



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

**MANPOWER AND
RESERVE AFFAIRS**

Honorable Senator Brandon J.C. Elefante, Chair
Honorable Senator Rachele Lamosao, Vice Chair
Committee on Labor and Technology

Honorable Senator Carol Fukunaga, Chair
Honorable Senator Chriss Lee, Vice Chair
Committee on Public Safety and Military Affairs

Hawai'i State Senate
415 S Beretania Street
Honolulu, HI 96813

RE: Senate Bill 3082 (Relating to military families.)

Dear Chairs Elefante and Fukunaga, Vice Chairs Lamosao and Lee, and Members of the Committees:

On behalf of the U.S. Department of Defense and military families stationed in the State of Hawai'i, I would like to provide comments **in support** of the provisions reflected within Senate Bill (SB) 3082, which aims to expand Hawai's family leave law to include qualifying military exigencies.

This provision recognizes a critical and often overlooked need within our military community. When a service member is deployed or receives a notice of an impending call to active duty, their families face a unique and immediate set of challenges. This is not a planned, leisurely transition. It is often a sudden and stressful period of upheaval, and the support of their family is paramount.

The moments and days leading up to a deployment are a whirlwind of logistical and emotional preparations. Families must arrange for childcare, facilitate financial and legal arrangements, attend to school and medical care needs, and other responsibilities. These are not trivial tasks. They are essential for the stability and well-being of the family left behind.

The expansion of Hawai'i's family leave law for qualifying military exigencies will provide a vital lifeline to our military families. It will allow a spouse or family member to take the necessary time to manage these pressing needs without the added stress of worrying

about their job security. This is not just a benefit to the families themselves. It is a direct investment in the readiness and well-being of our armed forces.

We thank your Committees for considering this important legislation and are especially grateful for the tremendous efforts Hawai'i continues to make in support of our service members and their families. Should you have any questions upon deliberation of this legislation, I can be reached at Kelli.M.Douglas.civ@mail.mil or 571-265-0075.

Sincerely,

Kelli May Douglas
Defense-State Liaison Office
Pacific Southwest Region



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

February 18, 2026

To: The Honorable Brandon J.C. Elefante, Chair,
The Honorable Rachele Lamosao, Vice Chair, and
Members of the Senate Committee on Labor and Technology

The Honorable Carol Fukunaga, Chair,
The Honorable Chris Lee, Vice Chair, and
Members of the Senate Committee on Public Safety and Military Affairs

Date: Wednesday, February 18, 2026
Time: 3:00 p.m.
Place: Conference Room 225, State Capitol

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

Re: S.B. 3082 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 of a child of the employee or the adoption of a child; 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 for 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.



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

KA 'OIHANA HO'OMOHALA PĀ'OIHANA, 'IMI WAIWAI
A HO'OMĀKA'IKAI

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
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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
SENATE COMMITTEE ON LABOR AND TECHNOLOGY
SENATE COMMITTEE ON PUBLIC SAFETY AND MILITARY AFFAIRS

Wednesday, February 18, 2026
3:00 PM
State Capitol, Conference Room 225
TESTIMONY IN SUPPORT OF SB3082
RELATING TO MILITARY FAMILIES.

Chairs Elefante and Fukunaga, Vice Chairs Lamosao and 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.

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF DEFENSE
KA 'OIHANA PILI KAUA
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BRIGADIER GENERAL
DEPUTY ADJUTANT GENERAL
KA HOPE 'AKUKANA KENELALA

TESTIMONY ON SENATE BILL 3082
RELATING TO MILITARY FAMILIES
BEFORE THE COMMITTEE ON LABOR AND TECHNOLOGY
AND
COMMITTEE ON PUBLIC SAFETY AND MILITARY AFFAIRS

BY

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

February 15, 2026

Aloha Chair Elefante, Chair Fukunaga, Vice-Chair Lamosao, Vice-Chair Lee, and Members of the Committees:

I am Brigadier General Walter Ross, Director of the Joint Staff, Hawaii National Guard, State of Hawaii, Department of Defense.

I am presenting this testimony in **SUPPORT** of SB3082.

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 Hawaii 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 Hawaii 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

SB-3082

Submitted on: 2/13/2026 9:38:49 PM

Testimony for LBT on 2/18/2026 3:00:00 PM

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

Comments:

I, Johnnie-Mae L. Perry, Support

3082 SB RELATING TO MILITARY FAMILIES.