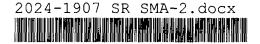
S.R. NO.101

MAR 0 8 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.

WHEREAS, upon admission to a hospital, patients rightfully 1 2 expect adequate staffing to ensure prompt and effective care, therefore sufficient staffing is essential; and 3 4 5 WHEREAS, the health care sector within the State is facing a persistent staffing crisis; and 6 7 8 WHEREAS, decades of incremental increases to staff-topatient ratios and expectations for patient care have led 9 working conditions in the health care profession to become 10 increasingly unpredictable, unsafe, and unwelcoming to those who 11 are currently health care professionals and those who may aspire 12 13 to become health care professionals in the future; and 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 efficiency and shorten wait times for patients; and 18 19 20 WHEREAS, ensuring reasonable nurse-to-patient ratios in health care facilities leads to higher job satisfaction, reduced 21 22 burnout, and a more appealing nursing profession; and 23 WHEREAS, a health care facilities labor standards working 24 25 group would benefit the State by researching, assessing, and making recommendations on the best practices in labor standards 26 that can be implemented at hospitals, care homes, and dialysis 27 facilities in the State; now, therefore, 28 29 30 BE IT RESOLVED by the Senate of the Thirty-second Legislature of the State of Hawaii, Regular Session of 2024, 31 that the Department of Health is requested to convene a Health 32 Care Facilities Labor Standards Working Group to research, 33



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



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



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