

Honolulu, Hawaii  
, 2026

**FEB 20**

RE: H.B. No. 2367  
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. 2367  
entitled:

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

begs leave to report as follows:

The purpose of this measure is to require hourly rate or  
salary ranges to be disclosed on job listings for certain  
employees and remove the exemption for employers having fewer than  
fifty employees from this requirement.

Your Committee received testimony in support of this measure  
from the Hawai'i Civil Rights Commission; AAUW of Hawai'i; Hawai'i  
State Democratic Women's Caucus; Fujiwara & Rosenbaum, LLC;  
Hawai'i Women Lawyers; Hawaii Appleseed Center for Law & Economic  
Justice; and numerous individuals. Your Committee received  
testimony in opposition to this measure from the National  
Federation of Independent Business's Hawaii Chapter and Maui  
Chamber of Commerce.

Your Committee finds that wage transparency is a critical  
tool for addressing pay inequities and reducing information  
barriers that disadvantage job seekers entering the workforce.  
Existing law requires pay disclosure on job listings but contains  
exemptions that allow many employers to omit salary information,  
limiting transparency and preventing applicants from making



informed decisions about employment opportunities. Your Committee believes that extending pay disclosure requirements to all employers and all job categories will promote fairer hiring practices and strengthen wage equity statewide.

Your Committee has amended this measure by:

- (1) Defining the term "covered employee";
- (2) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (3) Making a technical, nonsubstantive amendment 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. 2367, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2367, 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



Record of Votes of the Committee on Labor

<b>Bill/Resolution No.:</b> <span style="font-size: 1.2em; font-weight: bold;">HB 2367</span>	<b>Committee Referral:</b> <span style="font-size: 1.2em; font-weight: bold;">LAB, CPC</span>	<b>Date:</b> <span style="font-size: 1.5em; font-weight: bold;">2/19/26</span>
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The committee is reconsidering its previous decision on the measure.

The recommendation is to:  
 Pass, unamended (as is)  
 Pass, with amendments (HD)  
 Hold  
 Pass short form bill with HD to recommit for future public hearing (recommit)

LAB Members	Ayes	Ayes (WR)	Nays	Excused
1. SAYAMA, Jackson D. (C)	X			
2. LEE, Mike (VC)	X			
3. GARRETT, Andrew Takuya	X			
4. KAPELA, Jeanne	X			
5. KONG, Sam Satoru				X
6. REYES ODA, Julie	X			
TOTAL (6)	5			1

The recommendation is:  
 Adopted  
 Not Adopted  
 If joint referral, \_\_\_\_\_ did not support recommendation.  
committee acronym(s)

Vice Chair's or designee's signature:

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