

HOUSE OF REPRESENTATIVES
THE THIRTY-THIRD LEGISLATURE
REGULAR SESSION OF 2026

COMMITTEE ON LABOR

Rep. Jackson D. Sayama, Chair
Rep. Mike Lee, Vice Chair

Rep. Andrew Takuya Garrett Rep. Sam Satoru Kong
Rep. Jeanne Kapela Rep. Julie Reyes Oda

NOTICE OF HEARING

DATE: Tuesday, March 24, 2026
TIME: 9:30 AM
PLACE: VIA VIDEOCONFERENCE
 Conference Room 309
 State Capitol
 415 South Beretania Street

Click [here](#) to submit testimony and to testify remotely or in person.

A live stream link of all House Standing Committee meetings will be available online shortly before the scheduled start time.

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A G E N D A

[SB 3215, HD1](#)
[\(HSCR1235-26\)](#)
[Status](#)

RELATING TO HARBOR SAFETY.
Repeals the sunset provisions of Act 236, Session Laws of Hawaii 2024, thereby making permanent the requirement that the Department of Transportation ensure that the securing of mooring lines from vessels to commercial docks, wharves, piers, quays, and landings be performed by labor subject to collective bargaining. Effective 7/1/3000. (HD1)

TRN, LAB, FIN

[SB 2386, SD1](#)
[\(SSCR3031\)](#)
[Status](#)

RELATING TO EMPLOYMENT EARNINGS.
Clarifies that the requirement to disclose hourly rates or salary ranges on job listings applies to full-time, part-time, temporary, or seasonal employment. Exempts employers having fewer than twenty-five employees, rather than fifty, from the disclosure requirement. Effective 1/1/2077. (SD1)

LAB, CPC



SB 3180, SD1 (SSCR2734) Status	<p>RELATING TO STATE EMPLOYMENT.</p> <p>Repeals language that limits the temporary employment of a person in a single position for 2 terms of 89 days. Requires each department and agency to submit an annual report to the Legislature that includes certain information about the department or agency's employment of 89-day hires. Automatically abolishes positions that have been vacant for more than 48 months. Effective 1/1/2077. (SD1)</p>	<p>LAB, FIN</p>
SB 3082, SD1, HD1 (HSCR1213-26) Status	<p>RELATING TO MILITARY FAMILIES.</p> <p>Authorizes an eligible employee to take family leave for a qualifying military exigency under state law. Effective 7/1/3000. (HD1)</p>	<p>PBS, LAB, FIN</p>
SB 3109, SD1, HD1 (HSCR1214-26) Status	<p>RELATING TO THE HAWAII EMERGENCY MANAGEMENT AGENCY.</p> <p>Establishes the Administrator of the Hawaii Emergency Management Agency as the Deputy Director of Emergency Management within the Department of Defense, under the direction of the Adjutant General. Clarifies the position's reporting structure and duties. Requires the Commission on Salaries to include the Deputy Director of Emergency Management in its recommendations for executive branch salary levels. Effective 7/1/3000. (HD1)</p>	<p>PBS, LAB, FIN</p>
SB 3110, SD1, HD1 (HSCR1212-26) Status	<p>RELATING TO THE HAWAII NATIONAL GUARD.</p> <p>Clarifies that employees of the Hawaii National Guard youth and adult educational programs are excluded from collective bargaining. Renames the "Hawaii National Guard Youth Challenge Program" to the "Hawaii National Guard Civil-Military Program" and codifies its Hawaiian name, "Na Kula Alaka'i". Effective 7/1/3000. (HD1)</p>	<p>PBS, LAB, FIN</p>
SB 2391, SD2 (HSCR1288-26) Status	<p>RELATING TO EDUCATION.</p> <p>Provides annual salary step increases for public schools and public charter school teachers who have completed one year's satisfactory service and comply with specified requirements, if negotiated into a collective bargaining agreement pursuant to section 89-9, HRS, and subject to funds appropriated by the Legislature. Effective 1/1/2077. (SD2)</p>	<p>EDN, LAB, FIN</p>
SB 896, SD2, HD1 (HSCR1287-26) Status	<p>RELATING TO EDUCATION.</p> <p>Requires the Department of Education to submit annual reports to the Legislature outlining certain information concerning capital improvement projects and facilities. Requires the reports to be posted on DOE's website annually in a searchable format. Provides that any CIP funds encumbered for more than five years without commencement of construction to be identified and justified, or be subject to legislative review for reversion or reassignment. Establishes a five-year pilot program authorizing the Superintendent of Education to redesignate certain positions in the Office of Facilities and Operations as exempt from civil service laws. Effective 7/1/3000. (HD1)</p>	<p>EDN, LAB, FIN</p>



[SB 2125, SD1, HD1](#)
[\(HSCR1289-26\)](#)
[Status](#)

RELATING TO TEACHER LICENSING.
Permits the Department of Education to hire unlicensed individuals as teachers on an emergency basis for five, rather than three, years. Requires that unlicensed teachers hired on an emergency basis make continuous and verifiable progress toward satisfying licensing requirements. Effective 7/1/3000. (HD1)

EDN, LAB, FIN

[SB 2930, SD2](#)
[\(SSCR3005\)](#)
[Status](#)

RELATING TO THE STATE RISK MANAGEMENT REVOLVING FUND.
Increases the expenditure ceiling and appropriates funds out of the State Risk Management Revolving Fund established by section 41D-4, HRS, to enable the Department of Accounting and General Services, State Risk Management and Insurance Administration to transfer and distribute property and liability insurance proceeds related to the 2023 Maui wildfires to applicable accounts. Specifically appropriates moneys out of the State Risk Management Revolving Fund to the Department of Education for the King Kamehameha III Elementary School; Department of Transportation for the King Kamehameha III Elementary School Roadway; Hawaii Public Housing Authority for the David Malo Circle and Piilani homes; Department of Land and Natural Resources for the Lahaina Small Boat Harbor; and Hawaii State Public Library System for the Lahaina Public Library. Requires the Department of Accounting and General Services to submit to the Legislature a master coordinated project spreadsheet developed in collaboration with certain state agencies, the County of Maui, and other relevant entities. Requires full funding for the projects for which funds are appropriated to be available before expenditure. Effective 7/1/2525. (SD2)

LAB, FIN

[SB 2338, SD1, HD1](#)
[\(HSCR1311-26\)](#)
[Status](#)

RELATING TO HOUSING.
Exempts all positions under the Hawaii Housing Finance and Development Corporation (HHFDC) from civil service requirements and from the requirement that the employment actions and job descriptions of HHFDC officers and employees be subject to approval by the Director of Business, Economic Development, and Tourism. Increases the salary cap for the Executive Director of HHFDC. Renames the position of Executive Assistant to Deputy Executive Director for HHFDC and increases the salary cap for the Deputy Executive Director. Establishes the Finance Manager position within HHFDC. Establishes a cap on the term of employment contracts for HHFDC and the Hawaii Public Housing Authority. Effective 7/1/3000. (HD1)

HSG, LAB, FIN

[SB 3069, SD1](#)
[\(SSCR2744\)](#)
[Status](#)

RELATING TO CIVIL SERVICE EXEMPT POSITIONS WITHIN THE DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES.
Exempts from the State's civil service and collective bargaining laws the following positions within the Department of Accounting and General Services: all positions filled by the Public Works Division's Special Project Branch; and all positions within the Comptroller's Office hired to support communications, change management, and business process improvement programs as part of the State's information technology modernization efforts. Requires annual reports to the Legislature. Effective 1/1/2077. Sunsets 12/31/2031. (SD1)

LAB, FIN



[SB 3230, SD2](#)
[\(SSCR2788\)](#)
[Status](#)

RELATING TO PROCUREMENT.
Authorizes governmental bodies and public employees to procure project management services through non-governmental third-party contracts under certain conditions. Clarifies the inherently governmental and nondelegable responsibility of governmental agencies, which must retain ultimate authority, accountability, and decision-making over contract performance. Requires every budget transfer to receive prior written certification from an appropriate fiscal officer as to the effect the budget transfer will have on the total project budget or the total contract budget. Appropriates funds to establish a Special Project Branch within the Public Works Division of the Department of Accounting and General Services, including funds for three full-time equivalent (3.0 FTE) permanent positions, to provide specialized expertise and staff resources that support the Division's implementation of certain complex, high-profile capital improvement program projects using innovative, non-traditional delivery methods. Effective 7/1/2525. (SD2)

LAB, FIN

[SB 2811, SD2](#)
[\(SSCR2936\)](#)
[Status](#)

RELATING TO STATE BUILDING PROJECTS.
Establishes the State Building Permit Process Task Force within the Department of Accounting and General Services to evaluate the challenges, opportunities, and legislative actions necessary to establish a State Building Permit Review Office for state projects located on state-owned lands. Requires any processes or recommendations developed by the task force to comply with section 103-50, Hawaii Revised Statutes. Requires a report to the Legislature. Appropriates funds. Sunsets the State Building Permit Process Task Force on 6/30/2028. Effective 7/1/2525. (SD2)

LAB, FIN

[SB 2268, SD2](#)
[\(SSCR2921\)](#)
[Status](#)

RELATING TO EQUITY.
Requires all places of public accommodation and public entity construction projects planned and designed after 7/31/2027 to provide at least one universal changing accommodation within the building in a public restroom, with certain exceptions. Makes conforming amendments to sections 489-6, 489-7.5, and 489-8, HRS, to prevent conflicts among the provisions. Effective 1/1/2525. (SD2)

LAB, FIN

[SB 2568, SD1](#)
[\(SSCR2885\)](#)
[Status](#)

RELATING TO OFFENSES AGAINST PUBLIC SERVANTS.
Elevates the offense of harassment to a misdemeanor when committed against a public servant because of or during their performance of official duties. Effective 3/22/2075. (SD1)

LAB, JHA

[SB 3332, SD1](#)
[\(SSCR2872\)](#)
[Status](#)

RELATING TO STATE-FUNDED TRAVEL.
Establishes a two-year state-funded travel moratorium for certain state agencies, with certain exceptions. Permits the Department of Accounting and General Services to adopt rules. Requires reports to the Legislature. Effective 1/1/2525. Sunsets 6/30/2028. (SD1)

LAB, FIN



[SB 2671, SD1, HD1](#)
[\(HSCR1283-26\)](#)
[Status](#)

RELATING TO ESSENTIAL PERMITTING POSITIONS.
Authorizes the mayor of each county to implement a pilot program to improve the speed, accountability, and quality of permit processing within that county through targeted staffing, performance incentives, and interdepartmental competition. Authorizes increased pay for certain permitting positions and requires county personnel departments to prioritize the hiring of permitting positions as part of the pilot program. Requires county mayors and county agencies to establish goals for the pilot program. Requires county agencies to submit quarterly reports to the respective county councils on the pilot program. Sunsets 6/30/2031. Effective 4/19/2042. (HD1)

ECD, LAB, FIN

[SB 3251, SD2, HD1](#)
[\(HSCR1271-26\)](#)
[Status](#)

RELATING TO PUBLIC SAFETY.
Prohibits the Department of Law Enforcement, Department of Land and Natural Resources, Department of Taxation, and Department of the Attorney General from appointing or employing certain former United States Immigration and Customs Enforcement or Border Patrol agents and employees as law enforcement officers. Effective 7/1/3000. (HD1)

ECD, LAB, JHA

DECISION MAKING

The following measure(s) were previously heard on **3/17/2026 9:30 AM**. No public testimony will be accepted.

[SB 99, SD1](#)
[\(SSCR2694\)](#)
[Status](#)

RELATING TO GOVERNMENT.
Allows a retirant to be employed without reenrollment in the Employees' Retirement System and without loss or interruption of retirement benefits if the retirant is employed as a law enforcement officer stationed at a public school as a school resource officer or investigator in positions identified by the Department of the Attorney General or Department of Law Enforcement or other law enforcement agency as a labor shortage or difficult-to-fill positions, subject to certain conditions. Requires the Director of Human Resources of the appropriate state jurisdiction or the human resources management chief executive of each county to include in their annual reports to the Legislature, details on the employment of retirants as school resource officers or investigators. Effective 1/1/2077. (SD1)

LAB, FIN

DECISION MAKING TO FOLLOW

Persons wishing to offer comments should submit testimony at least **24 hours** prior to the hearing. Testimony received after this time will be stamped late and left to the discretion of the chair to consider. While every effort will be made to incorporate all testimony received, materials received on the day of the hearing or improperly identified or directed, may not be processed.

Testimony submitted will be placed on the legislative website. This public posting of testimony on the website should be considered when including personal information in your testimony.

The chair may institute a per-testifier time limit.



Committees meeting in the morning must adjourn prior to the day's Floor Session. Therefore, due to time constraints, not all testifiers may be provided an opportunity to offer verbal comments. However, written submissions will be considered by the committee.

Please refrain from profanity or uncivil behavior. Violations may result in ejection from the hearing without the ability to rejoin.

For remote testifiers, the House will not be responsible for bad connections on the testifier's end.

For general help navigating the committee hearing process, please contact the Public Access Room at (808) 587-0478 or par@capitol.hawaii.gov.

The livestream and/or cable TV broadcast of this meeting will include closed captioning. If you need an auxiliary aid/service or other accommodation (including oral, written, or ASL interpretive services) or are unable to submit testimony via the website due to a disability, please contact the committee clerk at (808) 586-6900. Requests made as early as possible have a greater likelihood of being fulfilled.

Click [here](#) for a complete list of House Guidelines for remote testimony.

FOR AMENDED NOTICES: Measures that have been deleted are stricken through and measures that have been added are bolded.

For more information, please contact the Committee Clerk at (808) 586-6900.

Rep. Jackson D. Sayama
Chair

