

Honolulu, Hawaii

FEB 11, 2026

RE: H.B. No. 2446
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. 2446
entitled:

"A BILL FOR AN ACT RELATING TO THE WAGE AND HOUR LAW,"

begs leave to report as follows:

The purpose of this measure is to authorize the Department of Labor and Industrial Relations to establish a Community Wage Theft Enforcement Partnership Program and enter into contracts or memoranda of agreements with community-based organizations to enhance outreach, referral, and recovery of stolen wages.

Your Committee received testimony in support of this measure from the Hawai'i Appleseed Center for Law & Economic Justice; Hawai'i Workers Center; RiMETO Organization; Hawaii Coalition for Immigrant Rights; and numerous individuals. Your Committee received comments on this measure from the Department of Labor and Industrial Relations.

Your Committee finds that wage theft continues to disproportionately impact low-wage and immigrant workers who often lack safe, trusted avenues to report violations. A complaint-driven enforcement model relies on workers overcoming barriers such as fear of retaliation and limited language access, leading to significant under-reporting. This measure strengthens enforcement by enabling the Department of Labor and Industrial



Relations to partner with community-based organizations that can assist workers in documenting violations, navigating the enforcement process, and improving access to recovery of stolen wages.

Your Committee has amended this measure by:

- (1) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (2) 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. 2446, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2446, H.D. 1, and be referred to your Committee on Judiciary & Hawaiian Affairs.

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



JACKSON D. SAYAMA, Chair



