

STAND. COM. REP. NO.

3173

Honolulu, Hawaii

MAR 25 2026

RE: H.B. No. 2576
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 Health and Human Services, to which was referred H.B. No. 2576, H.D. 2, entitled:

"A BILL FOR AN ACT RELATING TO BACKGROUND CHECKS,"

begs leave to report as follows:

The purpose and intent of this measure is to clarify and streamline background check requirements for health care facility applicants, operators, and direct patient access workers.

Your Committee received testimony in support of this measure from the Healthcare Association of Hawaii, Hawai'i Pacific Health, Kaiser Permanente Hawai'i, Surgicare of Hawaii; Hawaii Medical Association, LeadingAge Pacific West, Eye Surgery Center of Hawaii, and The Queen's Health Systems.

Your Committee received comments on this measure from the Department of the Attorney General, Department of Health, and Hawai'i Civil Rights Commission.

Your Committee finds that protecting vulnerable individuals is a core responsibility for every health care provider, and comprehensive background checks are a standard part of hiring and onboarding processes. However, a cumbersome, broad-based fingerprinting process may inadvertently prevent workers qualified under the State's laws from entry into the health care workforce,



delaying hiring, diverting resources from patient care, and adversely impacting individuals who may be suitable candidates. This measure maintains strong protections for patients while ensuring that regulatory requirements are practical and appropriately tailored to different care settings.

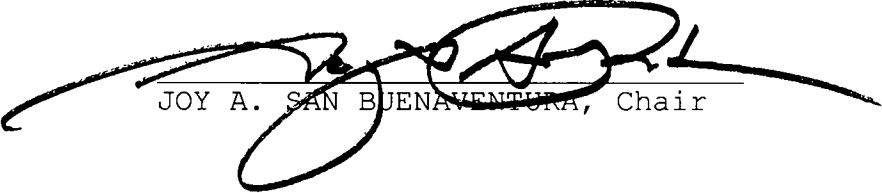
Your Committee has amended this measure by:

- (1) Restoring language in existing law by replacing the phrase "direct patient access worker" with "direct patient access employee" throughout the measure;
- (2) Deleting language that would have added a definition of "third-party employer" to section 321-15.2, Hawaii Revised Statutes;
- (3) Deleting language that would have allowed an applicant or operator to satisfy the background check requirements of section 321-15.2, Hawaii Revised Statutes, with respect to a prospective direct patient access employee of a third-party employer by obtaining and maintaining written certification from the third-party employer;
- (4) Inserting an effective date of January 1, 2050, to encourage further discussion; and
- (5) 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 Health and Human Services that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2576, H.D. 2, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2576, H.D. 2, S.D. 1, and be referred to your Committee on Judiciary.



Respectfully submitted on
behalf of the members of the
Committee on Health and Human
Services,

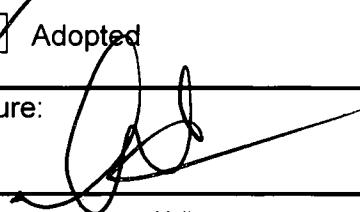


JOY A. SAN BUENAVENTURA, Chair



The Senate
 Thirty-Third Legislature
 State of Hawai'i

Record of Votes
Committee on Health and Human Services
HHS

Bill / Resolution No.:*	Committee Referral:	Date:		
HB 2576 HD2	HHS, JDC	3/18/2024		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is:				
<input type="checkbox"/> Pass, unamended 2312 <input checked="" type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
SAN BUENAVENTURA, Joy A. (C)	✓			
MCKELVEY, Angus L.K. (VC)	✓			
KANUHA, Dru Mamo	✓			
KEOHOKALOLE, Jarrett	✓			
FEVELLA, Kurt	✓			
TOTAL	5	0	0	0
Recommendation:				
<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: 				
Distribution:				
Original	Yellow	Pink		
File with Committee Report	Committee	Drafting Agency		

*Only one measure per Record of Votes