
HOUSE CONCURRENT RESOLUTION

ENCOURAGING STAKEHOLDERS AND INTERESTED PARTIES TO WORK TOGETHER
TO ESTABLISH PAID FAMILY LEAVE OR SIMILAR WAGE REPLACEMENT
PROGRAMS TO ASSIST FAMILY CAREGIVERS.

1 WHEREAS, generally, women in the work force begin to start
2 saving for retirement several years after most men establish a
3 retirement savings plan; and

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5 WHEREAS, additionally, working women are more likely than
6 men to have more breaks in their employment for family reasons,
7 which results in large amounts of money in missed earnings,
8 promotions, raises, and benefits over the course of a woman's
9 career; and

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11 WHEREAS, women in the workforce face difficult decisions on
12 a daily basis, juggling jobs and caregiving responsibilities;
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15 WHEREAS, in the United States, forty-four million adults
16 provide care for a relative or friend, with women constituting
17 the majority of caregivers; and

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19 WHEREAS, approximately half of all caregivers provide care
20 for more than eight hours a week, with twenty per cent of
21 caregivers providing care more than forty hours a week; and

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23 WHEREAS, sixty-two per cent of caregivers report that they
24 are required to adjust their work schedule to accommodate their
25 needs as a caregiver, with many caregivers reducing their work
26 hours or forfeiting promotions or benefits; and

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28 WHEREAS, a caregiver's household income is approximately
29 \$5,000 per year less than the household income for non-
30 caregivers; and

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1 WHEREAS, because caregiving responsibilities often result
2 in reduced wages and lost benefits, many caregivers miss
3 opportunities for compounded returns on their 401(k) matching
4 contribution retirement plans or have smaller amounts in any
5 savings or investment accounts the caregiver may have; and
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7 WHEREAS, the financial strains felt by most caregivers may
8 result in an inability to finance needed home maintenance or
9 handicap access home improvements; and
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11 WHEREAS, a 1999 study noted that a family caregiver will
12 lose more than \$659,000 in lifetime earnings and benefits as a
13 result of caregiving responsibilities; and
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15 WHEREAS, family caregivers who work are often senior
16 employees who are very valuable to their employers' businesses;
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19 WHEREAS, in Hawaii, family caregivers provide millions of
20 dollars of uncompensated care that would otherwise be the
21 responsibility of the State, resulting in savings to state
22 agencies and taxpayers; now, therefore,
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24 BE IT RESOLVED by the House of Representatives of the
25 Twenty-fifth Legislature of the State of Hawaii, Regular Session
26 of 2009, the Senate concurring, that the Legislature urges the
27 Hawaii business community; the labor community; health care
28 advocates; and the general public to work together to develop
29 programs to assist family caregivers in continuing to provide
30 care and to remain in the workforce, such as wage replacement
31 and paid family leave programs; and
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33 BE IT FURTHER RESOLVED that the Legislature urges employers
34 to provide full disclosure regarding any potential loss of
35 benefits to 401K or similar retirement programs for any employee
36 who is required to leave employment because of the employee's
37 caregiving responsibilities; and
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39 BE IT FURTHER RESOLVED that certified copies of this
40 Concurrent Resolution be transmitted to the Governor, the
41 Directors of Taxation, Labor and Industrial Relations, and Human
42 Services, respectively; and the Director of the Executive Office
43 on Aging, who in turn is requested to transmit a copy to members
44 of the Policy Advisory Board for Elder Affairs and the Hawaii



