

Honolulu, Hawaii

**MAR 30**, 2026

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 Labor, to which was referred S.B. No. 3082, S.D. 1, 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 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; Hawaii National Guard; and one individual.


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 S.B. No. 3082, S.D. 1, 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



