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## HOUSE RESOLUTION

URGING THE MEMBERS OF THE LEGISLATURE AND THE HAWAII BUSINESS  
COMMUNITY TO SUPPORT THE ESTABLISHMENT OF PAID FAMILY LEAVE  
IN HAWAII.

1           WHEREAS, the increasing number of working adults in the  
2 United States has created a greater need for employees to have  
3 paid time off when their parents are seriously ill; and  
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5           WHEREAS, more than sixty per cent of men and women under  
6 the age of fifty-nine think it is likely that in the next ten  
7 years they will need to take leave to care for an elderly parent  
8 or relative; and  
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10           WHEREAS, only fifty-five per cent of employees in the  
11 United States are eligible under the federal Family Medical  
12 Leave Act for unpaid family leave for certain medical  
13 situations; and  
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15           WHEREAS, more than seventy-five per cent of employees who  
16 needed family leave but did not take it, reported that they  
17 could not afford to take the unpaid leave; and  
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19           WHEREAS, nine per cent of people who took leave under the  
20 federal Family Medical Leave Act used public assistance to help  
21 cover the wages lost while on unpaid family leave; and  
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23           WHEREAS, paid family leave could reduce the amount of  
24 taxpayer money spent on welfare, unemployment compensation, food  
25 stamps, and other public programs, by reducing the number of  
26 people who must rely on public assistance when taking unpaid  
27 leave under the federal Family Medical Leave Act; and  
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29           WHEREAS, the estimated cost of paid family leave is  
30 relatively low; and  
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32           WHEREAS, paid family leave helps employers retain valued  
33 employees; ninety-four per cent of employees who took paid leave  
34 returned to their same employer after taking leave, compared



1 with approximately seventy-four per cent of those who were  
2 partially paid, and seventy-seven per cent of those who were not  
3 paid at all; and

4  
5 WHEREAS, a large number of people support using disability  
6 insurance to provide partial wages when people need to take  
7 leave from work to care for a seriously ill parent; and

8  
9 WHEREAS, seventy per cent of Republicans, eighty-seven per  
10 cent of Democrats, and seventy-nine per cent of Independents  
11 support expanding the federal Family Medical Leave Act; now,  
12 therefore,

13  
14 BE IT RESOLVED by the House of Representatives of the  
15 Twenty-fifth Legislature of the State of Hawaii, Regular Session  
16 of 2009, that members of the Legislature and the business  
17 community in Hawaii are urged to support the establishment of  
18 paid family leave in Hawaii; and

19  
20 BE IT FURTHER RESOLVED that certified copies of this  
21 Resolution be transmitted to the President of the Senate; the  
22 Speaker of the House of Representatives; and the Director of  
23 Labor and Industrial Relations, who in turn is requested to  
24 transmit copies to the Executive Director of the Hawaii Business  
25 Roundtable; the President of the Chamber of Commerce of Hawaii;  
26 the State Director of NFIB Hawaii; the Chairperson of the Board  
27 of Directors of Small Business Hawaii; the President of the  
28 International Longshore and Warehouse Union, Local 142; the  
29 Presidents of the International Brotherhood of Electrical  
30 Workers, Locals 1186, 1260, and 1357; the President of the  
31 Teamsters, Local 996; the Presidents of the Iron Workers Union,  
32 Locals 625, 742, and 803; and the President of Unite Here, Local  
33 5.

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35  
36 OFFERED BY:

*Mauiy B. Lee*  
*John M. ...*  
*Phil ...*  
*Nemini ...*  
*Frank ...*

