

Honolulu, Hawaii

APR 28 2026

RE: S.B. No. 3082  
S.D. 1  
H.D. 1  
C.D. 1

Honorable Ronald D. Kouchi  
President of the Senate  
Thirty-Third State Legislature  
Regular Session of 2026  
State of Hawaii

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

Sir and Madam:

Your Committee on Conference on the disagreeing vote of the Senate to the amendments proposed by the House of Representatives in S.B. No. 3082, S.D. 1, H.D. 1, entitled:

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

having met, and after full and free discussion, has agreed to recommend and does recommend to the respective Houses the final passage of this bill in an amended form.

The purpose of this measure is to authorize an eligible employee to take family leave for a qualifying military exigency under state law.

Your Committee on Conference finds that Hawaii's Family Leave Law does not align with the federal Family and Medical Leave Act, which recognizes qualifying military exigencies as a valid basis for family leave, considering the unique challenges military families face that often require urgent time away from work to manage essential responsibilities. This measure will provide clarity for employers, consistency for employees, and stability for military



families, demonstrating the State's continued support for members of the armed forces and their families.

Your Committee on Conference has amended this measure by:

- (1) Inserting an effective date of July 1, 2026; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the record of votes of the managers of your Committee on Conference that is attached to this report, your Committee on Conference is in accord with the intent and purpose of S.B. No. 3082, S.D. 1, H.D. 1, as amended herein, and recommends that it pass Final Reading in the form attached hereto as S.B. No. 3082, S.D. 1, H.D. 1, C.D. 1.

Respectfully submitted on behalf  
of the managers:

ON THE PART OF THE HOUSE

ON THE PART OF THE SENATE



DELLA AU BELATTI  
Co-Chair



BRANDON J.C. ELEFANTE  
Chair



JACKSON D. SAYAMA  
Co-Chair



CAROL FUKUNAGA  
Co-Chair



DEE MORIKAWA  
Co-Chair



DRE KANUHA  
Co-Chair



Record of Votes of a  
Conference Committee

Bill / Concurrent Resolution No.: <b>SB 3082, SD 1, HD 1</b>	Date/Time: 04/24/26      2:33 PM
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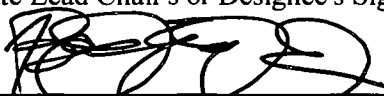

- The recommendation of the House and Senate managers is to pass with amendments (CD).
- The Committee is reconsidering its previous decision.

- |   |   |
|---|---|
| <input type="checkbox"/> The recommendation of the Senate Manager(s) is to AGREE to the House amendments made to the Senate Measure | <input type="checkbox"/> The recommendation of the House Manager(s) is to AGREE to the Senate amendments made to the House Measure. |
|---|---|

Senate Managers	A	WR	N	E	House Managers	A	WR	N	E
ELEFANTE, Brandon J.C., Chr.	✓				BELATTI, Della Au, Co-Chr.	✓			
FUKUNAGA, Carol, Co-Chr.	✓				SAYAMA, Jackson D., Co-Chr.	✓			
KANUHA, Dru Mamo, Co-Chr.	✓				MORIKAWA, Dee, Co-Chr.	✓			
FEVELLA, Kurt				✓	IWAMOTO, Kim Coco	✓			
					TEMPLO, Shirley Ann	✓			
					SOUZA, Kanani	✓			
<b>TOTAL</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>TOTAL</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>

A = Aye      WR = Aye with Reservations      N = Nay      E = Excused

Senate Recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted	House Recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted
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Senate Lead Chair's or Designee's Signature: 	House Lead Chair's or Designee's Signature: 
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**Distribution:**      Original      Yellow      Pink      Goldenrod  
 File with Conference Committee Report      House Clerk's Office      Senate Clerk's Office      Drafting Agency