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# SENATE RESOLUTION

REQUESTING THE GOVERNOR TO CONVENE A WORK-FAMILY TASK FORCE TO REVIEW HAWAII'S WORK-FAMILY LAWS AND POLICIES, AND REQUESTING THE LEGISLATIVE REFERENCE BUREAU TO STUDY OTHER STATES' LAWS AND PRACTICES THAT PROMOTE GOOD WORK-FAMILY POLICY.

1           WHEREAS, working families bear two important  
2 responsibilities, often referred to as work-family issues, which  
3 are caring for family members and earning the income needed to  
4 support their families; and

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6           WHEREAS, working families are headed by individuals of all  
7 ages, requiring many different types of caregiving  
8 responsibilities and preferences for employment; and

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10          WHEREAS, working families with young children have patent  
11 work-family challenges as they must provide for the care of  
12 their children; and

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14          WHEREAS, many working families have responsibilities for  
15 family members with extraordinary needs, including children with  
16 special needs, adults with disabilities, and dependent elders;  
17 and

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19          WHEREAS, presently, a growing number of working families  
20 include single parent families, parents who share custody of  
21 their children, and single individuals who help to care for  
22 relatives and older adults; and

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24          WHEREAS, conflicts over work-family issues will often enter  
25 the workplace, becoming issues of concern to employers; and

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27          WHEREAS, examples of work-family issues that manifest  
28 themselves out of the workplace are employees who may miss work  
29 when unable to make arrangements for unexpected or unusual  
30 family needs or become preoccupied with work-family issues and  
31 consequently are unable to focus on work; and

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1 WHEREAS, additionally, some employees who want or need to  
2 work full-time may decide to cut back on work hours or  
3 completely leave the workforce because they cannot meet the  
4 demands of both caring for a family and working full-time; and  
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6 WHEREAS, many states, including Hawaii, have enacted a  
7 multitude of laws which support state policies that seek to  
8 assist families with work-family issues in order to develop a  
9 sustainable and successful economy through workforce  
10 development; and  
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12 WHEREAS, some of the issues addressed in these state  
13 policies include the provision of child care and afterschool  
14 programs, employer strategies for easing work-family tensions,  
15 family and medical leave, flextime, and family care for older  
16 relatives; and  
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18 WHEREAS, although programs and policies are in place within  
19 the State to address work-family issues, the extent of the  
20 success or failure of the implementation of these programs and  
21 policies is unclear; now, therefore,  
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23 BE IT RESOLVED by the Senate of the Twenty-third  
24 Legislature of the State of Hawaii, Regular Session of 2006,  
25 that the Governor is requested to convene a Work-Family Task  
26 Force consisting of representatives from the executive and  
27 judicial agencies, community coalitions, and private entities  
28 that deal directly with working families, to review Hawaii's  
29 work-family laws and policies; and  
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31 BE IT FURTHER RESOLVED that the Legislative Reference  
32 Bureau is requested to study other states' laws and practices  
33 identified as promoting good work-family policy; and  
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35 BE IT FURTHER RESOLVED that the Legislative Reference  
36 Bureau and the Work-Family Task Force are each requested to  
37 submit a separate report of findings and recommendations,  
38 including any proposed legislation, to the Legislature no later  
39 than twenty days prior to the convening of the Regular Session  
40 of 2007; and  
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1 BE IT FURTHER RESOLVED that certified copies of this  
2 Resolution be transmitted to the Governor and Acting Director of  
3 the Legislative Reference Bureau.  
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