CONFERENCE COMMITTEE REP. NO. 5 -26

Honolulu, Hawaii

APR 2 8 2026

RE: S.B. No. 3082
S.D. 1
H.D. 1
C.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Third State Legislature
Regular Session of 2026
State of Hawaii

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2026
State of Hawaii

Sir and Madam:

Your Committee on Conference on the disagreeing vote of the Senate to the amendments proposed by the House of Representatives in S.B. No. 3082, S.D. 1, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO MILITARY FAMILIES,"

having met, and after full and free discussion, has agreed to recommend and does recommend to the respective Houses the final passage of this bill in an amended form.

The purpose of this measure is to authorize an eligible employee to take family leave for a qualifying military exigency under state law.

Your Committee on Conference finds that Hawaii's Family Leave Law does not align with the federal Family and Medical Leave Act, which recognizes qualifying military exigencies as a valid basis for family leave, considering the unique challenges military families face that often require urgent time away from work to manage essential responsibilities. This measure will provide clarity for employers, consistency for employees, and stability for military

families, demonstrating the State's continued support for members of the armed forces and their families.

Your Committee on Conference has amended this measure by:

(1) Inserting an effective date of July 1, 2026; and

(2) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the record of votes of the managers of your Committee on Conference that is attached to this report, your Committee on Conference is in accord with the intent and purpose of S.B. No. 3082, S.D. 1, H.D. 1, as amended herein, and recommends that it pass Final Reading in the form attached hereto as S.B. No. 3082, S.D. 1, H.D. 1, C.D. 1.

Respectfully submitted on behalf of the managers:
of the managers:

ON THE PART OF THE HOUSE

DELLA AU BELATTI
Co-Chair

JACKSON D. SAYAMA
Co-Chair

DEE MORIKAWA
Co-Chair

ON THE PART OF THE SENATE

BRANDON J.C. ELEFANTE
Chair

CAROL FUKUNAGA
Co-Chair

DRU KANUHA
Co-Chair

CCR 5 - 26

Hawai'i State Legislature

Record of Votes of a Conference Committee

Bill / Concurrent Resolution No.:	Date/Time:
SB 3082, SD 1, HD 1	04/24/26 2:33 PM

☑ The recommendation of the House and Senate managers is to pass with amendments (CD).

☐ The Committee is reconsidering its previous decision.

☐ The recommendation of the Senate Manager(s) is to AGREE to the House amendments made to the Senate Measure

☐ The recommendation of the House Manager(s) is to AGREE to the Senate amendments made to the House Measure.

Senate Managers	A	WR	N	E
ELEFANTE, Brandon J.C., Chr.	✓			
FUKUNAGA, Carol, Co-Chr.	✓			
KANUHA, Dru Mamo, Co-Chr.	✓			
FEVELLA, Kurt				✓
TOTAL	3	Ø	Ø	1

House Managers	A	WR	N	E
BELATTI, Della Au, Co-Chr.	✓			
SAYAMA, Jackson D., Co-Chr.	✓			
MORIKAWA, Dee, Co-Chr.	✓			
IWAMOTO, Kim Coco	✓			
TEMPLO, Shirley Ann	✓			
SOUZA, Kanani	✓			
TOTAL	6	Ø	Ø	Ø

A = Aye **WR** = Aye with Reservations **N** = Nay **E** = Excused

Senate Recommendation is:
☑ Adopted ☐ Not Adopted

House Recommendation is:
☑ Adopted ☐ Not Adopted

Senate Lead Chair's or Designee's Signature:

House Lead Chair's or Designee's Signature:

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