



**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

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February 28, 2011

To: The Honorable Marcus R. Oshiro, Chair
and Members of the House Committee on Finance

Date: Monday, February 28, 2011

Time: 5:00 p.m.

Place: Conference Room 308, State Capitol

From: Dwight Y. Takamine, Director
Department of Labor and Industrial Relations

Re: H.B. No. 884, H.D. 1 Relating to Family Leave

I. OVERVIEW OF PROPOSED LEGISLATION

H.B. 884, H.D. 1 amends the Family Leave Law, Chapter 398, Hawaii Revised Statutes (HRS) by amending the family leave requirement to permit an employee to utilize family leave time to care for a sibling, and defines sibling as a biological or adopted brother or sister.

II. CURRENT LAW

Employees are entitled to a total of four weeks of family leave during any calendar year upon the birth of a child of the employee, the adoption of a child, or to care for the employee's child, spouse or reciprocal beneficiary, or parent with a serious health condition. The care of siblings is not covered.

III. HOUSE BILL

The department supports H.B. 884, H.D.1.

Hawaii has a rich tradition of the family concept of "Ohana". To extend the ability to take family leave to care for one's sibling exemplifies this tradition of caring for family members.

NEIL ABERCROMBIE
GOVERNOR



SUNSHINE P.W. TOPPING
INTERIM DIRECTOR

STATE OF HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

February 27, 2011

TESTIMONY TO THE
HOUSE COMMITTEE ON FINANCE
For Hearing on Monday, February 28, 2011
5:00 P.M., Conference Room 308

BY
SUNSHINE P. W. TOPPING
INTERIM DIRECTOR

House Bill No. 884, HD1
Relating to Family Leave

(WRITTEN TESTIMONY ONLY)

TO CHAIRPERSON MARCUS OSHIRO AND MEMBERS OF THE COMMITTEE:

The purpose of H.B. No. 884, H.D.1 is to amend the family leave requirement to permit an employee to utilize family leave time to care for a sibling; and adds the definition of "sibling" to mean a biological or adoptive brother or sister.

The Department of Human Resources Development supports the intent of this bill, however, we have the following concerns since we must balance the personal needs of our State employees with the needs of our line operations and the taxpaying public whom we serve:

1. The State government already provides generous leave benefits for our employees, which can be applied towards the care for a sibling.
2. Adding this leave benefit will increase costs in situations where overtime or other expenses will need to be incurred to provide coverage for employees utilizing this new leave, especially in our 24/7 operations. It could also affect services to the public since many of our agencies are already short-staffed due to the current fiscal situation.

Thank you for the opportunity to testify on this measure.

ERD/ds/sk



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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The Twenty-Sixth Legislature, State of Hawaii
House of Representatives
Committee on Finance

Testimony by
Hawaii Government Employees Association
February 28, 2011

H.B. 884 - RELATING TO
FAMILY LEAVE

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the purpose and intent of H.B. 884, which amends the family leave requirement to allow an employee to use Family Leave to care for a sibling. Currently, Chapter 398-3, HRS, allows for an employee to use four weeks of Family Leave upon the birth or adoption of a child, to care for a child, spouse, reciprocal beneficiary, or parent with a serious health condition, but does not include care of a sibling. In some cases, an individual may only have a sibling who can provide care during illness. Further, our collective bargaining agreements allow for employees to use Funeral Leave upon the passing of their immediate family, which includes siblings. We support legislation that would allow employees the ability to utilize Family Leave to care for their family members -- parents, spouses, children and siblings.

Thank you for the opportunity to provide testimony in support of H.B. 884.

Respectfully submitted,

Nora A. Nomura
Deputy Executive Director

FINTestimony

From: mailinglist@capitol.hawaii.gov
ent: Sunday, February 27, 2011 10:42 AM
To: FINTestimony
Cc: rickiaikau@aol.com
Subject: Testimony for HB884 on 2/28/2011 5:00:00 PM

Testimony for FIN 2/28/2011 5:00:00 PM HB884

Conference room: 308
Testifier position: support
Testifier will be present: No
Submitted by: Fredericka "Ricki" Aikau
Organization: Individual
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Submitted on: 2/27/2011

Comments:
Mahalo for your time as you right this wrong!