



The remaining 36 pieces of legislation and their opposite-chamber companion measures that NFIB-tracked in the 2025 session. Visit the Hawaii page on the NFIB website, [www.nfib.com](http://www.nfib.com), for the other 11.

## Consumer Protection

- **HB 321/SB 354** would have prohibited any person from charging any fees on a transient accommodation or resort time share vacation a person to clearly and conspicuously display a rate or price that includes all fees to be charged at the time of purchase in each advertisement for a transient accommodation or resort time share vacation interest, plan, or unit. Requires any taxes and fees that are displayed as a percentage of the cost on a booking transaction also be displayed as a dollar amount at the time of purchase. These measures were not scheduled for hearing.
- **SB 1035** would have made it an unfair or deceptive act or practice for businesses to: offer, display, or advertise the price of live-ticket events or short-term lodging without clearly and conspicuously disclosing the total price; and misrepresent any fees or charges in any offer, display, or advertisement for the sale of live-event tickets or short-term lodging. This measure passed the second crossover deadline but was not assigned to conference committee.
- **SB 1148** would have made it a deceptive practice to advertise, display, or offer a price for goods or services that does not include all mandatory fees or charges, with certain exceptions. This measure was not scheduled for hearing.
- **SB 1287** would have required under the State's wage compensation laws that food, beverage, and service establishments that accept tips and employ tipped employees post signs that include language explaining their tip allocation practices and the contact information for the Wage Standards Division of the Department of Labor and Industrial Relations and the Wage and Hours Division of the United States Department of Labor. Establishes back wages and penalties as available remedies for employees in the event of a violation. This measure was deferred by the House LAB committee.

## Economic Development

- **HB 436/SB 729/SB 815** would have amended the definition of "eligible business activity" for enterprise zone program purposes to include retail sales of tangible personal property manufactured and sold in the enterprise zone that is to be used

or consumed by the purchaser and not for resale, the processing of value-added agricultural products grown within an enterprise zone, and the provision of professional services by health care professionals in health care HB 436 was not scheduled for hearing; SB 729 and 815 were deferred by EDT.

- **HB 455/SB 132** would have appropriated moneys to the Department of Business, Economic Development, and Tourism for the contracting of services for start-up business financing and support. This measure passed the second crossover deadline but was not scheduled for hearings in conference committee.
- **SB 125** would have amended the definition of "eligible business activity" for State Enterprise Zone Program purposes to include retail sales of tangible personal property manufactured and sold in the enterprise zone to the final consumer and other value added services and extends the eligibility period of the state business tax credit and general excise tax exemption for qualified businesses within state enterprise zones from 7 years to 9 years. This measure passed the second crossover deadline but was not scheduled for conference committee hearings.
- **SB 983** would have established the Hawai'i Start-Up Business Loan Program within the Business Development and Support Division of the Department of Business, Economic Development, and Tourism. Establishes the Hawai'i Start-Up Business Loan Program Special Fund. Requires DBEDT to submit annual reports to the Legislature. Establishes one full-time equivalent business loan officer position. The WAM committee deferred this measure.

## Employment

- **HB 478** would have amended the definition of "employer" in state law that governs payment of wages and other compensation to include the State and counties when a provision in that law has no comparable provision in state law that governs public officers and employees. The LAB committee deferred this measure.
- **HB 684/SB 214** would have implemented a phased elimination of the tip credit. These measures were not scheduled for hearing.
- **HB 1270** would have required any public or private entity that operates a public lot with more than 25 parking spaces to increase the number of federally mandated parking spaces reserved for persons with disabilities by 50% or at least one space. This measure was not scheduled for hearing. This measure was not scheduled for hearing.

- **SB 452** would have prohibited employers from requiring employees to work for more than five consecutive hours without a meal break unless otherwise provided in collective bargaining agreements. Establishes penalties. This measure was not scheduled at hearing.
- **SB 1034** would have required employers in the food service industry to allow their employees an unpaid rest period of 30 consecutive minutes for a certain number of consecutive hours of working time. The CPN committee did not hear this bill before the first crossover deadline.
- **SB 1660** would have requires employers in the hospitality industry to implement anti-harassment measures, provide training, and equip certain workers with panic buttons. Prohibits retaliation against a hospitality worker who files a complaint, uses the provided panic button, or participates in an investigation or proceeding related to a harassment complaint. Requires the Department of Labor and Industrial Relations to adopt rules, including rules determining penalties and establishing procedures for handling complaints. Requires all hospitality employers to comply no later than 1/1/2026. The TOU committee deferred this measure.

## Environment/Green Fees

- **HB 597** proposed a constitutional amendment to ensure clean water and air, a healthful environment and climate, healthy native ecosystems, and beaches, shall be protected and shall not be infringed. The bill was not scheduled for hearing.
- **HB 644** would have prohibited businesses where food or beverages are packaged and sold on the business' premises for individual consumption from using, selling, or distributing certain disposable or single-use food ware and beverage service items, including items containing PFAS. The measure was not scheduled for hearing.
- **HB 760/SB 633** would have reenacted the agricultural development and food security special fund. Establishes and appropriates moneys into the carbon emissions tax and dividend special fund. Establishes a refundable tax credit to mitigate the effect of a carbon emissions tax on taxpayers. Amends the environmental response, energy, and food security tax by taxing fossil fuels based on their emissions. Requires reports to the Legislature. HB 760 was not scheduled for hearing by ECD before the first lateral deadline; SB 633 was not scheduled for hearing.
- **SB 486** would have established the Pomaikai Hawai'i Fund within the Department of Budget and Finance for administrative purposes. Requires the Department of Budget

and Finance to adopt administrative rules to administer the Pomaikai Hawai'i Fund. This measure was not scheduled for hearing.

- **SB 559** proposed a constitutional amendment to ensure that the inherent and inalienable right of the people, including future generations, to clean water and air, a healthful environment and climate, healthy native ecosystems, and beaches, shall be protected and shall not be infringed. This measure was not scheduled for hearing by JDC/WAM and failed to meet the first crossover deadline.
- **SB 702** proposed a constitutional amendment to ensure that the inherent and inalienable right of the people, including future generations, to clean water and air, a healthful environment and climate, healthy native ecosystems, and beaches, shall be protected and shall not be infringed. This measure was not scheduled for hearing by JDC/WAM and failed to meet the first crossover deadline.

## Family Leave

- **HB 168/HB 425/SB 159** would have established a paid family leave program for state and county employees. Authorizes a qualifying employee to take up to 12 weeks of paid leave for the birth or placement of a child or to care for a family member who has a serious health condition. Requires the employee to agree to subsequently work for the employer for at least 12 weeks upon return to service except under certain conditions. HB 425 was deferred by the LAB committee; HB 168 and SB 159 were not scheduled for hearing.
- **HB 219** would have provided state and county employees with five days of paid family leave each calendar year. This bill was not scheduled for hearing.
- **HB 695** by 1/1/2027, would have required the Department of Labor and Industrial Relations to establish a family and medical leave insurance program and begin collecting payroll contributions to finance payment of benefits. By 1/1/2028, requires the Department to start receiving claims and paying benefits under the program. Specifies eligibility requirements and employee protections under the program. This measure was not scheduled for hearing.
- **HB 822** would have required certain employers in the State to offer reproductive loss leave for employees. This measure was not scheduled for hearing.
- **HB 1227** would have established a paid family leave program for state and county employees. Authorizes a qualifying employee to take up to twelve weeks of paid leave for the birth or placement of a child or to care for a family member who has a serious health condition. This measure was not scheduled for hearing.

- **HB 1267** would have requires the Department of Taxation to establish a pilot program that would grant participating landlords a certain general excise tax exemption for each unit they rent to a long-term tenant with a pet. Requires the Department of Taxation to submit reports to the Legislature. This measure was not scheduled for hearing.
- **SB 342** would have required five days of paid family leave annually for certain state and county employees. Ensures the protection of wage, seniority, and other employment benefits of employees who take paid family leave. The WAM committee did not hear this bill before the first crossover deadline.
- **HB 21/SB 706** would have required the Hawai'i Property Insurance Association to include in its plan of operation insurance coverage for commercial properties twice denied by private insurers. HB 21 was not scheduled for hearing; SB 706 failed to meet the first crossover deadline.
- **HB 426** would have expanded the powers of the Hawai'i Property Insurance Association and reactivates the Hawai'i Hurricane Relief Fund to help to stabilize the property insurance market in the State. Requires the Insurance Commissioner to conduct a study. Appropriates funds. This measure did not pass the FIN committee before first lateral.
- **HB 589/ SB 805** would have stablished the Hawai'i Condominium Mutual Insurance Company to provide property and casualty insurance to high-rise residential condominium properties and the owners of those units. Establishes a loan fund to assist associations of apartment owners experiencing increased insurance costs. Appropriates moneys. HB 589 was not scheduled for hearing. HB 589 was not scheduled for hearing; SB 805 was not scheduled for hearing by the WAM committee before the first crossover deadline.
- **SB 803** would have required insurers to provide automatic, advance written premium change notices to common interest community policyholders and the Insurance Commissioner, with reasonable explanations and primary factors, disclosing the causes of any premium increase if, upon renewal, premiums are scheduled to increase more than an unspecified per cent. Requires insurers that renewed property insurance policies between 2022 and 2024 for policyholders that were condominium associations, planned community associations, or cooperative housing corporations in the State to provide an explanation for certain premium during this period. The WAM committee did not hear this bill before the first crossover deadline.

## Miscellaneous

- **HB 149** would have required domestic and foreign corporations to provide their shareholders with reports of independent expenditures and political contributions. The JHA committee deferred this measure.
- **HB 523** would have provided that a person who commits theft of property or services the value of which does not exceed \$750, commits theft in the second degree if the person was convicted two or more times for any theft offenses in the five years prior to the current offense. The measure was not scheduled for hearing.
- **SB 860** would have increased penalties for the offense of theft by means of shoplifting. This measure was not scheduled for hearing.
- **SB 1213** would have allowed businesses in the State to designate an email address to accept service of process in lieu of continuously maintaining a registered agent in the State. The CPN committee deferred this measure.
- **SB 1493** would have required sellers or providers of emotional support animals, as well as those issuing verifications of a disability related need for an emotional support animal, to provide written notice to the buyer or recipient containing certain information. Requires persons or businesses that sell or provide certificates, vests, or identification tags that identify an animal as an emotional support animal to provide written notice to the buyer or recipient containing certain information. Establishes penalties. This measure crossed over to the House but was not scheduled for hearing.