



STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 03/23/2026

Time: 03:01 PM

Location: CR 225 & Videoconference

Committee: LBT

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Title of Bill: HB2455, HD2, RELATING TO EMPLOYMENT PRACTICES.

Purpose of Bill: Requires certain employers to provide administrative leave of absence for victims of workplace violence or threat of workplace violence. Expands the type of certification an employee may provide to an employer if the leave exceeds five days per calendar year. Prohibits retaliation against employees for exercising rights related to domestic violence, sexual violence, or workplace violence or threat of workplace violence. Effective 7/1/3000. (HD2)

Department's Position:

The Hawaii State Department of Education (Department) supports HB 2455, HD 2, which would allow Department employees who are victims of workplace violence or threat of workplace violence to be entitled to administrative leave for up to ten (10) days per calendar year for purposes directly related to the employee's safety or pursuit of legal protections. HD 1 amended the bill to provide administrative leave rather than leave through existing paid leave benefits. This bill also provides clarification of the definition of workplace violence or threat of workplace violence and the certification that an employee may provide to the employer if the leave exceeds five (5) days per calendar year.

Thank you for the opportunity to provide testimony on HB 2455, HD 2.



UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

**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

Monday, March 23, 2026, 3:01 PM
Conference Room 225 & Videoconference

Re: Testimony on HB2455, HD2 – RELATING TO EMPLOYMENT PRACTICES

Chair Elefante, Vice Chair Lamosao, and Members of the Committee:

UPW **strongly supports** HB2455, HD2, which requires certain employers to provide unpaid and paid leave of absence for victims of workplace violence or threat of workplace violence.

Employers who respect, value, and care for their employees should be willing to provide leave, whether it be paid or unpaid, to victims of violence in the workplace. As the exclusive representative for Bargaining Units 1 and 10, we strongly believe that legislation like this is needed given the rise in incidents of workplace violence, or the threat thereof, in the public sector. State and county employees are responsible for providing essential government services. This often requires a level of engagement with the public that can leave public workers susceptible to these acts of violence.

We believe an employee who is a victim of workplace violence or threat of workplace violence should be, as written in the bill, provided paid administrative leave for purposes directly related to the employee's safety or pursuit of legal protection.

Mahalo for the opportunity to testify in support of this measure.

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TESTIMONY TO THE HAWAI'I SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Item: HB 2455, HD2 – Relating to Employment Practices

Position: Support

Hearing: Monday, March 23, 2026, 3:01 pm, Room 225

Submitter: Osa Tui, Jr., President - Hawai'i State Teachers Association

Dear Chair Elefante, Vice Chair Lamosao, and members of the committee,

The Hawai'i State Teachers Association **strongly supports** H.B. 2455, HD2, which provides critical leave protections for employees facing workplace violence or credible threats. This measure addresses a rising and acute crisis in our schools, where educators and school-based staff increasingly report being subjected to harassment, intimidation, and threats of physical harm.

Currently, while Hawai'i law provides unpaid leave for victims of domestic or sexual violence, there is no explicit protection for those targeted by violence arising specifically from their employment. Educators are in public-facing roles and frequently interact with members of the community, making them vulnerable to incidents that require immediate legal or safety-related actions.

H.B. 2455, HD2 ensures that teachers do not have to choose between their safety and their livelihoods. By allowing a reasonable amount of paid leave which can be satisfied through an employer's existing leave benefits, the bill empowers employees to seek restraining orders, meet with law enforcement, or consult with attorneys during critical moments of risk.

These protections support employee safety, reduce the risk of escalation, and help maintain stable learning environments for our students. We urge the committee to pass this bill to ensure that those who dedicatedly serve Hawai'i's keiki are afforded the protection and peace of mind they deserve.

Mahalo.



The Senate Committee on Labor and Technology
March 23, 2026
Room 225
3:01 PM

RE: **HB 2455 HD2, Relating to Employment Practices**

Attention: Chair Brandon J.C. Elefante, Vice Chair Rachele Lamosao, Members of the Committee

The University of Hawaii Professional Assembly (UHPA), the exclusive bargaining representative for all University of Hawai'i faculty members, **supports HB 2455 HD2.**

UHPA supports the intent of HB 2455 HD2 to provide job-protected leave for victims of workplace violence. We appreciate the amendments made to this measure by prior committees—specifically the shift in Section 2, subsection (b), to mandate that this time off be provided specifically as "paid administrative leave"

Under Article XX of our Collective Bargaining Agreement, the Employer is obligated to provide a safe working environment, including "security and protection at all University facilities." When the Employer fails to maintain a safe environment—resulting in a threat "arising out of employment"—the cost of the remedy should be borne by the Employer. By ensuring this leave is categorized as paid administrative leave, the current HD2 draft properly places the financial responsibility on the employer. This crucial amendment ensures that victims of work-related violence are not financially penalized for seeking safety, protects employees from having to deplete their own accrued sick leave or vacation banks, and ensures equitable protection for our 9-month and 11-month faculty who do not accrue vacation leave.

UHPA supports the passage of HB 2455 HD2.

Respectfully submitted,

Christian L. Fern
Executive Director
University of Hawaii Professional Assembly



March 22, 2026

Position: **SUPPORT** of **HB2455 HD2**, Relating to Employment Practices

To: Senator Brandon J.C. Elefante, Chair
Senator Rachele Lamosao, Vice Chair
Members of the Senate Committee on Labor and Technology

From: Llasmin Chaine, LSW, Executive Director, Hawaii State Commission on the Status of Women

Re: Testimony in **SUPPORT** of **HB2455 HD2**, Relating to Employment Practices

Hearing: Monday, March 23, 2026, 3:01 p.m.
Conference Room 225, State Capitol

The Hawaii State Commission on the Status of Women is dedicated to advancing the safety, equity, and well-being of girls and women across the state. The Commission **supports HB2455 HD2** because it **addresses the critical need for workplace protections and support for individuals who experience or are threatened by workplace violence**, ensuring they do not have to choose between their safety and their livelihoods. Access to leave in these circumstances is essential for ensuring the physical and emotional safety of workers, particularly those who are at heightened risk of experiencing the intersectional impacts of gender-based violence and workplace harassment.

The ability to take leave, whether for medical care, counseling, or legal proceedings, can be a decisive factor in an individual's ability to recover and maintain employment. Expanding the types of acceptable certification for extended leave also reduces barriers for those who may not have immediate access to traditional documentation, such as police reports. The bill's anti-retaliation measures align with our commitment to employee protections, ensuring their ability to exercise their rights without fear of adverse consequences, which is essential for fostering safer, more equitable workplaces.

HB2455 HD2 aligns with research and trauma-informed best practices indicating that **workplace policies supporting victims of violence contribute to greater employee retention, productivity, and overall workplace safety.**

The Commission urges **this Committee to pass HB2455 HD2**, protecting and empowering Hawaii's workforce. Thank you for this opportunity to submit testimony.



Aloha e Chair Elefante, Vice Chair Lamosao, and Members of the Labor and Technology Committee,

AF3IRM Hawai'i strongly supports HB2455.

AF3IRM Hawai'i is a transnational feminist organization dedicated to organizing against oppression in all its forms, with women's liberation at the center of our mission. We are an all-volunteer organization whose membership includes gender-based violence (GBV) survivors, advocates, and professionals working in the GBV field. We witness firsthand the real and immediate impacts that violence and credible threats have on workers' safety, stability, and livelihoods.

HB2455 is a necessary and responsible measure that provides protected and paid administrative leave for victims of workplace violence or credible threats arising out of employment. This bill closes a critical gap in existing law by recognizing that violence occurring in connection with one's job requires a workplace-based response.

Employers have a fundamental responsibility to provide a safe work environment for their employees. When violence or credible threats arise in the course of employment, whether from clients, customers, students, members of the public, or other third parties, it is not solely the burden of the individual employee to absorb the consequences. HB2455 provides employers with a clear, structured mechanism to uphold their duty of care by allowing employees time to secure restraining orders, consult with law enforcement or attorneys, and take immediate safety measures without fear of retaliation or economic harm.

It is absolutely critical that this leave be paid and separate from accrued PTO or sick leave. Employees facing credible threats should not be forced to exhaust their vacation time or choose between protecting their safety and maintaining financial stability. Paid administrative leave ensures that workers can respond swiftly to escalating threats, which ultimately reduces risk to the broader workplace community.

This bill strengthens workplaces by supporting timely intervention, promoting accountability, and reinforcing the principle that safety is a shared responsibility, not an individual hardship to navigate alone.

For these reasons, AF3IRM Hawai'i urges the committee to pass HB2455.

Thank you for the opportunity to submit testimony in strong support of this measure.

Sincerely,
AF3IRM Hawai'i



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Third Legislature, State of Hawaii
The Senate
Committee on Labor and Technology

Testimony by
Hawaii Government Employees Association

March 23, 2026


H.B. 2455, H.D. 2 — RELATING TO RELATING TO EMPLOYMENT PRACTICES

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the intent of H.B. 2455, H.D. 2, which requires certain employers to provide administrative leave of absence for victims of workplace violence or threat of workplace violence.

For years, our organization has been a staunch proponent for more employer intervention and responsibility when an employee is subjected to work related harassment, threats, and even assault. We have received numerous reports from our members working for the State who have experienced incidents of harassment. Many of our members provide public facing services, which elevates the risk of becoming a victim of workplace violence from members of the public. We would like to note that the employers already have the authority to provide administrative leave for their employees, and unfortunately in many circumstances administrative leave is not offered. It is shameful that employees must use their accrued vacation leave to seek the necessary protection, due to a situation that arose during the course of their employment. We appreciate the intent of this measure, and if passed, our members would be able to use administrative leave to seek out the necessary judicial and legal protections, including obtaining a temporary restraining order.

Thank you for the opportunity to provide testimony in support of H.B. 2455, H.D. 2.

Respectfully submitted,


Randy Perreira
Executive Director



LATE

Date: March 22, 2026

To: Sen Brandon Elefante, Chair
Sen Rachele Lamosao, Vice Chair
Members of the Senate Committee on Labor and Technology

From: Lynn Costales Matsuoka, Executive Director
The Sex Abuse Treatment Center
A Program of Kapi'olani Medical Center for Women & Children

RE: Testimony on HB 2455, HD 2
Relating to Employment Practices

Hearing: March 23, 2026, Conference Room 225, 3:01pm

Good morning, Senate Chair Elefante, Senate Vice Chair Lamosao, and Members of the Senate Committee on Labor and Technology. Thank you for the opportunity for the Sex Abuse Treatment to provide support on HB 2455, HD 2 relating to Employment Practices.

The Sex Abuse Treatment Center (SATC) supports SB 2455, HD2, expanding certain paid leave to employees who have suffered workplace violence. Under HRS 378-72 victims of domestic violence or sexual violence are currently afforded certain paid leave. This expansion would further protect employees who find themselves victims of workplace violence, while allowing the employer to ask for certain information to confirm the leave requested falls within the parameters of this measure. The Sex Abuse Treatment Center supports this measure as an effort to provide further protections to individuals in the workplace and fosters the importance of providing a safe and healthy work environment for all.

Thank you for your consideration.

HB-2455-HD-2

Submitted on: 3/22/2026 4:00:04 AM

Testimony for LBT on 3/23/2026 3:01:00 PM

Submitted By	Organization	Testifier Position	Testify
Lindsay Chambers	Individual	Support	Written Testimony Only

Comments:

Chair Elefante, Vice Chair Lamosao, and members of the committee:

When an employee faces credible threats because of their job, they should not have to choose between their safety and their paycheck. Seeking a TRO, meeting with law enforcement, or preparing for court often happens during work hours and at urgent moments. Employees should not be penalized for taking steps to protect themselves.

I appreciate that this bill creates a clear administrative leave category for workplace violence. An employee responding to threats tied to their job is not sick, and they are not on vacation. This is workplace-related harm, and the responsibility to address it should be shared by the employer or organization, not carried solely by the employee.

Thank you for your continued attention to employee safety.