

Honolulu, Hawaii

MAR 30 2026

RE: H.B. No. 2455
H.D. 2
S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Third State Legislature
Regular Session of 2026
State of Hawaii

Sir:

Your Committee on Labor and Technology, to which was referred
H.B. No. 2455, H.D. 2, entitled:

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

begs leave to report as follows:

The purpose and intent 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;
- (2) Expand the type of certification an employee may provide to an employer if the leave exceeds five days per calendar year; and
- (3) Prohibit retaliation against employees for exercising rights related to domestic violence, sexual violence, or workplace violence or threat of workplace violence.

Your Committee received testimony in support of this measure from the Department of Education; United Public Workers, AFSCME Local 646, AFL-CIO; Hawai'i State Teachers Association; University of Hawaii Professional Assembly; State Commission the Status of Women; AF3IRM Hawai'i; Hawaii Government Employees Association,



AFSCME Local 152, AFL-CIO; The Sex Abuse Treatment Center; and one individual.

Your Committee finds that in recent years, public sector employees who provide essential services, particularly educators and school-based staff, have been increasingly subject to workplace violence, harassment, and credible threats. Your Committee further finds that while existing law provides unpaid leave for victims of domestic or sexual violence, there is no explicit protection for those targeted by harassment and violence that stem specifically from their employment. This measure will establish protections that support employee safety and reduce the risk of escalation to maintain safe and stable workplaces for employees and the communities they serve.

Your Committee has amended this measure by:

- (1) Inserting an effective date of January 1, 2077, to encourage further discussion; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the record of votes of the members of your Committee on Labor and Technology that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2455, H.D. 2, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2455, H.D. 2, S.D. 1, and be referred to your Committees on Judiciary and Ways and Means.

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


BRANDON J.C. ELEFANTE, Chair



