

---

---

## HOUSE RESOLUTION

URGING THE LEGISLATIVE REFERENCE BUREAU TO CONDUCT A STUDY ON  
THE ECONOMIC, SOCIAL, AND FISCAL IMPACT OF THE KAPIOLANI  
HOSPITAL NURSES STRIKE AND LOCKOUT TO THE STATE.

1           WHEREAS, there are currently 14,545 licensed registered  
2 nurses in the State; and

3  
4           WHEREAS, forty-eight per cent of nurses work in hospital  
5 settings; and

6  
7           WHEREAS, nurses are often understaffed and over-scheduled,  
8 resulting in burnout; and

9  
10          WHEREAS, some nurses have reported that their supervisors  
11 are assigning them too many patients at a time which in turn  
12 hurts their well-being and their ability to provide adequate  
13 care to their patients; and

14  
15          WHEREAS, these unideal working conditions prompted  
16 contention between nurses and the Kapiolani Medical Center's  
17 administration resulting in a strike in September of 2024; and

18  
19          WHEREAS, nurses who chose to participate in the strike were  
20 informed by the administration that such action would result in  
21 a lockout, which is the exclusion of employees by their employer  
22 from their place of work until certain terms are agreed to; and

23  
24          WHEREAS, on September 14, 2024, Kapiolani Medical Center  
25 for Women and Children locked out more than six hundred nurses  
26 following a one-day strike that took place a day earlier; and

27  
28          WHEREAS, the lockout went on to last for twenty-two days,  
29 resulting in significantly reduced medical staff; and

30



1 WHEREAS, in the absence of staff, traveling nurses were  
2 brought in to supplement staffing ratios; and

3  
4 WHEREAS, a traveling nurse earns ten to fifteen per cent  
5 more than a staff registered nurse in a permanent position and  
6 roughly twice as much per week; and

7  
8 WHEREAS, on October 2, 2024, Hawaii Nurses Association  
9 nurses approved a new contract with Kapiolani Medical Center  
10 that limits the number of patients per nurse and boosts their  
11 pay; and

12  
13 WHEREAS, every nurse will receive a raise, with an average  
14 increase of three and a half per cent annually over the course  
15 of four years; and

16  
17 WHEREAS, throughout the duration of the lockout, it is  
18 reported that the State incurred an economic and social impact  
19 with unknown costs; now, therefore,

20  
21 BE IT RESOLVED by the House of Representatives of the  
22 Thirty-third Legislature of the State of Hawaii, Regular Session  
23 of 2025, the Legislative Reference Bureau is urged to conduct a  
24 study on the economic and social impact of the Kapiolani  
25 Hospital strike and lockout, and its cost to taxpayers,  
26 families, and safety; and

27  
28 BE IT FURTHER RESOLVED the Legislative Reference Bureau is  
29 urged to publish its report and provide the Legislature its  
30 findings no later than twenty days prior to the convening of the  
31 Regular Session of 2026; and

32  
33 BE IT FURTHER RESOLVED that certified copies of this  
34 Resolution be transmitted to the Director of the Legislative  
35 Reference Bureau.

36  
37  
38 OFFERED BY:



FEB 28 2025

