

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF DEFENSE
KA 'OIHANA PILI KAUA
OFFICE OF THE ADJUTANT GENERAL
3949 DIAMOND HEAD ROAD
HONOLULU, HAWAII 96816-4495

STEPHEN F. LOGAN
MAJOR GENERAL
ADJUTANT GENERAL
KA 'AKUKANA KENELALA
PHILLIP L. MALLORY III
BRIGADIER GENERAL
DEPUTY ADJUTANT GENERAL
KA HOPE 'AKUKANA KENELALA

TESTIMONY ON SENATE BILL 3082 SD1
RELATING TO MILITARY FAMILIES
BEFORE THE COMMITTEE ON WAYS AND MEANS

BY

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

February 24, 2026

Aloha Chair Dela Cruz, Vice-Chair Moriwaki, 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.

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; 808-844-6087



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

March 2, 2026

To: The Honorable Donovan M. Dela Cruz, Chair,
The Honorable Sharon Y. Moriwaki, Vice Chair, and
Members of the Senate Committee on Ways and Means

Date: Monday, March 2, 2026
Time: 10:31 a.m.
Place: Conference Room 211, State Capitol

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

Re: S.B. 3082 S.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

Chapter 398, HRS, 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.

SB-3082-SD-1

Submitted on: 2/25/2026 5:44:03 PM

Testimony for WAM on 3/2/2026 10:31:00 AM

Submitted By	Organization	Testifier Position	Testify
Johnnie-Mae L. Perry	Individual	Support	Written Testimony Only

Comments:

I, Johnnie-Mae L. Perry, Support

BENEFIT TO CONTINUE WHILE IN ACTIVE DUTY AND STATIONED IN THE U. S. A.

3082 SB RELATING TO MILITARY FAMILIES.



**DEPARTMENT OF BUSINESS,
ECONOMIC DEVELOPMENT & TOURISM**

KA 'OIHANA HO'OMOHALA PĀ'OIHANA, 'IMI WAIWAI
A HO'OMĀKA'IKA'I

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR

JAMES KUNANE TOKIOKA
DIRECTOR

DANE K. WICKER
DEPUTY DIRECTOR

No. 1 Capitol District Building, 250 South Hotel Street, 5th Floor, Honolulu, Hawaii 96813
Mailing Address: P.O. Box 2359, Honolulu, Hawaii 96804
Web site: dbedt.hawaii.gov

Telephone: (808) 586-2355
Fax: (808) 586-2377

Statement of
LAURIE MCALLISTER MOORE
Executive Director
Military and Community Relations Office
Department of Business, Economic Development and Tourism
before the
SENATE COMMITTEE ON WAYS AND MEANS

Monday, March 2, 2026
10:02 AM

State Capitol, Conference Room 211
TESTIMONY IN SUPPORT OF SB3082
RELATING TO MILITARY FAMILIES.

Chair Dela Cruz, Vice Chair Moriwaki, 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.

SB-3082-SD-1

Submitted on: 2/27/2026 6:29:00 PM

Testimony for WAM on 3/2/2026 10:02:00 AM

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

Comments:

I support SB3082.

SB-3082-SD-1

Submitted on: 3/2/2026 7:03:27 AM

Testimony for WAM on 3/2/2026 10:02:00 AM

Submitted By	Organization	Testifier Position	Testify
Carlos A. Santana	Individual	Support	Written Testimony Only

Comments:

I fully support this bill.