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# HOUSE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF HEALTH TO CONVENE A HEALTH CARE FACILITIES LABOR STANDARDS WORKING GROUP TO RESEARCH, ASSESS, AND MAKE RECOMMENDATIONS ON THE BEST PRACTICES IN LABOR STANDARDS THAT CAN BE IMPLEMENTED AT HOSPITALS, CARE HOMES, AND DIALYSIS FACILITIES IN THE STATE.

1 WHEREAS, the State is facing a persistent health care  
2 staffing shortage, which has been exacerbated by the challenges  
3 posed by COVID-19; and  
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5 WHEREAS, as a result of this ongoing shortage, the staff-  
6 to-patient ratio has greatly increased, leading to working  
7 conditions becoming increasingly unpredictable and unsafe and  
8 increasing the rate of burn out by health care professionals;  
9 and  
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11 WHEREAS, research has shown that improved staff-to-patient  
12 ratios greatly improve patient safety and outcomes; and  
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14 WHEREAS, identifying best practices in labor standards for  
15 health care facilities will help inform lawmakers on how to  
16 improve working conditions for health care professionals and  
17 increase recruitment and retention; now, therefore,  
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19 BE IT RESOLVED by the House of Representatives of the  
20 Thirty-second Legislature of the State of Hawaii, Regular  
21 Session of 2024, the Senate concurring, that the Department of  
22 Health is requested to convene a health care facilities labor  
23 standards working group to research, assess, and make  
24 recommendations on the best practices in labor standards that  
25 can be implemented at hospitals, care homes, and dialysis  
26 facilities in the State; and  
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1 BE IT FURTHER RESOLVED that the working group is requested  
2 to research, assess, and make recommendations on:

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4 (1) Potential benefits and impacts associated with the  
5 implementation and enforcement of labor standards at  
6 hospitals, care homes, and dialysis facilities in the  
7 State, including but not limited to the establishment  
8 and enforcement of:

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10 (A) Minimum staffing standards;

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12 (B) Hospital staffing committees; and

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14 (C) Mandatory meal breaks, rest breaks, and overtime  
15 standards;

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17 (2) Best practices in labor standards that can be  
18 implemented at hospitals, care homes, and dialysis  
19 facilities in the State; and

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21 (3) Any other issues that may arise, pursuant to the  
22 direction of the working group; and

23  
24 BE IT FURTHER RESOLVED that the working group is requested  
25 to consist of the following members:

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27 (1) The Chairperson of the Board of Nursing, or the  
28 Chairperson's designee, who is requested to serve as  
29 the chair of the working group;

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31 (2) The Director of Health, or the Director's designee;

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33 (3) The Director of Labor and Industrial Relations, or the  
34 Director's designee;

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36 (4) The President and Chief Executive Officer of the  
37 Hawaii Health Systems Corporation, or the President  
38 and Chief Executive Officer's designee;

39  
40 (5) Three members with experience in the health care  
41 industry, including nurses and others working in  
42 health care facilities and unions representing health



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1 care workers, to be appointed by the President of the  
2 Senate; and

3  
4 (6) Three members with experience in the health care  
5 industry, including nurses and others working in  
6 health care facilities and unions representing health  
7 care workers, to be appointed by the Speaker of the  
8 House of Representatives; and  
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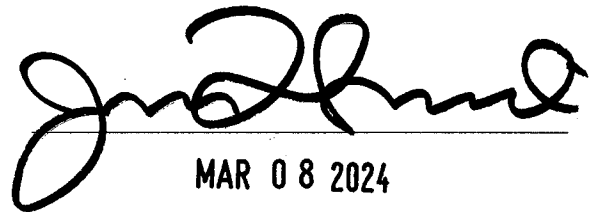
10 BE IT FURTHER RESOLVED that the Department of Health and  
11 Department of Labor and Industrial Relations are requested to  
12 provide expertise and assist the working group in carrying out  
13 its duties; and  
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15 BE IT FURTHER RESOLVED that the working group is requested  
16 to submit a report of its findings and recommendations,  
17 including any proposed legislation, to the Legislature no later  
18 than twenty days prior to the convening of the Regular Session  
19 of 2025; and  
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21 BE IT FURTHER RESOLVED that the working group shall cease  
22 to exist on June 30, 2025; and  
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24 BE IT FURTHER RESOLVED that certified copies of this  
25 Concurrent Resolution be transmitted to the Director of Health,  
26 Director of Labor and Industrial Relations, Chairperson of the  
27 Board of Nursing, and President and Chief Executive Officer of  
28 the Hawaii Health Systems Corporation.  
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OFFERED BY:



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