STAND. COM. REP. NO. 2726

Honolulu, Hawaii

MAR 05 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 Committee on Ways and Means, to which was referred S.B. No. 3082, S.D. 1, entitled:

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

begs leave to report as follows:

The purpose and intent of this measure is to strengthen support for Hawaii's military families.

Specifically, this measure expands eligibility under Hawaii's family leave law to include qualifying military exigencies.

Your Committee received written comments in support of this measure from the Hawaii National Guard; Department of Labor and Industrial Relations; Military and Community Relations Office of the Department of Business, Economic Development, and Tourism; and two individuals.

Your Committee finds that military families face unique challenges stemming from the demands of military life, including frequent relocations, short-notice deployments, and other service-related obligations. Currently, employees whose relatives experience exigencies related to active-duty service are not eligible to take family leave under Hawaii's family leave law. This measure would address this gap by providing qualifying employees with up to four weeks of family leave during a calendar year for a qualifying military exigency.



As affirmed by the record of votes of the members of your Committee on Ways and Means that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 3082, S.D. 1, and recommends that it pass Third Reading.

Respectfully submitted on
behalf of the members of the
Committee on Ways and Means,
Committee on Ways and Means,

DONOVAN M. DELA CRUZ, Chair

The Senate
Thirty-Third Legislature
State of Hawai'i

Record of Votes
Committee on Ways and Means
WAM

Bill / Resolution No.:*	Committee Referral:	Date:
SB 3082, SD1	LBT/PSM, WAM	3/2/2026

☐ 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
DELA CRUZ, Donovan M. (C)	X			
MORIWAKI, Sharon Y. (VC)	X			
DECOITE, Lynn	X			
ELEFANTE, Brandon J.C.	X			
HASHIMOTO, Troy N.	X			
INOUYE, Lorraine R.	X			
KANUHA, Dru Mamo	X			
KIDANI, Michelle N.	X			
KIM, Donna Mercado	X			
LEE, Chris	X			
RICHARDS, III, Herbert M. "Tim"	X			
WAKAI, Glenn	X			
FEVELLA, Kurt	X			
TOTAL	13	0	0	0

Recommendation: ☒ Adopted ☐ Not Adopted

Chair's or Designee's Signature:

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

*Only one measure per Record of Votes

Revised: 01/02/26