

Joint Legislative Committee on Aging in Place  
Family Leave Working Group  
Tuesday, August 26, 2008, 1:00 PM  
State Capitol Conference Room 224

MINUTES

I. Meeting was called to order by James Hardway.

II. Attendance

Members Present

Aileen Befitel	DHS
Joy Kuwabara	HGEA
Eudice Schick	PABEA
Melissa Pavlicek	NFIB Hawaii
Anne Holton (for Adele Ching)	EOA
Sherry Menor-McNamara	Chamber of Commerce
Jacob Herlitz	DOTAX
Joanne Kealoha	ILWU
Jim Shon	Kokua Council
James Hardway	DLIR
Wes Lum	Hawaii Family Caregivers Coalition
Shawn Carbrey	SHRM Hawaii

Members Absent

Gerard Russo	UH Department of Economics
Glenn Ida	Hawaii Teamsters
Harold Dias	IBEW

Guests

Darwin Ching	DLIR
Noraine Ichikawa	DLIR
Ellen Kai	DLIR
Andrai Sato	DLIR
Joyce Tapia-Miyahira	DOH PHNB
Benjamin Ventora	Chamber of Commerce/Wal Mart
Jill Cooper	Governor's Office

III. Nomination and Election of Chairperson

A. Jim Shon nominated Wes Lum to serve as Chair. Seconded by Melissa Pavlicek. All members voted in favor of the motion. Mr. Lum's nomination was approved.

IV. Discussion and Review of Act 243

- A. James Hardway suggested that the work of the group concentrate on the issue of funding since it would be a large enough task to accomplish in the time allotted. The intent is to come up with a bill for introduction in the next legislative session – if the group can come to an agreement.
- B. It was suggested that the insurance industry should be asked for their input on the capabilities of expanding TDI.
- C. Melissa Pavlicek suggested that the issue of medical privacy is also a concern and needs to be addressed. James Hardway indicated that he would contact an expert on medical privacy laws to make a presentation to the group.
- D. Jim Shon suggested that availability of current support systems for caregivers should be looked at both in the public and private sectors. Both short term, i.e. caregiving needs in situations such as a surgery, or chronic caregiving needs should be discussed.

The issue of adequacy needs to be considered. We need to have some way of knowing what is available and where there are gaps. It was suggested that the insurance industry may have looked at this information when evaluating their risks in offering long-term care insurance. It is possible that insurers may have done surveys/questionnaires that could provide some information. Sherry Menor-McNamara will invite AIG to do a presentation before the working group.

- E. The Legislative Reference Bureau will be invited to address the group on their January 2007 report, which included looking at other states' approaches to selected family and medical leave and caregiver support. James Hardway volunteered to ask LRB to do a presentation before the working group.

V. Next Steps:

- A. The working group decided to explore the request to fund mechanisms for a paid family leave program after the other issues are addressed.
- B. The next meeting is scheduled on Friday, September 12, 2008 at the State Capitol, Room 224. James Hardway will review the research findings of the Joint Legislative Committee on Family Caregiving conducted during 2007 legislative interim as it relates to a paid family leave program. Melissa Pavlicek and James Hardway will review paid family leave bills in California, Washington and New Jersey. The last item on the agenda is to have LRB summarize its report: Selected Issues in Work-Family Policy: A Brief Overview.

Melissa Pavlicek said that NFIB had resources in this area and she volunteered to share this with the group. Chair Lum will not be in attendance at the September 12 meeting; Jim Shon agreed to chair the meeting.

- C. The following meeting is scheduled on Friday, October 17, 2008 at the State Capitol, Room 224. Wes Lum will review the 2007 family caregiver needs assessment to explain the factors affecting the well-being of employed family caregivers. He will also review an inventory of eldercare policies and practices that currently exist in the workplace. Sherry Menor-McNamara will invite AIG to do a presentation at this meeting. Additionally, James Hardway will invite an expert in medical privacy to do a presentation. The agenda for the November meeting, which is scheduled on Thursday, November 6, 2008, will be set at the October meeting.
- D. James Hardway indicated a website where information concerning the work of the group, such as minutes, handout, and powerpoint presentations, will be available on-line.

VI. Meeting was adjourned at 1:40 PM.

VII. Announcements:

The Family Leave Working Group meetings are scheduled as follows:

- Friday, September 12, 2008, 1 PM, State Capitol Room 224
- Friday, October 17, 2008, 1 PM, State Capitol Room 224
- Thursday, November 6, 2008, 1 PM, State Capitol Room 224