

Honolulu, Hawaii

MAR 06 , 2026

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 Consumer Protection & Commerce, to which was referred H.B. No. 2367, H.D. 1, 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 full-time, part-time, temporary, or seasonal 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; Hawaii State Commission on the Status of Women; AAUW of Hawai'i; Hawaii Appleseed Center for Law & Economic Justice; Hawai'i Women Lawyers; Fujiwara & Rosenbaum, LLC; and numerous individuals. Your Committee received testimony in opposition to this measure from the Society for Human Resource Management - Hawaii; NFIB - Hawaii Chapter; and Maui Chamber of Commerce.

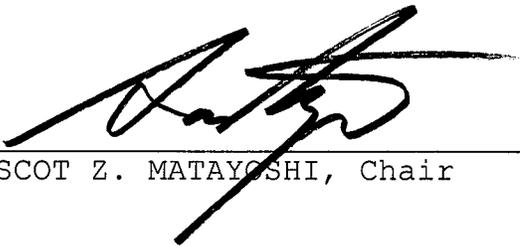
Your Committee finds that transparency in compensation practices is essential to promoting equal employment opportunity and preventing wage discrimination. Your Committee further finds that exemptions from existing pay disclosure requirements have limited the effectiveness of wage transparency laws, allowing



disparities in pay to persist across job categories and employer size. Requiring the disclosure of hourly rates or salary ranges in job listings for all covered positions will provide job seekers with meaningful information, reduce information asymmetry in hiring, and support fairer compensation practices, while advancing the State's commitment to equal pay and nondiscrimination in employment.

As affirmed by the record of votes of the members of your Committee on Consumer Protection & Commerce that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2367, H.D. 1, and recommends that it pass Third Reading.

Respectfully submitted on  
behalf of the members of the  
Committee on Consumer  
Protection & Commerce,



---

SCOT Z. MATAYOSHI, Chair



