



MANPOWER AND  
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OFFICE OF THE ASSISTANT SECRETARY OF WAR  
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WASHINGTON, D.C. 20301-1500

March 23, 2026

Honorable Representative Jackson D. Sayama, Chair  
Honorable Representative Mike Lee, Vice Chair  
House Committee on Labor

Hawai'i House of Representatives  
415 S Beretania Street  
Honolulu, HI 96813

**RE: Senate Bill 3082 SD1, HD1 (Relating to military families.)**

Dear Chair Sayama, Vice Chair Lee, and Members of the Committee:

On behalf of Hawai'i's military families, we are proud to support Senate Bill (SB) 3082. With nearly 58,000 service members and over 21,000 military spouses contributing to Hawai'i's economy and communities, this bill is a critical investment in our families and the nation's military readiness.

Military readiness depends on service members who can focus entirely on their mission. However, military life presents unique challenges, including deployments, extended training missions, state activations for disaster and emergency support, and long-term care for combat-related injuries. When military family members lack adequate leave options, service members deploy knowing their families are under financial and logistical stress. This can create dangerous distractions during high-stakes operations. Conversely, when family members can address deployment logistics without losing income or job security, service members deploy with the confidence that their families are prepared and supported.

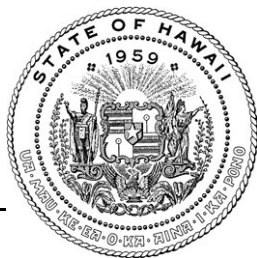
Military family members need time to complete legal documents, arrange powers of attorney, attend financial preparedness classes, and secure childcare before a service member deploys. Similarly, when service members return from deployment or activation, families need time to adjust, attend reintegration briefings, and address various logistical needs that arise. Finally, when service members are injured in the line of duty, family members often become primary caregivers, requiring them to coordinate medical appointments, manage rehabilitation schedules, and provide essential daily support.

If enacted, SB 3082 would address these needs by explicitly including military exigencies within a newly established state paid family leave program – enabling military families to address service-related needs with confidence and peace of mind that translates directly into enhanced mission focus and operational effectiveness.

Thank you for your thoughtful consideration of this measure, which will ensure that all eligible members of Hawai'i's workforce are supported and financially secure when they need to care for their families. We respectfully request your advancement of this vital policy initiative.

Sincerely,

**Ms. Kelli May Douglas**  
U.S. Defense-State Liaison Office  
Pacific Southwest Region  
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Statement of  
**LAURIE MCALLISTER MOORE**  
**Executive Director**  
Military and Community Relations Office  
Department of Business, Economic Development and Tourism  
before the  
**HOUSE COMMITTEE ON LABOR**

Tuesday, March 24, 2026  
9:30 AM  
State Capitol, Conference Room 309  
**TESTIMONY IN SUPPORT OF SB3082 SD1 HD1**  
**RELATING TO MILITARY FAMILIES.**

Aloha Chair Sayama, Vice Chair Lee, and Members of the Committee:

On behalf of the Military and Community Relations Office (MACRO) within the Department of Business, Economic Development and Tourism, I respectfully submit testimony in **strong support** of this measure to expand Hawai'i's family leave law to include qualifying military exigencies.

MACRO sees firsthand the often unpredictable demands military life places on families. Short-notice deployments, relocation orders, mandatory briefings, and urgent legal, financial, or childcare arrangements frequently require immediate time away from work. These responsibilities are not optional, they are simply part of supporting a loved one's service to our country. Yet, under current state law, these circumstances are not formally recognized as qualifying leave, often requiring employees and employers to rely on ad hoc arrangements rather than clear, consistent policy.

Aligning state law with established federal standards provides clarity for employers, consistency for employees, and ensures that Hawai'i's military families receive the same baseline protections already available elsewhere.

From a community and readiness perspective, the benefits are practical and immediate. When families have clear, reliable leave options to handle deployment preparations, childcare transitions, and essential administrative requirements, service members can focus on their missions and households experience less disruption and stress. Supporting family stability in this way strengthens force readiness, workforce continuity, and the overall well-being of Hawai'i's communities.

This bill represents a reasonable, targeted update that reflects the realities of military life in our state and demonstrates Hawai'i's continued commitment to those who serve and the families who stand beside them. MACRO respectfully urges your support.

Mahalo for the opportunity to testify.



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

March 24, 2026

To: The Honorable Jackson D. Sayama, Chair,  
The Honorable Mike Lee, Vice Chair, and  
Members of the House Committee on Labor

Date: Tuesday, March 24, 2026  
Time: 9:30 a.m.  
Place: Conference Room 309, State Capitol

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

**Re: S.B. 3082 S.D. 1 H.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**

HRS Chapter 398 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.

JOSH GREEN, M.D.  
GOVERNOR  
KE KIA'ĀINA



STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII  
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**PHILLIP L. MALLORY III**  
BRIGADIER GENERAL  
DEPUTY ADJUTANT GENERAL  
KA HOPE 'AKUKANA KENELALA

TESTIMONY ON SENATE BILL 3082 SD1 HD1  
RELATING TO MILITARY FAMILIES  
BEFORE THE COMMITTEE ON LABOR

BY

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

March 22, 2026

Aloha Chair Sayama, Vice Chair Lee, 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 HD1.

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

**SB-3082-HD-1**

Submitted on: 3/21/2026 4:20:43 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Mike Golojuch, Sr.	Individual	Support	Written Testimony Only

Comments:

I support this bill. Please pass.

Mike Golojuch, Sr., Lt Col, USAF(Ret)

Vice Chair, Veterans Caucus, DPH