

Honolulu, Hawaii

FEB 17 , 2026

RE: H.B. No. 1658
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. 1658
entitled:

"A BILL FOR AN ACT RELATING TO COLLECTIVE BARGAINING,"

begs leave to report as follows:

The purpose of this measure is to temporarily establish a new
impasse process when an employer fails to initiate negotiations or
when parties fail to reach agreement within certain timeframes on
the repricing of classes within a bargaining unit and repeal the
existing impasse process.

Your Committee received testimony in support of this measure
from the Hawai'i State Teachers Association; 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
Human Resources Development.

Your Committee finds that employees across the State face
long delays in repricing decisions, resulting in pay inequities
and persistent vacancies in critical positions. Your Committee
further finds that the current arbitration structure is overly
complex and prevents timely resolution of salary adjustments.
Your Committee believes that creating a clearer, streamlined



impasse and arbitration process will help ensure fair compensation and strengthen workforce recruitment and retention.

Your Committee has amended this measure by:

- (1) Changing the negotiation period trigger for declaring an impasse from one hundred fifty days to ninety days after the exclusive representative's written request to negotiate for purposes of repricing of classes within a bargaining unit;
- (2) Specifying that the parties must begin the selection process of arbitrators within ten days of receiving a list of potential arbitrators;
- (3) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (4) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

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. 1658, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 1658, H.D. 1, and be referred to your Committee on Finance.

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



JACKSON D. SAYANA, Chair



