

STAND. COM. REP. NO. 11

Honolulu, Hawaii

, 2025

JAN 30

RE: H.B. No. 480
H.D. 1

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2025
State of Hawaii

Madame:

Your Committee on Labor, to which was referred H.B. No. 480
entitled:

"A BILL FOR AN ACT RELATING TO WORKERS' COMPENSATION,"

begs leave to report as follows:

The purpose of this measure is to streamline the approval
process for functional capacity exams to ensure automatic approval
of such exams when requested by the attending physician for an
injured employee.

Your Committee received testimony in support of this measure
from the Department of Labor and Industrial Relations; Hawai'i
Association of Professional Nurses; Hawaii Insurers Council; and
one individual. Your Committee received comments on this measure
from the Department of Human Resources and Development.

Your Committee finds that injured employees should receive
medically necessary functional capacity exams upon a qualifying
referral to improve the recovery of the injured employee. Your
Committee further finds that functional capacity exams are
critical for assessing whether an injured employee can return to
work with or without accommodations, or to proceed with vocational
rehabilitation when return to work is not possible. Currently,
functional capacity exams are delayed because of pending approvals
from insurers or adjustors. This process is further delayed by

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limiting who is qualified to perform functional capacity exams. Your Committee believes that this measure ensures the injured employee receives a functional capacity exam in a timely manner by authorizing attending physicians to request functional capacity exams without first obtaining the approval from an employer, and by allowing licensed occupational and physical therapists to perform these exams.

Your Committee has amended this measure by:

- (1) Specifying that a functional capacity exam can be requested when an injured employee has reached medical stabilization and is permanently unable to return to their usual and customary work; and
- (2) Changing the effective date to July 1, 3000, to encourage further discussion.

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 H.B. No. 480, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 480, H.D. 1, and be referred to your Committee on Consumer Protection & Commerce.

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



JACKSON D. SAYAMA, Chair



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Record of Votes of the Committee on Labor

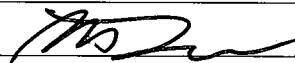
Bill/Resolution No.: HB 480	Committee Referral: LAB, CPC, FIN	Date: 1/28/25
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The committee is reconsidering its previous decision on the measure.

The recommendation is to: Pass, unamended (as is) Pass, with amendments (HD) Hold
 Pass short form bill with HD to recommit for future public hearing (recommit)

LAB Members	Ayes	Ayes (WR)	Nays	Excused
1. SAYAMA, Jackson D. (C)	/			
2. LEE, Mike (VC)	/			
3. GARRETT, Andrew Takuya	/			
4. KAPELA, Jeanne	/			
5. KONG, Sam Satoru	/			
6. REYES ODA, Julie	/			
TOTAL (6)	6			

The recommendation is: Adopted Not Adopted
 If joint referral, _____ did not support recommendation.
committee acronym(s)

Vice Chair's or designee's signature: 

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