STAND. COM. REP. NO. 2572

Honolulu, Hawaii

FEB 20 2026

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

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

Sir:

Your Committees on Labor and Technology and Public Safety and Military Affairs, to which was referred S.B. No. 3082 entitled:

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

beg leave to report as follows:

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

Your Committees received testimony in support of this measure from the Office of the Assistant Secretary of Defense; Hawai'i National Guard, Department of Defense; Department of Labor and Industrial Relations; Military and Community Relations Office; and one individual.

Your Committees find that military families struggle with unique disruptions that require them to take urgent time off from work to manage essential responsibilities. Your Committees further find however, that Hawaii's Family Leave law, unlike the federal Family Medical Leave Act does not recognize qualifying military exigencies as a valid reason for family leave. This measure provides critical support consistent with federal law, to military service members and family members as they manage military life challenges.

Your Committees have amended this measure by:



(1) Inserting an effective date of January 1, 2077, to encourage further discussion; and

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

As affirmed by the records of votes of the members of your Committees on Labor and Technology and Public Safety and Military Affairs that are attached to this report, your Committees are in accord with the intent and purpose of S.B. No. 3082, as amended herein, and recommend that it pass Second Reading in the form attached hereto as S.B. No. 3082, S.D. 1, and be referred to your Committee on Ways and Means.

Respectfully submitted on behalf of the members of the Committees on Labor and Technology and Public Safety and Military Affairs,
and Military Affairs,

CAROL FUKUNAGA, Chair

BRANDON J.C. ELEFANTE, Chair

The Senate
Thirty-Third Legislature
State of Hawai'i

Record of Votes
Committee on Labor and Technology
LBT

Bill / Resolution No.:*	Committee Referral:	Date:
SB3082	LBT/PSM, WAM	2·18·26

☐ The Committee is reconsidering its previous decision on this measure.

If so, then the previous decision was to: _____

The Recommendation is:

☐ Pass, unamended 2312 ☑ Pass, with amendments 2311 ☐ Hold 2310 ☐ Recommit 2313

Members	Aye	Aye (WR)	Nay	Excused
ELEFANTE, Brandon J.C. (C)	✓			
LAMOSAO, Rachele (VC)	✓			
IHARA, Jr., Les				✓
MORIWAKI, Sharon Y.	✓			
FEVELLA, Kurt				✓
TOTAL	3	0	0	2

Recommendation: ☑ Adopted ☐ Not Adopted

Chair's or Designee's Signature: [signature]

Distribution: Original — File with Committee Report; Yellow — Committee; Pink — Drafting Agency

*Only one measure per Record of Votes

Revised: 01/02/26

The Senate
Thirty-Third Legislature
State of Hawai'i

Record of Votes
Committee on Public Safety and Military Affairs
PSM

Bill / Resolution No.:*	Committee Referral:	Date:
SB 3082	LGT/PSM, WAM	2/18/2026

☐ The Committee is reconsidering its previous decision on this measure.

If so, then the previous decision was to: _____

The Recommendation is:

☐ Pass, unamended 2312 ☑ Pass, with amendments 2311 ☐ Hold 2310 ☐ Recommit 2313

Members	Aye	Aye (WR)	Nay	Excused
FUKUNAGA, Carol (C)	✓			
LEE, Chris (VC)				✓
HASHIMOTO, Troy N.	✓			
INOUYE, Lorraine R.				✓
DECORTE, Samantha	✓			
TOTAL	3	0	0	2

Recommendation: ☑ Adopted ☐ Not Adopted

Chair's or Designee's Signature: [signature]

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Revised: 01/02/26