

STAND. COM. REP. NO. 1154-26

Honolulu, Hawaii

MAR 06, 2026

RE: H.B. No. 2455
H.D. 2

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2026
State of Hawaii

Madame:

Your Committee on Judiciary & Hawaiian Affairs, to which was referred H.B. No. 2455, H.D. 1, 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 administrative leave of absence for victims of workplace violence or threat of workplace violence; and
- (2) Expand the type of certification an employee may provide to an employer if the leave exceeds five days.

Your Committee received testimony in support of this measure from the Department of Education; Hawaii State Commission on the Status of Women; Hawai'i State Teachers Association; Hawai'i Women Lawyers; University of Hawaii Professional Assembly; Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO; AF3IRM Hawai'i; United Public Workers, AFSCME Local 646, AFL-CIO; Fujiwara & Rosenbaum, LLLC; and six individuals. Your Committee received comments on this measure from the Department of the Attorney General.

2026-2152 HB2455 HD2 HSCR HMSO



Your Committee finds that workplace violence, harassment, and credible threats against employees have increased in recent years and as a result, employees have had to seek temporary restraining orders, injunctions for protection, or other legal remedies. This measure establishes a narrowly tailored administrative leave provision to ensure that employees are able to take necessary legal steps to ensure their safety and the safety of others.

Your Committee has amended this measure by:

- (1) Clarifying that the workplace violence provisions apply to an employee and not to the employee's child;
- (2) Specifying that an employee who is a victim of workplace violence or threat of workplace violence shall be entitled to paid administrative leave for purposes directly related to the employee's safety or pursuit of legal protection; 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 Judiciary & Hawaiian Affairs that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2455, H.D. 1, as amended herein, and recommends that it pass Third Reading in the form attached hereto as H.B. No. 2455, H.D. 2.

Respectfully submitted on
behalf of the members of the
Committee on Judiciary &
Hawaiian Affairs,



DAVID A. TARNAS, Chair



