

---

---

# HOUSE 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

5  
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

10  
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

14  
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

19  
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

24  
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  
28



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  
6

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  
11

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 Department of Business, Economic Development, and  
15 Tourism is urged to evaluate ways to expand remote employment  
16 opportunities for Hawaii residents and reduce barriers that may  
17 discourage out-of-state employers from hiring individuals who  
18 live in the State; and  
19

20 BE IT FURTHER RESOLVED the evaluation is requested to:  
21

- 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;  
26
- 27 (2) Ensure the maintenance of applicable worker  
28 protections;  
29
- 30 (3) Ensure compliance with State labor and tax laws;  
31
- 32 (4) Explore methods to simplify employer onboarding and  
33 compliance processes when hiring Hawaii residents for  
34 remote work;  
35
- 36 (5) Explore opportunities for improved coordination among  
37 relevant state agencies; and  
38
- 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

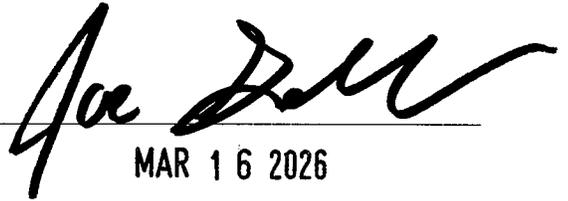


1 workforce, retaining local talent, and supporting  
2 economic diversification; and  
3

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  
9

10 BE IT FURTHER RESOLVED that certified copies of this  
11 Resolution be transmitted to the Governor, the Director of  
12 Business, Economic Development, and Tourism, the Director of  
13 Taxation, and the Director of Labor and Industrial Relations.  
14  
15  
16

OFFERED BY: \_\_\_\_\_

  
MAR 16 2026

