

Honolulu, Hawaii  
**FEB 20**, 2026

RE: H.B. No. 2263  
H.D. 1

Honorable Nadine K. Nakamura  
Speaker, House of Representatives  
Thirty-Third State Legislature  
Regular Session of 2026  
State of Hawaii

Madame:

Your Committee on Labor, to which was referred H.B. No. 2263,  
H.D. 1, entitled:

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

begs leave to report as follows:

The purpose of this measure is to authorize eligible  
employees to take family leave for a qualifying military exigency.

Your Committee received testimony in support of this measure  
from the United States Department of Defense; Department of Labor  
and Industrial Relations; Hawai'i National Guard; and Military and  
Community Relations Office of the Department of Business, Economic  
Development, and Tourism.

Your Committee finds that military families often face  
unpredictable and urgent demands resulting from deployments,  
relocations, mandatory briefings, and other service-related  
obligations that require immediate time away from work. These  
responsibilities create logistical and emotional strain on  
households, especially when state law does not expressly recognize  
such circumstances as qualifying reasons for family leave, leaving  
families and employers without clear or consistent processes.  
Your Committee believes that expanding family leave eligibility to  
include qualifying military exigencies will provide needed  
stability for families, support workforce continuity, and



strengthen overall readiness by ensuring that those supporting service members have time to manage essential responsibilities.

As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2263, H.D. 1, and recommends that it be referred to your Committee on Finance.

Respectfully submitted on  
behalf of the members of the  
Committee on Labor,

  
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JACKSON D. SAYAMA, Chair



