki & Gabbard, and members of the committees,

The Hawai'i State Teachers Association **strongly supports** H.B. 2455, HD2, SD1 which provides critical leave protections for employees facing workplace violence or credible threats. This measure addresses a rising and acute crisis in our schools, where educators and school-based staff increasingly report being subjected to harassment, intimidation, and threats of physical harm.

Currently, while Hawai'i law provides unpaid leave for victims of domestic or sexual violence, there is no explicit protection for those targeted by violence arising specifically from their employment. Educators are in public-facing roles and frequently interact with members of the community, making them vulnerable to incidents that require immediate legal or safety-related actions.

H.B. 2455, HD2, SD1 ensures that teachers do not have to choose between their safety and their livelihoods. By allowing a reasonable amount of paid leave which can be satisfied through an employer's existing leave benefits, the bill empowers employees to seek restraining orders, meet with law enforcement, or consult with attorneys during critical moments of risk.

These protections support employee safety, reduce the risk of escalation, and help maintain stable learning environments for our students. We urge the committee to pass this bill to ensure that those who dedicatedly serve Hawai'i's keiki are afforded the protection and peace of mind they deserve.

Mahalo.



The Senate Committees on Ways and Means and Judiciary
April 8, 2026
Room 211
10:15 AM

RE: **HB 2455 HD2 SD1, Relating to Employment Practices**

Attention: Chairs Donovan M. Dela Cruz and Karl Rhoads, Vice Chairs Sharon Y. Moriwaki
And Mike Gabbard, Members of the Committees

The University of Hawaii Professional Assembly (UHPA), the exclusive bargaining representative for all University of Hawai'i faculty members, **supports HB 2455 HD2 SD1.**

UHPA supports the intent of HB 2455 HD2 SD1 to provide job-protected leave for victims of workplace violence. We appreciate the amendments made and preserved in this measure by prior committees—specifically the shift in Section 2, subsection (b), to mandate that this time off be provided specifically as "paid administrative leave"

Under Article XX of our Collective Bargaining Agreement, the Employer is obligated to provide a safe working environment, including "security and protection at all University facilities." When the Employer fails to maintain a safe environment—resulting in a threat "arising out of employment"—the cost of the remedy should be borne by the Employer. By ensuring this leave is categorized as paid administrative leave, the current HD2 SD1 draft properly places the financial responsibility on the employer. This crucial amendment ensures that victims of work-related violence are not financially penalized for seeking safety, protects employees from having to deplete their own accrued sick leave or vacation banks, and ensures equitable protection for our 9-month and 11-month faculty who do not accrue vacation leave.

UHPA supports the passage of HB 2455 HD2 SD1.

Respectfully submitted,

Christian L. Fern
Executive Director
University of Hawaii Professional Assembly



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Third Legislature, State of Hawaii
The Senate
Committee on Judiciary
Committee on Ways and Means

Testimony by
Hawaii Government Employees Association

April 8, 2026

H.B. 2455, H.D. 2, S.D. 1 — RELATING TO RELATING TO EMPLOYMENT PRACTICES

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the intent of H.B. 2455, H.D. 2, S.D. 1, which requires certain employers to provide administrative leave of absence for victims of workplace violence or threat of workplace violence.

For years, our organization has been a staunch proponent for more employer intervention and responsibility when an employee is subjected to work related harassment, threats, and even assault. We have received numerous reports from our members working for the State who have experienced incidents of harassment. Many of our members provide public facing services, which elevates the risk of becoming a victim of workplace violence from members of the public. We would like to note that the employers already have the authority to provide administrative leave for their employees, and unfortunately in many circumstances administrative leave is not offered. It is shameful that employees must use their accrued vacation leave to seek the necessary protection, due to a situation that arose during the course of their employment. We appreciate the intent of this measure, and if passed, our members would be able to use administrative leave to seek out the necessary judicial and legal protections, including obtaining a temporary restraining order.

Thank you for the opportunity to provide testimony in support of H.B. 2455, H.D. 2, S.D. 1.

Respectfully submitted,


Randy Perreira
Executive Director