

Honolulu, Hawaii

MAR 30, 2026

RE: S.B. No. 3110
S.D. 1
H.D. 2

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. 3110, S.D. 1, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO THE HAWAII NATIONAL GUARD,"

begs leave to report as follows:

The purpose of this measure is to:

- (1) Rename the "Hawaii National Guard Youth Challenge Program" to the "Hawaii National Guard Civil-Military Program"; and
- (2) Clarify that employees of the Hawaii National Guard Youth Civil-Military Program are exempt from civil service and collective bargaining.

Your Committee received testimony in support of this measure from the Department of Defense; Hawaii National Guard; and one individual.

Your Committee finds that the Hawaii National Guard's Youth Challenge Program requires clearer statutory structure to improve administrative efficiency and federal alignment. Renaming the program and consolidating positions will streamline hiring, strengthen oversight, and ensure compliance with federally




mandated wage and personnel requirements. Your Committee believes that these updates will support consistent standards and expand educational and workforce opportunities for Hawaii's youth, adults, and veterans.

Your Committee has amended this measure by making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

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. 3110, S.D. 1, H.D. 1, as amended herein, and recommends that it be referred to your Committee on Finance in the form attached hereto as S.B. No. 3110, S.D. 1, H.D. 2.

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



JACKSON D. SANAMA, Chair



