

Honolulu, Hawaii

**FEB 17**, 2026

RE: H.B. No. 1655  
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. 1655  
entitled:

"A BILL FOR AN ACT RELATING TO PUBLIC EMPLOYMENT,"

begs leave to report as follows:

The purpose of this measure is to allow public employers and  
the exclusive representatives of bargaining units to negotiate  
certain retirement benefits.

Your Committee received testimony in support of this measure  
from the Hawai'i State Teachers Association; University of Hawaii  
Professional Assembly; United Public Workers, AFSCME Local 646,  
AFL-CIO; and Hawaii Government Employees Association, AFSCME Local  
152, AFL-CIO. Your Committee received testimony in opposition to  
this measure from the Department of Budget and Finance; Office of  
Collective Bargaining; and Employees' Retirement System.

Your Committee finds that existing law requires the exclusion  
of retirement benefits from collective bargaining, which limits  
the ability of public employers and employees to address evolving  
workforce needs and financial realities. Public workers are  
increasingly seeking flexibility and clarity regarding retirement  
related provisions as part of their overall compensation  
structure, and employers likewise benefit from having negotiated  
terms that align with recruitment and retention goals. This



measure enables both parties to engage in discussions over allowable retirement benefits, supporting a more balanced and responsive collective bargaining process.

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. 1655, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 1655, H.D. 1, and be referred to your Committee on Finance.

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

  
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JACKSON D. SAYAMA, Chair



