

MAR 08 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.

1 WHEREAS, upon admission to a hospital, patients rightfully  
2 expect adequate staffing to ensure prompt and effective care,  
3 therefore sufficient staffing is essential; and  
4

5 WHEREAS, the health care sector within the State is facing  
6 a persistent staffing crisis; and  
7

8 WHEREAS, decades of incremental increases to staff-to-  
9 patient ratios and expectations for patient care have led  
10 working conditions in the health care profession to become  
11 increasingly unpredictable, unsafe, and unwelcoming to those who  
12 are currently health care professionals and those who may aspire  
13 to become health care professionals in the future; and  
14

15 WHEREAS, the notion that enforcing minimum nurse-to-patient  
16 ratios would lead to longer wait times is flawed; appropriate  
17 nurse staffing levels in health care facilities can boost  
18 efficiency and shorten wait times for patients; and  
19

20 WHEREAS, ensuring reasonable nurse-to-patient ratios in  
21 health care facilities leads to higher job satisfaction, reduced  
22 burnout, and a more appealing nursing profession; and  
23

24 WHEREAS, a health care facilities labor standards working  
25 group would benefit the State by researching, assessing, and  
26 making recommendations on the best practices in labor standards  
27 that can be implemented at hospitals, care homes, and dialysis  
28 facilities in the State; now, therefore,  
29



1 BE IT RESOLVED by the Senate of the Thirty-second  
2 Legislature of the State of Hawaii, Regular Session of 2024, the  
3 House of Representatives concurring, that the Department of  
4 Health is requested to convene a Health Care Facilities Labor  
5 Standards Working Group to research, assess, and make  
6 recommendations on the best practices in labor standards that  
7 can be implemented at hospitals, care homes, and dialysis  
8 facilities in the State; and  
9

10 BE IT FURTHER RESOLVED that the working group is requested  
11 to research, assess, and make recommendations on:  
12

- 13 (1) The potential benefits and impacts associated with the  
14 implementation and enforcement of labor standards at  
15 hospitals, care homes, and dialysis facilities in the  
16 State, including but not limited to the establishment  
17 and enforcement of minimum staffing standards;  
18 hospital staffing committees; and mandatory meal  
19 breaks, rest breaks, and overtime standards;  
20
- 21 (2) The best practices in labor standards that can be  
22 implemented at hospitals, care homes, and dialysis  
23 facilities in the State; and  
24
- 25 (3) Any other issues that may arise, pursuant to the  
26 discretion of the working group; and  
27

28 BE IT FURTHER RESOLVED that the working group is requested  
29 to consist of the following members or their designees:  
30

- 31 (1) One member from the Board of Nursing to be invited by  
32 the Director of Health, to act as the chair of the  
33 working group;  
34
- 35 (2) One member from the Hawaii Health Systems Corporation;  
36
- 37 (3) One member from the Hawaii State Center for Nursing,  
38 University of Hawaii at Manoa;  
39
- 40 (4) Three members with experience in the health care  
41 industry, including nurses and others working in  
42 health care facilities and unions representing health



