

Honolulu, Hawaii
, 2026

MAR 18

RE: S.B. No. 3082
S.D. 1
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 Public Safety, to which was referred S.B. No. 3082, S.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 an eligible employee to take family leave for a qualifying military exigency under state law.

Your Committee received testimony in support of this measure from the United States Office of the Assistant Secretary of War; Department of Labor and Industrial Relations; Military and Community Relations Office; and two individuals.

Your Committee finds that the families of active-duty members of the military face unique stresses and demands, such as deployments on short notice, relocation orders, and mandatory briefings. Aligning state law with established federal standards provides clarity for employers, consistency for employees, and ensures that Hawaii's military families receive the same baseline protections already available elsewhere. Your Committee further finds that this measure represents a reasonable, targeted approach that reflects the realities of military life and demonstrates



Hawaii's continued support for members of the armed forces and their families.

Your Committee has amended this measure by changing its effective date to July 1, 3000, to encourage further discussion.

As affirmed by the record of votes of the members of your Committee on Public Safety that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 3082, S.D. 1, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 3082, S.D. 1, H.D. 1, and be referred to your Committee on Labor.

Respectfully submitted on
behalf of the members of the
Committee on Public Safety,



DELLA AU BELATTI, Chair



