

JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR



JADE T. BUTAY  
DIRECTOR

WILLIAM G. KUNSTMAN  
DEPUTY DIRECTOR

STATE OF HAWAII  
KA MOKUĀINA O HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
KA 'OIHANA PONO LIMAHANA

February 6, 2026

To: The Honorable Della Au Belatti, Chair,  
The Honorable Kim Coco Iwamoto, Vice Chair, and  
Members of the House Committee on Public Safety

Date: Friday, February 6, 2026

Time: 8:30 a.m.

Place: Conference Room 411, State Capitol

From: Jade T. Butay, Director  
Department of Labor and Industrial Relations (DLIR)

**Re: H.B. 2263 RELATING TO MILITARY FAMILIES**

**I. OVERVIEW OF PROPOSED LEGISLATION**

The DLIR supports this measure. HB2263 amends Chapter 398, Hawaii Revised Statutes (HRS), Family Leave Law (HFLL), by authorizing an eligible employee to take family leave for a qualifying military exigency and adding a new definition in §398-1 for "qualifying military exigency" to mean a qualifying exigency that is related to active duty service, as provided in Title 29, Code of Federal Regulations, § 825.126, by an employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent in the United States Armed Forces.

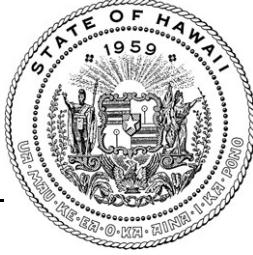
**II. CURRENT LAW**

Chapter 398, HRS, provides four weeks of family leave for eligible employees of employers with 100 or more employees, upon the birth of a child of the employee or the adoption of a child; or to care for the employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent with a serious health condition.

**III. COMMENTS ON THE HOUSE BILL**

This measure extends protected leave under the HFLL for an employee to take family leave for a qualifying military exigency.

DLIR supports allowing time off to eligible family members of active-duty service members for qualifying military exigencies, helping them navigate the unique stresses and demands of military life.



# DEPARTMENT OF BUSINESS, ECONOMIC DEVELOPMENT & TOURISM

KA 'OIHANA HO'OMOHALA PĀ'OIHANA, 'IMI WAIWAI  
A HO'OMĀKA'IKA'I

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Statement of  
**LAURIE MCALLISTER MOORE**  
**Executive Director**

Department of Business, Economic Development and Tourism before the  
**HOUSE COMMITTEE ON PUBLIC SAFETY**

Friday, February 6, 2026  
8:30 AM

State Capitol, Conference Room 411  
**TESTIMONY IN SUPPORT OF HB2263**  
**RELATING TO MILITARY FAMILIES.**

Chair Belatti, Vice Chair Iwamoto, and Members of the Committee:

On behalf of the Military and Community Relations Office (MACRO), I respectfully submit testimony in strong support of this measure to expand Hawai'i's family leave law to include qualifying military exigencies.

MACRO sees firsthand the often unpredictable demands military life places on families. Short-notice deployments, relocation orders, mandatory briefings, and urgent legal, financial, or childcare arrangements frequently require immediate time away from work. These responsibilities are not optional, they are simply part of supporting a loved one's service to our country. Yet, under current state law, these circumstances are not formally recognized as qualifying leave, often requiring employees and employers to rely on ad hoc arrangements rather than clear, consistent policy.

Aligning state law with established federal standards provides clarity for employers, consistency for employees, and ensures that Hawai'i's military families receive the same baseline protections already available elsewhere.

From a community and readiness perspective, the benefits are practical and immediate. When families have clear, reliable leave options to handle deployment preparations, childcare transitions, and essential administrative requirements, service members can focus on their missions and households experience less disruption and stress. Supporting family stability in this way strengthens force readiness, workforce continuity, and the overall well-being of Hawai'i's communities.

This bill represents a reasonable, targeted update that reflects the realities of military life in our state and demonstrates Hawai'i's continued commitment to those who serve and the families who stand beside them. MACRO respectfully urges your support.

Mahalo for the opportunity to testify.

JOSH GREEN, M.D.  
GOVERNOR  
KE KIAĀINA



STEPHEN F. LOGAN  
MAJOR GENERAL  
ADJUTANT GENERAL  
KA 'AKUKANA KENELALA

PHILLIP L. MALLORY III  
BRIGADIER GENERAL  
DEPUTY ADJUTANT GENERAL  
KA HOPE 'AKUKANA KENELALA

STATE OF HAWAII  
KA MOKUĀINA O HAWAII  
**DEPARTMENT OF DEFENSE**  
**KA 'OIHANA PILI KAUAI**  
OFFICE OF THE ADJUTANT GENERAL  
3949 DIAMOND HEAD ROAD  
HONOLULU, HAWAII 96816-4495

TESTIMONY ON HOUSE BILL 2263  
RELATING TO MILITARY FAMILIES  
BEFORE THE HOUSE COMMITTEE ON PUBLIC SAFETY

BY

BRIGADIER GENERAL WALTER R. ROSS, JR.  
DIRECTOR  
JOINT STAFF, HAWAII NATIONAL GUARD

February 6, 2026

Aloha Chair Belatti, Vice-Chair Iwamoto, and Members of the Committee:

I am Brigadier General Walter Ross, Director of the Joint Staff, Hawai'i National Guard, State of Hawai'i, Department of Defense.

I am presenting this testimony in **SUPPORT** of HB2263.

This important legislation aims to empower eligible employees by granting them the right to take family leave for qualifying military exigencies. These exigencies may include last-minute deployments and other significant events that require an employee's emotional and logistical support due to a family member's military service. The core purpose of this provision is to provide meaningful assistance to employees during uncertain times, allowing them to take the necessary time off to manage essential family responsibilities when their loved ones are on active duty.

The implementation of this legislation will significantly enhance our collective ability to promote family readiness and resilience within the Hawai'i National Guard (HING). By addressing the unique and often challenging circumstances faced by military families, this initiative not only acknowledges their sacrifices but also strengthens the fabric of our community. Through our commitment to the families of servicemembers, we reaffirm that their well-being is a priority as they continue to support the State of Hawai'i and defend our nation. This legislation serves as a vital resource, creating an environment where military families feel supported, valued, and prepared to handle the demands of military life, thereby ensuring that HING remains a strong pillar of support for both our local communities and our country as a whole.

For these reasons, I humbly ask for your support with this measure.

Brigadier General Walter R. Ross, Jr., [walter.r.ross2.mil@army.mil](mailto:walter.r.ross2.mil@army.mil); 808-844-6087

**HB-2263**

Submitted on: 2/3/2026 3:33:12 PM  
Testimony for PBS on 2/6/2026 8:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Mike Golojuch, Sr.	Individual	Support	Written Testimony Only

**Comments:**

I support HB2263.