



STATE OF HAWAII
KA MOKU'ĀINA 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 (HFL), 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.

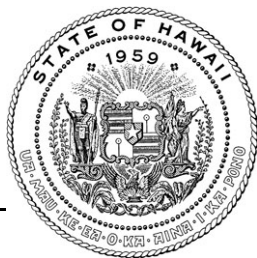
II. CURRENT LAW

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 HFL 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

JOSH GREEN, M.D.
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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 KIA'ĀINA



STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF DEFENSE
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PHILLIP L. MALLORY III
BRIGADIER GENERAL
DEPUTY ADJUTANT GENERAL
KA HOPE 'AKUKANA KENELALA

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, Hawaii National Guard, State of Hawaii, 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 Hawaii 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 Hawaii 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; 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.