

STAND. COM. REP. NO. **2953**

Honolulu, Hawaii

**MAR 06 2026**

RE: S.B. No. 2114  
S.D. 2

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

Sir:

Your Committees on Ways and Means and Judiciary, to which was referred S.B. No. 2114, S.D. 1, entitled:

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

beg leave to report as follows:

The purpose and intent of this measure is to allow employees exempt from the civil service law to grieve a suspension or discharge, and to allow employees subject to a collective bargaining agreement to grieve any disciplinary action, including a suspension or discharge.

Your Committees received written comments in support of this measure from the University of Hawaii Professional Assembly, United Public Workers, Hawaii State Teachers Association, and Hawaii Government Employees Association.

Your Committees received written comments in opposition to this measure from the Department of Human Resources Development and County of Maui.

Your Committees find that providing certain employees with additional grievance rights may conflict with contrary provisions in applicable collective bargaining agreements.

Accordingly, your Committees have amended this measure by clarifying that an employee who is a member of an appropriate



bargaining unit may grieve a disciplinary action, unless the collective bargaining agreement specifically provides otherwise.

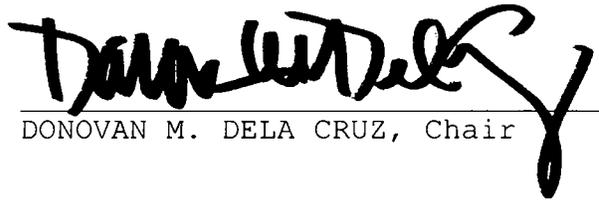
As affirmed by the records of votes of the members of your Committees on Ways and Means and Judiciary that are attached to this report, your Committees are in accord with the intent and purpose of S.B. No. 2114, S.D. 1, as amended herein, and recommend that it pass Third Reading in the form attached hereto as S.B. No. 2114, S.D. 2.

Respectfully submitted on  
behalf of the members of the  
Committees on Ways and Means  
and Judiciary,



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KARL RHOADS, Chair



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DONOVAN M. DELA CRUZ, Chair



The Senate  
Thirty-Third Legislature  
State of Hawai'i

**Record of Votes**  
**Committee on Ways and Means**  
**WAM**

Bill / Resolution No.:*	Committee Referral:	Date:
SB2114, SD1	LBT, WAM/JDC	03/04/2020

The Committee is reconsidering its previous decision on this measure.  
If so, then the previous decision was to: \_\_\_\_\_

The Recommendation is:

Pass, unamended 2312     Pass, with amendments 2311     Hold 2310     Recommit 2313

Members	Aye	Aye (WR)	Nay	Excused
DELA CRUZ, Donovan M. (C)	X			
MORIWAKI, Sharon Y. (VC)	X			
DECOITE, Lynn	X			
ELEFANTE, Brandon J.C.	X			
HASHIMOTO, Troy N.	X			
INOUYE, Lorraine R.	X			
KANUHA, Dru Mamo	X			
KIDANI, Michelle N.	X			
KIM, Donna Mercado	X			
LEE, Chris	X			
RICHARDS, III, Herbert M. "Tim"	X			
WAKAI, Glenn	X			
FEVELLA, Kurt	X			
<b>TOTAL</b>	13	0	0	0

Recommendation:  Adopted     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

