

JOSH GREEN, MD  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR



JADE T. BUTAY  
DIRECTOR

WILLIAM G. KUNSTMAN  
DEPUTY DIRECTOR

STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII'  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
KA 'OIHANA PONO LIMAHANA  
830 PUNCHBOWL STREET, ROOM 321  
HONOLULU, HAWAII 96813

DIR 25.005D

February 13, 2025

The Honorable Ronald D. Kouchi  
President and Members of the Senate  
Thirty-Third Legislature  
State Capitol, Room 409  
Honolulu, HI 96813

The Honorable Nadine K. Nakamura  
Speaker and Members of the  
House of Representatives  
Thirty-Third Legislature  
State Capitol, Room 431  
Honolulu, HI 96813

Dear President Kouchi, Speaker Nakamura and Members of the Legislature:

For your information and consideration, I am transmitting a copy of the Penalty Adjustment Report, as required by [Act 126](#).

In accordance with section 93-16, HRS, I am also informing you that the report may be viewed electronically at <http://labor.hawaii.gov/find-a-report/>.

Sincerely,

Handwritten signature of Jade T. Butay.

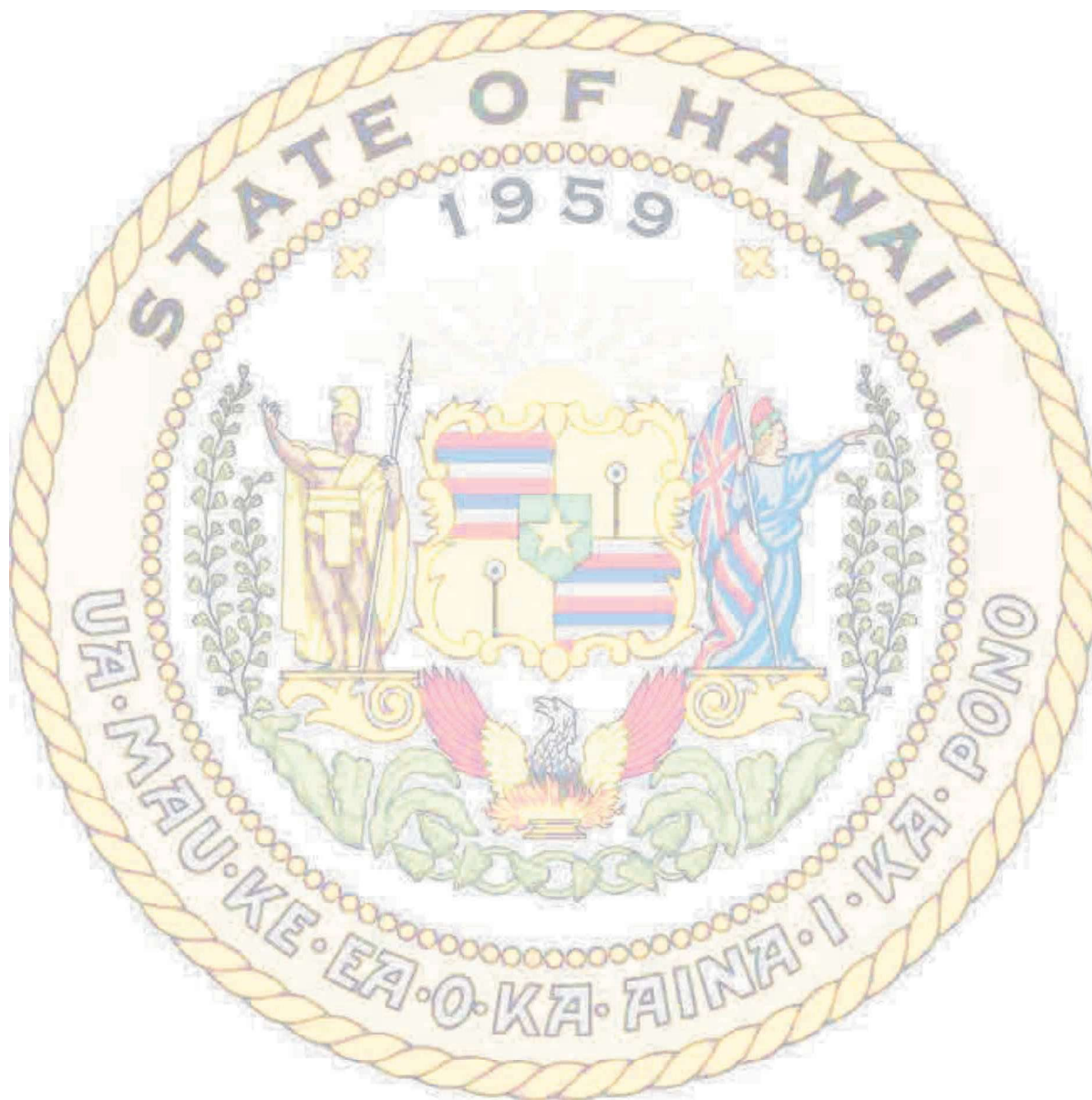
JADE T. BUTAY  
Director of Labor and Industrial Relations

Enclosure

c: Legislative Reference Bureau Library  
State Publications Distribution Center  
University of Hawaii

**HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION**

**2025 PENALTY ADJUSTMENT REPORT**



**Department of Labor and Industrial Relations**

**STATE OF HAWAII**  
**JOSH GREEN, M.D., Governor**  
**SYLVIA LUKE, Lt. Governor**

**DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**  
**JADE T. BUTAY, Director**  
**WILLIAM G. KUNSTMAN, Deputy Director**

**OCCUPATIONAL SAFETY AND HEALTH DIVISION**  
**ALAN K. YAMAMOTO, Acting Administrator**

**I. INTRODUCTION**

Pursuant to HRS 396-10, Hawaii Revised Statutes (HRS), the Director of Labor and Industrial Relations (DLIR), "...shall submit a report to the legislature no later than twenty days prior to the convening of each regular session on the penalty adjustments."

**II. Background**

In 2015, Congress passed the Federal Civil Penalties Inflation Adjustment Act Improvements Act (Act) to advance the effectiveness of civil monetary penalties and to maintain their deterrent effect. Under the Act, agencies are required to publish "catch-up" rules that adjust the level of civil monetary penalties and make subsequent annual adjustments for inflation no later than January 15 of each year.

Under its current 2017 Operational Status Agreement with Federal OSHA, the Hawaii Occupational Safety and Health Division (HIOSH) must operate and be "as effective as the federal program . . ." To be in compliance with this condition, HIOSH adopted the requirements of the Congressional Act and annual civil monetary penalties adjustment which is based on the Consumer Price Index for all Urban Consumers (CPI-U).

Act 126 (SLH, 2017) provides for HIOSH compliance with the Congressional Act, and the Director of Labor and Industrial Relations (DLIR) submitting a report to the legislature on the penalty adjustments in HRS 396-10 which reads:

- (o) *The director shall adjust penalties pursuant to the Federal Civil Penalties Inflation Adjustment Act Improvements Act of 2015, section 701 of P.L. 114-74, by December 15, 2018, and each year thereafter. The director shall adjust penalty levels using the guidance of the Office of Management and Budget and issue the new penalties by December 15 of each year. The new penalties shall take effect the following January 15 of each year. The director shall submit a report to the legislature no later than twenty days prior to the convening of each regular session on the penalty adjustments.*
- (p) *All civil penalties collected pursuant to this section shall be deposited into the labor law enforcement special fund.*

The Federal Register announcing the Federal Civil Penalties Inflation Adjustment Act Annual Adjustments for 2025 was published on January 10, 2025, with an effective date of January 15, 2025. [Federal Register: Federal Civil Penalties Inflation Adjustment Act Annual Adjustments for 2025](#)

**III. HIOSH Penalties for 2025**

Below are the **maximum** penalty amounts with the annual adjustment for inflation, that may be assessed after January 15, 2025.

Type of Violation	Penalty
Serious Other-Than-Serious Posting Requirements	\$16,550 per violation
Failure to Abate	\$16,550 per day beyond the abatement date
Willful or Repeat	\$165,514 per violation

Penalty amounts may be adjusted for size (number of employees) of the employer, the gravity or seriousness of the violation and the probability of injury occurring.

**IV. Penalties Contribution to State General Fund**

The civil penalties collected are initially deposited into the labor law enforcement special fund. After certain penalty collection expenses by the Attorney General's Office are covered, the balance is deposited to the State General Fund. The following table identifies the amounts collected and deposited to the State General Fund:

<b>Year</b>	<b>Collection Amount</b>	<b>Deposit to State General Funds</b>
FY2020	\$2,729,274	\$2,519,255
FY2021	\$1,438,862	\$1,438,862
FY2022	\$1,767,481	\$1,767,481
FY2023	\$1,728,384	\$1,504,484
FY2024	\$1,098,279	\$583,992