

STAND. COM. REP. NO. 2118

Honolulu, Hawaii

FEB 06 2026

RE: S.B. No. 2114
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 S.B. No. 2114 entitled:

"A BILL FOR AN ACT RELATING TO COLLECTIVE BARGAINING,"

begs leave to report as follows:

The purpose and intent of this measure is to:

- (1) Repeal the prohibition placed on certain employees exempt from Civil Service Law from grieving a suspension or discharge; and
- (2) Allow any employee who is a member of an appropriate bargaining unit to grieve any disciplinary action.

Your Committee received testimony in support of this measure from the Hawai'i State Teachers Association; University of Hawaii Professional Assembly; Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO; and United Public Workers, AFSCME Local 646, AFL-CIO.

Your Committee received testimony in opposition to this measure from the Department of Human Resources Development, Office of the Mayor of the County of Maui, Department of Human Resources of the City and County of Honolulu, and Libertarian Party of Hawaii.



Your Committee finds that grievance procedures are an essential element of public employment that safeguard workers' rights. However, the current dispute resolution process prohibits certain employees exempt from civil service law from grieving suspensions or discharges. Your Committee further finds that access to a fair, transparent process to challenge disciplinary actions promotes equity and fairness in disciplinary decisions. Accordingly, this measure ensures all public employees who are members of collective bargaining units are granted due process as a standard protection.

Your Committee has amended this measure by:

- (1) Inserting an effective date of January 1, 2077, to encourage further discussion; and
- (2) Making a technical, nonsubstantive amendment 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 S.B. No. 2114, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 2114, S.D. 1, and be referred to your Committees on Ways and Means and Judiciary.

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

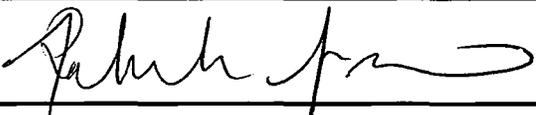


BRANDON J.C. ELEFANTE, Chair



The Senate
Thirty-Third Legislature
State of Hawai'i

Record of Votes
Committee on Labor and Technology
LBT

Bill / Resolution No.:*	Committee Referral:	Date:		
SB 2114	LBT, WAM/JOC	1-28-26		
<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
ELEFANTE, Brandon J.C. (C)	✓			
LAMOSAO, Rachele (VC)	✓			
IHARA, Jr., Les	✓			
MORIWAKI, Sharon Y.		✓		
FEVELLA, Kurt	✓			
TOTAL	4	1		
Recommendation:				
<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature:				
				
Distribution:				
Original File with Committee Report	Yellow Committee	Pink Drafting Agency		

*Only one measure per Record of Votes