

Honolulu, Hawaii

FEB 20, 2026

RE: H.B. No. 2455
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. 2455
entitled:

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

begs leave to report as follows:

The purpose of this measure is to:

- (1) Require certain employers to provide unpaid and paid leave for employees who experience workplace violence or credible threats of workplace violence; and
- (2) Expand the type of certification an employee may provide to an employer if the leave exceeds five days per calendar year.

Your Committee received testimony in support of this measure from the Department of Education; Hawaii State Commission on the Status of Women; United Public Workers, AFSCME Local 646, AFL-CIO; Hawai'i State Teachers Association; University of Hawaii Professional Assembly; Hawaii Women Lawyers; Hawaii State Democratic Women's Caucus; and two individuals. Your Committee received comments on this measure from one individual.

Your Committee finds that incidents of workplace violence, harassment, and credible threats against employees have increased



in Hawaii, particularly among public facing workers. Employees who experience such threats must often seek court-ordered protection, meet with law enforcement, or take other immediate safety related actions during work hours, yet existing law does not clearly provide job-protected or paid leave to support these urgent needs. Your Committee believes that establishing limited, reasonable paid and unpaid leave for employees responding to workplace violence will improve workplace safety, support timely access to legal remedies, and help ensure that employees are not forced to choose between personal safety and economic security.

Your Committee has amended this measure by:

- (1) Specifying that an employee who is a victim of workplace violence or threat of workplace violence shall be entitled to administrative leave, rather than employee accrued leave;
- (2) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (3) 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. 2455, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2455, 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



