

THE SENATE  
KA 'AHA KENEKOA

THE THIRTY-THIRD LEGISLATURE  
REGULAR SESSION OF 2026

COMMITTEE ON LABOR AND TECHNOLOGY

Senator Brandon J.C. Elefante, Chair  
Senator Rachele Lamosao, Vice Chair

NOTICE OF HEARING

DATE: Wednesday, January 28, 2026  
TIME: 3:00 PM  
PLACE: Conference Room 225 & Videoconference  
State Capitol  
415 South Beretania Street

PHOTO ID REQUIRED FOR ENTRANCE TO THE STATE CAPITOL  
BUILDING HOURS: 7AM TO 5PM, MONDAY - FRIDAY

*The Legislature is accepting written, videoconference, and in-person testimony at public hearings.*  
A live stream of all Senate Standing Committee meetings will be available on the [Senate YouTube Channel](#).

A G E N D A

[SB 2122](#)

[Status & Testimony](#)

RELATING TO CAFETERIA PLANS.

LBT, WAM

Specifies that the maximum contribution and carryover amounts for a public service flexible spending account plan shall be set in accordance with the annual limits prescribed by the Internal Revenue Service for cafeteria plans.

[SB 2116](#)

[Status & Testimony](#)

RELATING TO PUBLIC EMPLOYEES.

LBT, JDC/WAM

Requires the Attorney General to establish a confidential process for persons to anonymously file complaints against public employees. Requires the Attorney General to review and forward the complaints to the department, board, commission, or agency deemed appropriate by the Attorney General. Requires the departments, boards, commissions, and agencies to process the complaint pursuant to their standard complaint-processing procedures and report the disposition to the Attorney General. Requires the Attorney General to adopt rules and submit annual reports to the Legislature.

[SB 2118](#)

[Status & Testimony](#)

RELATING TO INDEBTEDNESS TO THE STATE.

LBT, JDC/WAM

Amends the amount that a disbursing officer may deduct from an employee's salary, wage, or compensation based on the employee's gross income.

[SB 2114](#)

[Status & Testimony](#)

RELATING TO COLLECTIVE BARGAINING.

LBT, WAM/JDC

Repeals the prohibition placed on certain employees exempt from Civil Service Law from grieving a suspension or discharge. Allows any employee who is a member of an appropriate bargaining unit to grieve any disciplinary action.

<a href="#"><u>SB 2117</u></a>	RELATING TO THE HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND. Allows impasses and disputes relating to the amounts of State and county contributions to the Hawaii Employer-Union Health Benefits Trust Fund to be resolved by arbitration. Repeals the prohibition against strikes by members of bargaining units on the issue of the amounts of State and county contributions to the Trust Fund.	LBT, JDC/WAM
<a href="#"><u>SB 2017</u></a>	RELATING TO HEALTHY WORKPLACES. Prohibits any employer or employee from subjecting an employee to abusive conduct. Requires employers and certain employees to take all reasonable preventative and responsive measures to ensure a safe work environment free of abusive conduct. Prohibits employers and certain employees from taking retaliatory actions against employees who engage in certain protected acts. Establishes a penalty, private cause of action, and remedies. Requires the Department of Labor and Industrial Relations to adopt rules.	LBT, JDC
<a href="#"><u>SB 2088</u></a>	RELATING TO HEALTH CARE PLANS FOR WORKERS. Requires the Department of Labor and Industrial Relations, in consultation with the Insurance Commissioner, to establish and implement a five-year voluntary Nontraditional Workforce Portable Health Care Benefit Plan Pilot Program that offers high deductible health plans or catastrophic health plans to nontraditional workers who are ineligible for health benefits provided by the Hawaii Employer-Union Health Benefits Trust Fund or prepaid health care plans under the Prepaid Health Care Act. Requires reports to the Legislature. Appropriates funds.	LBT, WAM/CPN
<a href="#"><u>SB 2135</u></a>	RELATING TO PRIVACY. Establishes the offense of nonconsensual distribution of an intimate image.	LBT, JDC

Decision Making to follow, if time permits.

All testimony received by the Hawai'i Senate is posted on the Hawai'i Legislature's website, which is accessible to the public. Please do not include private information that you do not want disclosed to the public.

Please go to the Legislature's website, <https://www.capitol.hawaii.gov>, to submit **written testimony** at least 24 hours prior to the hearing. Create a free account on the website, or sign in to an existing account, then click on the "Participate" drop down menu and select the "Submit Testimony" option to get started. While submitting your written testimony, you will be prompted to indicate if you would also like to testify at the hearing in-person or remotely via videoconference.

Please note the following:

- The number of oral testifiers and/or time allotted to each testifier may be limited by the Chair when necessary to adhere to the committee hearing schedule. We may not be able to accommodate everyone who requests to testify orally.
- Testifiers for this hearing will be limited to **1 minutes** each.

If you wish to **testify via videoconference** during the hearing, please review the detailed step-by-step instructions for testimony procedures before you submit your written testimony. Here's a direct link to the instructions: <https://www.capitol.hawaii.gov/docs/testimonyinstructions.pdf>

For general help navigating the committee hearing process, please contact the Public Access Room at (808) 587-0478 or [par@capitol.hawaii.gov](mailto:par@capitol.hawaii.gov). You can also visit their website at <https://lrb.hawaii.gov/par/>.

For special assistance: The cable TV broadcast and/or live stream of this meeting will include closed captioning. If you need an auxiliary aid/service or other accommodation due to a disability, please call the committee clerk at the telephone number listed below or email [LBTcommittee@capitol.hawaii.gov](mailto:LBTcommittee@capitol.hawaii.gov). Requests made as early as possible have a greater likelihood of being fulfilled.

For amended notices: Measures that have been deleted are stricken through and measures that have been added are underscored. If a measure is both underscored and stricken through, that measure has been deleted from the agenda.

FOR FURTHER INFORMATION, PLEASE CALL THE COMMITTEE CLERK AT 808-586-6230.

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Senator Brandon J.C. Elefante  
Chair