

JAN 23 2026

A BILL FOR AN ACT

RELATING TO THE CONSTRUCTION WORKER COVID-19 HAZARD PAY PROGRAM.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that the COVID-19
2 pandemic necessitated unprecedented measures to protect public
3 health and safety within the State. Pursuant to the governor's
4 emergency proclamations relating to the pandemic, beginning with
5 the initial proclamation on March 4, 2020, and subsequent
6 supplementary proclamations, certain industries and workers were
7 designated as essential to maintain critical infrastructure and
8 services.

9 The legislature further finds that the construction
10 industry and its workers were consistently designated as
11 essential throughout the emergency periods declared under the
12 proclamations. During the declared emergency periods,
13 construction workers performed duties crucial for the State's
14 infrastructure, including work on numerous state and federally
15 funded projects, often under conditions that presented potential
16 health risks due to exposure to COVID-19.



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1 The legislature recognizes the vital contributions and
2 potential hazards faced by essential construction workers who
3 maintained operations during the declared public health
4 emergencies.

5 Accordingly, the purpose of this Act is to establish a
6 five-year program within the department of labor and industrial
7 relations to provide a one-time hazard pay bonus to eligible
8 construction workers in recognition of and as compensation for
9 the crucial duties performed and the risks undertaken by them
10 during the COVID-19 pandemic.

11 SECTION 2. This Act shall be known and may be cited as the
12 "Construction Worker COVID-19 Hazard Pay Program Act".

13 SECTION 3. (a) The department shall establish a
14 construction worker COVID-19 hazard pay program. A construction
15 worker is eligible for a one-time hazard pay bonus under the
16 program if an individual:

- 17 (1) Was a construction worker during the eligible period;
18 (2) Performed eligible construction work in the State for
19 a minimum of five hundred hours during the eligible
20 period;



1 (3) Provides verifiable proof of employment and hours
2 worked performing eligible construction work during
3 the eligible period, such as pay stubs, employer
4 verification letters, or other documentation deemed
5 sufficient by the department; and

6 (4) Submits a complete application form to the department
7 within the timeframe established pursuant to
8 subsection (c).

9 (b) Under the program, eligible construction workers may
10 receive a one-time hazard pay bonus of \$20,000, less applicable
11 state and federal taxes. No eligible construction worker shall
12 receive more than one payment under the program, regardless of
13 working for multiple employers or during multiple periods within
14 the eligible period.

15 (c) The department shall:

16 (1) No later than January 5, 2027, develop and make
17 publicly available an application form for
18 construction workers to apply to the program;

19 (2) Establish a deadline for application submission;
20 provided that the deadline shall be no earlier than



- 1 one hundred eighty days after the application forms
2 become publicly available;
- 3 (3) Review applications, verify eligibility of applicants,
4 and process payments to eligible construction workers;
- 5 (4) Conduct outreach to inform potential eligible
6 construction workers and applicable employers about
7 the program; and
- 8 (5) Adopt rules pursuant to chapter 91, Hawaii Revised
9 Statutes, necessary to implement the program.

10 SECTION 4. As used in this Act:

11 "Construction worker" means an individual employed in the
12 construction industry who performs labor on a construction job
13 site in the State. "Construction worker" includes laborers,
14 skilled tradespersons, ironworkers, electricians, plumbers,
15 sheet metal workers, masons, roofers, operating engineers,
16 carpenters, and site supervisors directly overseeing labor
17 performed on construction job sites.

18 "Department" means the department of labor and industrial
19 relations.

20 "Eligible construction work" means construction work
21 designated as essential under one or more emergency



1 proclamations issued by the governor in response to the COVID-19
2 pandemic.

3 "Eligible period" means the period beginning on May 5,
4 2020, and ending on May 25, 2023, inclusive.

5 "Program" means the construction worker COVID-19 hazard pay
6 program.

7 SECTION 5. There is appropriated out of the general
8 revenues of the State of Hawaii the sum of \$ or so
9 much thereof as may be necessary for fiscal year 2026-2027 for
10 the implementation and operation of the construction worker
11 COVID-19 hazard pay program established by this Act; provided
12 that this appropriation shall not lapse at the end of the fiscal
13 biennium for which the appropriation is made; provided further
14 that all moneys from the appropriation unencumbered as of
15 June 30, 2031, shall lapse as of that date.

16 The sum appropriated shall be expended by the department of
17 labor and industrial relations for the purposes of this Act.

18 SECTION 6. If any provision of this Act, or the
19 application thereof to any person or circumstance, is held
20 invalid, the invalidity does not affect other provisions or
21 applications of the Act that can be given effect without the



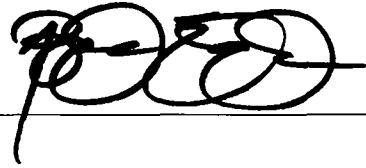
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1 invalid provision or application, and to this end the provisions
2 of this Act are severable.

3 SECTION 7. This Act shall take effect on July 1, 2026, and
4 shall be repealed on June 30, 2031.

5

INTRODUCED BY: _____

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Report Title:

DLIR; Construction Worker COVID-19 Hazard Pay Program;
Appropriation

Description:

Requires the Department of Labor and Industrial Relations to establish and administer the Construction Worker COVID-19 Hazard Pay Program. Appropriates funds to pay eligible construction workers a one-time payment in recognition for essential labor performed during the COVID-19 pandemic. Sunsets 6/30/2031.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

