S.C.R. NO. 118

MAR 0 8 2024

SENATE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF HEALTH TO CONVENE A HEALTH CARE FACILITIES LABOR STANDARDS WORKING GROUP TO RESEARCH, ASSESS, AND MAKE RECOMMENDATIONS ON THE BEST PRACTICES IN LABOR STANDARDS THAT CAN BE IMPLEMENTED AT HOSPITALS, CARE HOMES, AND DIALYSIS FACILITIES IN THE STATE.

WHEREAS, upon admission to a hospital, patients rightfully 1 expect adequate staffing to ensure prompt and effective care, 2 therefore sufficient staffing is essential; and 3 4 WHEREAS, the health care sector within the State is facing 5 a persistent staffing crisis; and 6 7 WHEREAS, decades of incremental increases to staff-to-8 patient ratios and expectations for patient care have led 9 10 working conditions in the health care profession to become increasingly unpredictable, unsafe, and unwelcoming to those who 11 are currently health care professionals and those who may aspire 12 to become health care professionals in the future; and 13 14 15 WHEREAS, the notion that enforcing minimum nurse-to-patient ratios would lead to longer wait times is flawed; appropriate 16 nurse staffing levels in health care facilities can boost 17 18 efficiency and shorten wait times for patients; and 19 WHEREAS, ensuring reasonable nurse-to-patient ratios in 20 health care facilities leads to higher job satisfaction, reduced 21 burnout, and a more appealing nursing profession; and 22 23 24 WHEREAS, a health care facilities labor standards working group would benefit the State by researching, assessing, and 25 making recommendations on the best practices in labor standards 26 27 that can be implemented at hospitals, care homes, and dialysis facilities in the State; now, therefore, 28 29



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1 2 3 4 5 6 7 8 9 10 11	BE IT RESOLVED by the Senate of the Thirty-second Legislature of the State of Hawaii, Regular Session of 2024, the House of Representatives concurring, that the Department of Health is requested to convene a Health Care Facilities Labor Standards Working Group to research, assess, and make recommendations on the best practices in labor standards that can be implemented at hospitals, care homes, and dialysis facilities in the State; and BE IT FURTHER RESOLVED that the working group is requested to research, assess, and make recommendations on:	
12 13 14 15 16 17 18 19 20	(1)	The potential benefits and impacts associated with the implementation and enforcement of labor standards at hospitals, care homes, and dialysis facilities in the State, including but not limited to the establishment and enforcement of minimum staffing standards; hospital staffing committees; and mandatory meal breaks, rest breaks, and overtime standards;
20 21 22 23 24	(2)	The best practices in labor standards that can be implemented at hospitals, care homes, and dialysis facilities in the State; and
25 26 27	(3)	Any other issues that may arise, pursuant to the discretion of the working group; and
28 29 30	BE IT FURTHER RESOLVED that the working group is requested to consist of the following members or their designees:	
31 32 33 34	(1)	One member from the Board of Nursing to be invited by the Director of Health, to act as the chair of the working group;
35 36	(2)	One member from the Hawaii Health Systems Corporation;
37 38 39	(3)	One member from the Hawaii State Center for Nursing, University of Hawaii at Manoa;
40 41 42	(4)	Three members with experience in the health care industry, including nurses and others working in health care facilities and unions representing health



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care workers, to be selected by the Senate President; 1 2 and 3 4 (5) Three members with experience in the health care industry, including nurses and others working in 5 health care facilities and unions representing health 6 7 care workers to be selected by the Speaker of the House of Representatives; and 8 9 BE IT FURTHER RESOLVED that the working group may request 10 assistance and feedback from the Department of Health and the 11 Department of Labor and Industrial Relations to provide 12 expertise to assist the working group in carrying out their 13 duties; and 14 15 16 BE IT FURTHER RESOLVED that the working group is requested to submit a report of its findings and recommendations, 17 including any proposed legislation, to the Legislature no later 18 than twenty days prior to the convening of the Regular Session 19 of 2025; and 20 21 BE IT FURTHER RESOLVED that certified copies of this 22 Concurrent Resolution be transmitted to the Senate President, 23 Speaker of the House of Representatives, Director of Health, 24 Director of Labor and Industrial Relations, Chairperson of the 25 Board of Nursing, President and Chief Executive Officer of the 26 Hawaii Health Systems Corporation, and Director of the Hawaii 27 State Center for Nursing. 28 29 30 31 OFFERED BY:

