

STAND. COM. REP. NO. 1466-26

Honolulu, Hawaii  
MAR 30, 2026

RE: S.B. No. 2386  
S.D. 1  
H.D. 1

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

Madame:

Your Committee on Labor, to which was referred S.B. No. 2386,  
S.D. 1, entitled:

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

begs leave to report as follows:

The purpose of this measure is to require hourly rate or salary ranges to be disclosed on job listings for certain employees and exempt employers having fewer than twenty-five employees, rather than fewer than fifty employees, from this requirement.

Your Committee received testimony in support of this measure from the Hawaii State Commission on the Status of Women; Hawai'i Civil Rights Commission; AAUW of Hawaii; Hawaii Women Lawyers; and numerous individuals. Your Committee received testimony in opposition to this measure from NFIB Hawaii Chapter and Maui Chamber of Commerce. Your Committee received comments on this measure from the Society for Human Resource Management - Hawaii.

Your Committee finds that wage transparency is a critical tool for addressing pay inequities and reducing information barriers that disadvantage job seekers entering the workforce. Existing law requires pay disclosure on job listings but contains exemptions that allow many employers to omit salary information,

2026-2677 SB2386 HD1 HSCR HMSO



limiting transparency and preventing applicants from making informed decisions about employment opportunities. Your Committee believes that extending pay disclosure requirements to all employers and all job categories will promote fairer hiring practices and strengthen wage equity statewide.

Your Committee has amended this measure by changing the effective date to July 1, 3000, to encourage further discussion.

As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 2386, S.D. 1, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 2386, S.D. 1, H.D. 1, and be referred to your Committee on Consumer Protection & Commerce.

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

  
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JACKSON D. SAYAMA, Chair



