

STAND. COM. REP. NO. 2212

Honolulu, Hawaii

FEB 12 2026

RE: S.B. No. 3090
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. 3090 entitled:

"A BILL FOR AN ACT MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC
EMPLOYMENT COST ITEMS,"

begs leave to report as follows:

The purpose and intent of this measure is to make emergency
appropriations for collective bargaining cost items for the
members of Bargaining Units (1) and (10) and their excluded
counterparts to resolve issues related to temporary hazard pay for
fiscal year 2025-2026.

Your Committee received testimony in support of this measure
from the Department of Law Enforcement; Hawaii State Public
Library System; Department of Agriculture and Biosecurity;
Department of Budget and Finance; Department of Corrections and
Rehabilitation; Department of Accounting and General Services;
Department of Education; Department of Hawaiian Home Lands;
Department of Health; Department of Defense; Department of Land
and Natural Resources; University of Hawai'i System; Hawaii Public
Housing Authority; Office of Youth Services; and United Public
Workers, AFSCME Local 646, AFL-CIO.

Your Committee finds that collective bargaining negotiations
regarding the issue of temporary hazard pay for the Department of
Education are currently in progress. Additionally, Act 29,



Session Laws of Hawaii 2025, provided for arbitration awards for employees of the University of Hawaii and other state executive branch departments represented by United Public Workers, Bargaining Units (1) and (10), and that additional funding is necessary to fulfil these awards. Your Committee further finds that other agreements or arbitration awards may be resolved prior to the end of the 2026 Regular Session. This measure will serve as a legislative vehicle to make emergency appropriations for the temporary hazard pay agreements, arbitration awards, and any other necessary agreements or arbitration awards that may be resolved and require emergency appropriations upon the Legislature's receipt of the final appropriation amounts.

Your Committee has amended this measure by:

- (1) Inserting an effective date of January 1, 2077, to encourage further discussion; and
- (2) 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 Labor and Technology that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 3090, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 3090, S.D. 1, and be referred to your Committee on Ways and Means.

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



BRANDON J.C. ELEFANTE, Chair



