

STAND. COM. REP. NO. **3031**

Honolulu, Hawaii

MAR 06 2026

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

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

Sir:

Your Committees on Judiciary and Commerce and Consumer Protection, to which was referred S.B. No. 2386, S.D. 1, entitled:

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

beg leave to report as follows:

The purpose and intent of this measure is to:

- (1) Clarify that the requirement to disclose hourly rates or salary ranges on job listings applies to full-time, part-time, temporary, or seasonal employment; and
- (2) Exempt from this disclosure requirement employers having fewer than twenty-five employees, rather than fifty.

Your Committees received testimony in support of this measure from the American Association of University Women of Hawai'i; Hawai'i State Democratic Women's Caucus; Fujiwara & Rosenbaum, LLC; and nine individuals.

Your Committees received testimony in opposition to this measure from the Hawaii Chapter of the National Federation of Independent Business and Society for Human Resource Management - Hawaii.

Your Committees find that by failing to disclose expected compensation within job listings, Hawai'i employers contribute to



discriminatory wage disparities within the workforce. Your Committees believe that requiring pay transparency from employers will help identify unfair pay practices and lead to fairer compensation for all employees. By clarifying and expanding existing law, this measure better ensures pay equity and fairer hiring practices in the State.

As affirmed by the records of votes of the members of your Committees on Judiciary and Commerce and Consumer Protection that are attached to this report, your Committees are in accord with the intent and purpose of S.B. No. 2386, S.D. 1, and recommend that it pass Third Reading.

Respectfully submitted on behalf of the members of the Committees on Judiciary and Commerce and Consumer Protection,



JARRETT KEOHOKALOLE, Chair



KARL RHOADS, Chair



The Senate
 Thirty-Third Legislature
 State of Hawai'i

Record of Votes
Committee on Commerce and Consumer Protection
CPN

Bill / Resolution No.:*	Committee Referral:	Date:		
SB2386	SDI LBT, JDC/CPN	3/4/2026		
<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 checked="" type="checkbox"/> Pass, unamended 2312 <input type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
KEOHOKALOLE, Jarrett (C)	✓			
FUKUNAGA, Carol (VC)	✓			
LAMOSAO, Rachele	✓			
MCKELVEY, Angus L.K.				✓
AWA, Brenton	✓			
TOTAL	4			1
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