
HOUSE 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, that the Department of Health is requested to
22 convene a health care facilities labor standards working group
23 to research, assess, and make recommendations on the best
24 practices in labor standards that can be implemented at
25 hospitals, care homes, and dialysis facilities in the State; and
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27 BE IT FURTHER RESOLVED that the working group is requested
28 to research, assess, and make recommendations on:
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- 1 (1) Potential benefits and impacts associated with the
2 implementation and enforcement of labor standards at
3 hospitals, care homes, and dialysis facilities in the
4 State, including but not limited to the establishment
5 and enforcement of:
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7 (A) Minimum staffing standards;
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9 (B) Hospital staffing committees; and
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11 (C) Mandatory meal breaks, rest breaks, and overtime
12 standards;
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14 (2) Best practices in labor standards that can be
15 implemented at hospitals, care homes, and dialysis
16 facilities in the State; and
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18 (3) Any other issues that may arise, pursuant to the
19 direction of the working group; and
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21 BE IT FURTHER RESOLVED that the working group is requested
22 to consist of the following members:

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24 (1) The Chairperson of the Board of Nursing, or the
25 Chairperson's designee, who is requested to serve as
26 the chair of the working group;
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28 (2) The Director of Health, or the Director's designee;
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30 (3) The Director of Labor and Industrial Relations, or the
31 Director's designee;
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33 (4) The President and Chief Executive Officer of the
34 Hawaii Health Systems Corporation, or the President
35 and Chief Executive Officer's designee;
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37 (5) Three members with experience in the health care
38 industry, including nurses and others working in
39 health care facilities and unions representing health
40 care workers, to be appointed by the President of the
41 Senate; and
42



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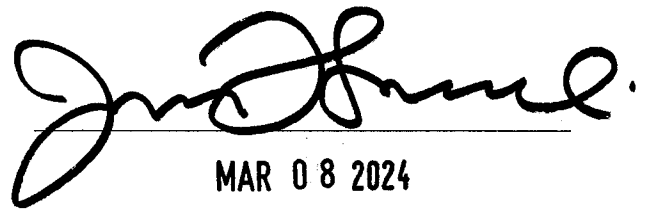
7 BE IT FURTHER RESOLVED that the Department of Health and
8 Department of Labor and Industrial Relations are requested to
9 provide expertise and assist the working group in carrying out
10 its duties; and
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12 BE IT FURTHER RESOLVED that the working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


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