

Honolulu, Hawaii

FEB 20, 2026

RE: H.B. No. 1515
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 H.B. No. 1515
entitled:

"A BILL FOR AN ACT RELATING TO WORKERS' COMPENSATION,"

begs leave to report as follows:

The purpose of this measure is to authorize an injured
employee's attending physician to request and refer the employee
for a functional capacity examination without first obtaining
permission from the employer in order to assess the employee's
ability to return to work.

Your Committee received testimony in support of this measure
from the Department of Labor and Industrial Relations; Department
of Human Resources Development; Hawaii Insurers Council;
University of Hawaii Professional Academy; Hawaii Medical
Association; American Property Casualty Insurance Association;
Aloha Billing Company; Work Injury Medical Association of Hawaii;
and one individual.

Your Committee finds that delays in approving functional
capacity examinations prolong an injured worker's path to recovery
and impede timely decisions about return-to-work or vocational
rehabilitation. Existing processes often require insurer or
employer approval before scheduling the examination, creating
bottlenecks that contribute to administrative inefficiencies and



added strain on injured workers. This measure streamlines the functional capacity examination process and broadens the pool of qualified providers, enabling quicker assessments and more efficient return-to-work decisions.

Your Committee has amended this measure by changing the effective date to July 1, 3000, to encourage further discussion.

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 H.B. No. 1515, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 1515, H.D. 1, and be referred to your Committee on Consumer Protection & Commerce.

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



JACKSON D. SAYAMA, Chair



