

Honolulu, Hawaii

**FEB 20**, 2026

RE: H.B. No. 2359  
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. 2359  
entitled:

"A BILL FOR AN ACT RELATING TO RETIRANTS,"

begs leave to report as follows:

The purpose of this measure is to establish a five-year pilot  
program allowing retirants to be rehired into hard-to-staff  
positions for terms longer than eighty-nine days.

Your Committee received testimony in support of this measure  
from one individual. Your Committee received comments on this  
measure from the Department of the Attorney General and Employees'  
Retirement System.

Your Committee finds that the State faces ongoing shortages  
in technical and specialized positions that require experienced  
workers who can assume duties quickly and effectively. Existing  
restrictions limiting retirants to short, eighty-nine-day  
contracts create constant turnover, discourage retirees from  
returning, and hinder long-term project management across  
departments. Your Committee believes that creating a structured,  
cost-neutral pilot program allowing longer-term hiring of  
qualified retirants will improve workforce stability, preserve  
institutional knowledge, and strengthen the State's ability to  
fill critical vacancies.



Your Committee has amended this measure by:

- (1) Removing provisions regarding the salary for a position within the Department of Education;
- (2) Clarifying the definition of "employee-beneficiary";
- (3) Specifying that a retirant shall not have been employed by the State or a county during the twelve, rather than six, months before the first day of reemployment;
- (4) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (5) 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. 2359, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2359, 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



