

MAR 08 2024

SENATE 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
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5 WHEREAS, the health care sector within the State is facing
6 a persistent staffing crisis; and
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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
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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
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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
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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,
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30 BE IT RESOLVED by the Senate of the Thirty-second
31 Legislature of the State of Hawaii, Regular Session of 2024,
32 that the Department of Health is requested to convene a Health
33 Care Facilities Labor Standards Working Group to research,



1 assess, and make recommendations on the best practices in labor
2 standards that can be implemented at hospitals, care homes, and
3 dialysis facilities in the State; and

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5 BE IT FURTHER RESOLVED that the working group is requested
6 to research, assess, and make recommendations on:

- 7
8 (1) The potential benefits and impacts associated with the
9 implementation and enforcement of labor standards at
10 hospitals, care homes, and dialysis facilities in the
11 State, including but not limited to the establishment
12 and enforcement of minimum staffing standards;
13 hospital staffing committees; and mandatory meal
14 breaks, rest breaks, and overtime standards;
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16 (2) The best practices in labor standards that can be
17 implemented at hospitals, care homes, and dialysis
18 facilities in the State; and
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20 (3) Any other issues that may arise, pursuant to the
21 discretion of the working group; and
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23 BE IT FURTHER RESOLVED that the working group is requested
24 to consist of the following members or their designees:

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



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

