
HOUSE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF BUSINESS, ECONOMIC DEVELOPMENT, AND
TOURISM TO EVALUATE WAYS TO EXPAND REMOTE EMPLOYMENT
OPPORTUNITIES FOR HAWAII RESIDENTS AND REDUCE BARRIERS THAT
MAY DISCOURAGE OUT-OF-STATE EMPLOYERS FROM HIRING
INDIVIDUALS WHO LIVE IN THE STATE.

1 WHEREAS, Hawaii's economy has long been heavily dependent
2 on the tourism sector, making the State vulnerable to global
3 economic disruptions, travel fluctuations, and external market
4 forces; and

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6 WHEREAS, advances in technology and the expansion of remote
7 work have created new opportunities for highly skilled workers
8 to contribute to companies and industries located outside the
9 State while continuing to live in Hawaii; and

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11 WHEREAS, many locals who grew up in the islands must leave
12 the State to pursue career opportunities due to limited in-state
13 and high-wage opportunities; and

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15 WHEREAS, encouraging remote employment opportunities for
16 Hawaii residents can help retain local talent, support working
17 families, diversify the State's economic base, and increase
18 household income; and

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20 WHEREAS, employers located outside the State often face
21 uncertainty regarding Hawaii tax nexus rules, employer
22 registration requirements, and compliance obligations when
23 hiring Hawaii residents; and

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25 WHEREAS, clarifying these rules and simplifying
26 administrative processes may reduce barriers that prevent out-
27 of-state employers from hiring qualified Hawaii residents; and
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1 WHEREAS, policy mechanisms such as remote-employer safe
2 harbors, simplified employer registration processes, and
3 targeted incentives may increase participation by out-of-state
4 employers while maintaining appropriate safeguards and
5 accountability; and

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7 WHEREAS, modernizing state policy to support remote work
8 can strengthen Hawaii's long-term economic resilience, reduce
9 outward migration of residents, and expand high-wage employment
10 opportunities; now, therefore

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12 BE IT RESOLVED by the House of Representatives of the
13 Thirty-third Legislature of the State of Hawaii, Regular Session
14 of 2026, the Senate concurring, the Department of Business,
15 Economic Development, and Tourism is urged to evaluate ways to
16 expand remote employment opportunities for Hawaii residents and
17 reduce barriers that may discourage out-of-state employers from
18 hiring individuals who live in the State; and

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20 BE IT FURTHER RESOLVED the evaluation is requested to:

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22 (1) Consider potential approaches to clarify regulatory
23 and tax compliance expectations for employers located
24 outside the State that hire Hawaii residents to
25 perform remote work;
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27 (2) Ensure the maintenance of applicable worker
28 protections;
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30 (3) Ensure compliance with State labor and tax laws;
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32 (4) Explore methods to simplify employer onboarding and
33 compliance processes when hiring Hawaii residents for
34 remote work;
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36 (5) Explore opportunities for improved coordination among
37 relevant state agencies; and
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39 (6) Consider policies that prioritize opportunities for
40 long-term Hawaii residents and individuals educated in
41 Hawaii, with the goal of strengthening the State's



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1 workforce, retaining local talent, and supporting
2 economic diversification; and
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4 BE IT FURTHER RESOLVED the Department of Business, Economic
5 Development, and Tourism is requested to submit a report of its
6 findings and recommendations, including any proposed
7 legislation, to the Legislature no later than twenty days prior
8 to the convening of the Regular Session of 2027; and
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10 BE IT FURTHER RESOLVED that certified copies of this
11 Concurrent Resolution be transmitted to the Governor, the
12 Director of Business, Economic Development, and Tourism, the
13 Director of Taxation, and the Director of Labor and Industrial
14 Relations.
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OFFERED BY: _____



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