
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

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

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

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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

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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

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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

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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

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



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

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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

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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

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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

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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,

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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

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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

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

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38 OFFERED BY: 

FEB 28 2025

