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STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII  
**DEPARTMENT OF DEFENSE**  
**KA 'OIHANA PILI KAUA**  
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TESTIMONY ON SENATE BILL 3082 SD1  
RELATING TO MILITARY FAMILIES  
BEFORE THE COMMITTEE ON WAYS AND MEANS

BY

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

February 24, 2026

Aloha Chair Dela Cruz, Vice-Chair Moriwaki, 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 SB3082 SD1.

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.

The Hawai'i National Guard, Department of Defense, supports this bill provided that its passage does not replace or adversely impact priorities indicated in the Executive Budget.

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



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

March 2, 2026

To: The Honorable Donovan M. Dela Cruz, Chair,  
The Honorable Sharon Y. Moriwaki, Vice Chair, and  
Members of the Senate Committee on Ways and Means

Date: Monday, March 2, 2026  
Time: 10:31 a.m.  
Place: Conference Room 211, State Capitol

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

**Re: S.B. 3082 S.D. 1 RELATING TO MILITARY FAMILIES**

**I. OVERVIEW OF PROPOSED LEGISLATION**

The **DLIR supports** this measure as it aligns Hawai'i's Family Leave Law (HFL) with federal standards and addresses the needs of families impacted by military service. Authorizing eligible employees to take family leave for a qualifying military exigency ensures that workers can respond to urgent situations related to active-duty service without jeopardizing their employment. Adding a clear definition of "qualifying military exigency" in §398-1, consistent with Title 29, Code of Federal Regulations § 825.126, provides clarity and uniformity.

**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 or adoption of a child of the employee; or to care for the employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent with a serious health condition.

**III. COMMENTS ON THE SENATE BILL**

This measure extends protected leave under the HFL to allow an employee to take family leave for a qualifying military exigency of an employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent in the United States Armed Forces. This amendment recognizes the unique challenges faced by families of service members and strengthens Hawai'i's commitment to supporting military families.

**SB-3082-SD-1**

Submitted on: 2/25/2026 5:44:03 PM

Testimony for WAM on 3/2/2026 10:31:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Johnnie-Mae L. Perry	Individual	Support	Written Testimony Only

Comments:

I, Johnnie-Mae L. Perry, Support

BENEFIT TO CONTINUE WHILE IN ACTIVE DUTY AND STATIONED IN THE U. S. A.

3082 SB RELATING TO MILITARY FAMILIES.