



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

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February 8, 2012

To: The Honorable Angus L.K. McKelvey, Chair, Isaac W. Choy, Vice Chair
and Members of the House Committee on Economic Revitalization & Business

Date: Thursday, February 9, 2012
Time: 8:30 a.m.
Place: Conference Room 312, State Capitol

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

Re: H.B. No. 2089, H.D. 1 Relating to Health

I. OVERVIEW OF PROPOSED LEGISLATION

H.B. No. 2089, H.D. 1 proposes to add a new chapter to require employers to provide employees with a minimum of paid sick and safe leave.

The Department of Labor and Industrial Relations (DLIR) supports the bill as currently written.

II. CURRENT LAW

There is no State law that requires an employer to provide paid sick and safe leave for the employee.

III. COMMENTS ON THE HOUSE BILL

DLIR supports efforts by employers to assist employees by providing sick leave and safe leave to take care of the various personal and family health issues that naturally arise in worker's lives. The provision of sick and safe leave may diminish private and public health care costs, protect the public health in the state, promote the economic security and stability of workers and their families, assist victims of domestic violence and their families and protect employees in the state from losing their jobs while they use sick and safe leave to take care of themselves and their families.

NEIL ABERCROMBIE
GOVERNOR



BARBARA A. KRIEG
INTERIM DIRECTOR

DEPUTY DIRECTOR

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

February 8, 2012

**TESTIMONY TO THE
HOUSE COMMITTEE ON ECONOMIC REVITALIZATION & BUSINESS**

For Hearing on Thursday, February 9, 2012
8:30 A.M., Conference Room 312

BY

BARBARA A. KRIEG
INTERIM DIRECTOR

**House Bill 2089, HD1
Relating to Health**

TO CHAIRPERSON ANGUS L.K. McKELVEY AND MEMBERS OF THE COMMITTEE:

H.B. 2089, HD1 requires employers to provide a minimum amount of paid sick and safe leave to employees to be used to care for themselves or a family member who is ill, needs medical care, or is a victim of domestic violence, sexual assault, or stalking.

The Department of Human Resources Development respectfully **opposes this bill** to the extent that it applies to public sector employees. Our reasons for opposing the bill include:

Conflict with Civil Service Reform

Act 253 (SLH 2000) removed routine human resources policy and management matters from civil service laws and established a "bright line" for matters of collective bargaining. This bill convolutes the terms and conditions of public employment that should be mandatory subjects of negotiation, particularly when Chapter 78-23, HRS, provides that leaves such as sick leave are to be negotiated under Chapter 89, HRS, or adjusted under Chapter 89C, as applicable. Furthermore, a consequence of legislating the minimal level of

ERD

sick leave public employees should receive is an artificial limitation on the scope of negotiations about the amount of, and conditions related to, paid time off.

We note here that the terms and conditions of employment for employees who are "excluded" from collective bargaining are, as a practical matter, determined in collective bargaining. This is because Chapter 89C, HRS, requires that excluded employees receive, by executive order, at least the same level of benefits afforded to their included counterparts.

Redundancy and Contradictions in Authority for Sick Leave in Public Service

Chapter 78-23, HRS, already makes public employees (whether included in or excluded from collective bargaining) eligible for, among other leaves of absence, sick leave that is either negotiated under Chapter 89, HRS, or adjusted under Chapter 89C, HRS,. Consequently, nearly all public employees enjoy generous leave benefits to include up to 21 days of sick leave and 21 days of vacation leave annually that may be used for purposes described in this bill. Additionally, Chapter 398, HRS, allows public employees to take leave care for a family member with a serious health condition and eligible public employees may substitute up to four (4) weeks of their accrued and available sick leave for family leave purposes. Similarly, public employees are covered by the victims' leave protection of Chapter 378, HRS, and may use their accrued sick leave and vacation for such purposes. Considering these existing benefits and other paid and unpaid leaves afforded public employees, it is unnecessary to apply this bill to public employees.

Given the above, we recommend that this bill be held or amended to expressly exclude public employees from its coverage.

Thank you for the opportunity to testify on this measure.

HAWAII
STATE
COMMISSION
ON THE
STATUS OF
WOMEN



Chair
LESLIE WILKINS

COMMISSIONERS:

ELENA CABATU
ADRIENNE KING
CARMILLE LIM
AMY MONK
LISA ELLEN SMITH
CAROL ANNE PHILIPS

Executive Director
Catherine Betts, Esq.

Email:
DHS.HSCSW@hawaii.gov
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HSCSW

235 S. Beretania #407
Honolulu, HI 96813
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February 8, 2012

Testimony in Support of HB 2089, HD 1

To: Representative Angus L.K. McKelvey, Chair
Representative Kyle T. Yamashita, Vice Chair
Members of the House Committee on Economic Revitalization and Business

From: Catherine Betts, Esq., Executive Director, Hawaii State Commission on the Status of Women

Re: Testimony in Support of HB 2089 HD 1, Relating to Health

On behalf of the Hawaii State Commission on the Status of Women, I would like to thank the committee for this opportunity to provide testimony on this important issue. I would like to express my strong support of this bill, which would require employers to provide paid sick and safe leave to employees.

If passed, this bill would enable victims of domestic violence, sexual assault or stalking to participate in legal proceedings, receive medical treatment or obtain other necessary services. A minimum of paid sick and/or safe leave would also allow victims to maintain some sense of financial independence without fear of firing for taking time off.

Maintaining a job can be extremely difficult for victims of violent crime. In 2009, the Department of Justice found that of the 79% of stalking victims who had a job, one in eight lost time from work. More than half of the victims surveyed lost five or more days from work.¹ In 2007, between 15.2% and 27.6% of women surveyed lost a job due to abuse.² Allowing a minimum amount of paid time off is crucial for victims and/or their families to recover from abuse. Additionally, it is a sound public policy that benefits the community and the workplace. The Commission agrees with the amendments herein and respectfully requests that this Committee pass HB 2089, HD 1.

Thank you for this opportunity,

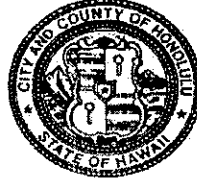
Catherine Betts, Esq.

¹ Katrina Baum, U.S. Dep't of Justice, Bureau of Justice Statistics, *Stalking Victimization in the United States* (2009).

² TK Logan, et al. *Partner Stalking and Implications for Women's Employment*, J. INTERPERS. VIOLENCE 22(3): 268-291 (2007).

DEPARTMENT OF HUMAN RESOURCES
CITY AND COUNTY OF HONOLULU
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PETER B. CARLISLE
MAYOR



NOEL T. ONO
DIRECTOR
ROBIN CHUN-CARMICHAEL
ASSISTANT DIRECTOR

February 9, 2012

The Honorable Angus L.K. McKelvey, Chair
and Members of the Committee on
Economic Revitalization and Business
The House of Representatives
State Capitol
Honolulu, Hawaii 96813

Dear Chair McKelvey and Members:

Subject: House Bill 2089, Relating to Health

House Bill 2089 requires employers to provide a minimum amount of paid sick and safe leave to employees, including time for family care and absences necessary due to domestic violence, sexual assault, or stalking. The City and County of Honolulu, Department of Human Resources, respectfully opposes this bill to the extent that it applies to public sector employees.

The City is concerned that House Bill 2089 involves a matter that is subject to collective bargaining, and therefore, should not be legislated. In addition, City employees are sufficiently covered by Federal and State laws which afford them time off to care for themselves and their family members and to recover as a victim of domestic violence. Lastly, public sector employees are already entitled to generous leave provisions which have been negotiated into the respective collective bargaining agreements. Our employees are given 21 days of sick leave and 21 days of vacation per year, which may be used for purposes described in this bill.

The City respectfully requests that House Bill 2089 be held or amended to exclude public sector employees.

Thank you for the opportunity to testify.

Yours truly,

A handwritten signature in black ink, appearing to read "Noel T. Ono".

Noel T. Ono
Director



Testimony to the House Committee on Economic Revitalization and Business
Thursday, February 9, 2012
8:30 a.m.
State Capitol - Conference Room 312

RE: HOUSE BILL NO. 2089 HD1 RELATING TO HEALTH

Chair McKelvey, Vice Chair Choy, and members of the committee:

My name is Jim Tollefson and I am the President and CEO of The Chamber of Commerce of Hawaii ("The Chamber"). I am here to state The Chamber's opposition to House Bill No. 2089 HD1 relating to Health.

The Chamber is the largest business organization in Hawaii, representing more than 1,000 businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of its members, which employ more than 200,000 individuals, to improve the state's economic climate and to foster positive action on issues of common concern.

This measure requires employers to provide a minimum amount of paid sick and safe leave to employees to be used to care for themselves or a family member who is ill, needs medical care, or is a victim of domestic violence, sexual assault, or stalking. Essentially, this measure will apply to many small businesses with less than 10 employees that do not have a sick leave policy.

While we understand the concerns raised in this measure, businesses generally offer paid leave (ie. Vacation, sick leave, PTO) to employees to create a healthy work environment and to foster a positive relationship with their employees. They understand that employees will require occasional leave from work due to a legitimate sickness or other reasons, and generally accommodate and work with them. Furthermore, in order to compete for a productive workforce, employers provide attractive incentives to recruit and retain employees, which include sick leave and other generous benefits.

However, this measure forces employers to a "one-size-fits-all" approach, which will hinder an employer's flexibility in providing this benefit and result in additional costs, direct and indirect. This may not be best-suited for different industries with varying workforce needs. It will be another mandate placed on businesses among others that already exist.

Small businesses and non-profits are especially vulnerable to any increase in costs, especially those who operate on low margins. Passage of this measure may force many small employers to offset higher costs through lower wages to their employees, fewer work hours, less pay raises, decreased discretionary benefits, and higher health care costs, or even increased costs for

consumers. Even worse, for those companies on the “tipping point,” any increase may force them to close shop.

For example, let’s take an employer in the retail industry that has nine employees that take 40 hours each of paid sick leave each year. According to DLIR’s Occupational Employment and Wages in Hawaii 2010 report, the mean wage for a retail salesperson was \$12.83 in 2010. This means that a small business would have to designate \$4,617 ($\$12.83 \times 40 \times 9$) each year to comply with this law. Add this burden to the already higher costs employers must bear with increased UI taxes, increasing health care premiums, increased operating expenses (water, sewer, electricity), etc., the cost of running a business becomes more difficult leading to worse circumstances.

Furthermore, this measure may hurt employees that the bill is designed to help the most—those in the entry-level or minimum wage earners. Because the minimum wage sets an artificial wage floor, many employers will not be able to lower the wage to offset the increased costs of mandated benefits. Therefore, this could lead to less jobs and a higher unemployment rate.

Also, the bill does not have a minimum-use requirement. The language states that,

“Accrued sick and safe leave may be used in smaller than hourly increments or the smallest increment that the employer's payroll system uses to account for absences or use of other time.”

This section could be interpreted that employees could realistically take paid sick days piecemeal, hour-by-hour, until their allocated time is used up. This will be difficult for businesses, especially small ones, due to the instability and the lack of the ability to track employee hours and locations in order to comply with the mandate.

Moreover, for employers that already provide the benefit, this measure adds another layer of administrative burden because they would have to substantially change their current policies to achieve compliance. Many small businesses do not have the human resources capacity or additional resources to keep up with the regulatory requirements.

Next, the measure does not allow employers to verify whether the employee is taking “sick and safe leave” for the first 3 days of absence. The bill prohibits employers from requiring reasonable documentation unless the “sick and safe leave” exceeds three consecutive days. And, it penalizes the employer for asking to verify whether someone is truly sick by requiring the employer to pay for the doctor’s note.

An economic impact and cost-benefit analysis of this bill needs to be conducted before this mandate is considered. States who have enacted or are actively trying to adopt similar type of legislation conducted various studies which showed that a small business may see several hundred dollars per year in direct costs, and even more for larger companies. In New York City, the estimate was at 48 cents on average per employee per hour. This does not include the costs of other benefits. In Wisconsin, the estimate was \$60 million in additional Wage costs (based on

a \$15.64 median wage). In Denver, one study showed it would cost approximately \$1,000 a year per employee for a small business. Additional costs, direct and indirect, include: employment, bookkeeping, compliance, economic and business, etc. Although the results are based on different populations, number of businesses, etc., we can safely assume that a bill, such as HB 2089, will have a significant impact on business.

Hawaii is in a global competition for business investment and job creation. At a time when the State is placing an emphasis on jobs and the economy, this measure and any other mandate that creates perceived or real additional costs, will undermine these efforts, hinder economic progress and entrepreneurial activity, and deter business investment in our State. During this uncertain state of the economy, the passage of this measure and other cost burdens would be unfortunate and devastating for Hawaii's economic climate.

In light of this, The Chamber respectfully requests that this measure be held.



Representative Angus McKelvey, Chair
Representative Isaac Choy, Vice Chair
Committee on Economic Revitalization & Business
State Capitol, Honolulu, Hawaii 96813

HEARING Thursday, February 09, 2012
 8:30 am
 Conference Room 312

RE HB2089, HD1, Relating to Health

Chair McKelvey, Vice Chair Choy, and Members of the Committee:

Retail Merchants of Hawaii (RMH) is a not-for-profit trade organization representing 200 members and over 2,000 storefronts, and is committed to support the retail industry and business in general in Hawaii. The retail industry is one of the largest employers in the state, employing 25% of the labor force.

RMH strongly opposes HB2089, HD1, which requires employers to provide a minimum amount of paid sick and safe leave to employees to be used to care for themselves or a family member who is ill, needs medical care, or is a victim of domestic violence, sexual assault, or stalking.

Many businesses already have a paid sick leave policy in place, the duration of which, effective date of application and other specifics vary depending on the needs of the business and employers' resources. This sick leave benefit is intended to allow for the occasional cold or flu, which generally does not warrant a visit to a physician. Most employers do not require a doctor's validation in writing.

Employers already are mandated to provide Health Care Insurance, Unemployment Insurance, Workers' Compensation Insurance, and Temporary Disability Insurance. HB2089, HD1 adds yet another costly benefit to the list, and it is Hawaii's small businesses that will experience the greatest hardship. It's important to note that in addition to the "sick leave" compensation the employer pays to the individual taking the sick leave, the employer most likely has to pay the same compensation to another employee "filling in" for this individual.

At this point in time, policy-makers should be eliminating obstacles to business growth, job creation and economic recovery, not adding additional costs that employers cannot afford.

The members of the Retail Merchants of Hawaii respectfully urge you to hold HB2089, HD1. Thank you for the opportunity to comment on this measure.

Carol Pregill, President

BIA-HAWAII

BUILDING INDUSTRY ASSOCIATION

Testimony to the House Committee on Economic Development & Business

Thursday, February 9, 2012

8:30 a.m.

State Capitol, Room 312

RE: H.B. 2089 HD1, Relating to Health

Good morning Chair McKelvey, Vice Chair Choy, and members of the committee:

My name is Gladys Quinto Marrone, Government Relations Director for the Building Industry Association of Hawaii (BIA-Hawaii). Chartered in 1955, BIA-Hawaii is a professional trade organization affiliated with the National Association of Home Builders, representing the building industry and its associates. BIA-Hawaii takes a leadership role in unifying and promoting the interests of the industry to enhance the quality of life for the people of Hawaii.

BIA-Hawaii is **strongly opposed** to H.B. 2089 HD1, which proposes to require employers to provide a minimum amount of paid sick and safe leave to employees to be used to care for themselves or a family member. Essentially, this measure will apply to many small businesses with less than 10 employees that do not have a sick leave policy.

Businesses generally offer paid leave (i.e. vacation, sick leave, PTO) to employees to create a healthy work environment and to foster a positive relationship with its employees. They understand that employees will require occasional leave from work due to a legitimate sickness or other reasons, and generally accommodate and work with them.

This "one-size fits all" approach, however, will hinder an employer's flexibility in providing this benefit and result in additional direct and indirect costs. This is another mandate placed on businesses among others that already exist.

Moreover, for employers that already provide the benefit, this measure adds another layer of administrative burden. Many small businesses do not have the human resources capacity, or additional resources, to keep up with the regulatory requirements.

H.B. 2089 HD1 does not allow employers to verify whether the employee is taking "sick and safe leave" for the first three (3) days of absence. This bill prohibits employers from requesting reasonable documentation unless the "sick and safe leave" exceeds three consecutive days. And, it penalizes the employer for asking to verify whether someone is truly sick by requiring the employer to pay for the doctor's note.

At a time when the State is placing an emphasis on jobs and the economy, this measure, and any other mandate that creates perceived or real additional costs, will undermine those efforts,

Rep. McKelvey, Chair
Economic Development & Business
February 9, 2012
HB 2089 HD1

hinder economic progress and entrepreneurial activity, and deter business investment in our State. During this uncertain state of the economy, the passage of this measure would be unfortunate and devastating for Hawaii's economic recovery.

Small businesses are especially vulnerable to any increase in costs, especially those who operate on low margins. This measure may force many small employers to offset higher costs through lower wages to their employees, fewer work hours, less pay raises, decreased discretionary benefits, and higher health care costs, or even increased costs for consumers. Even worse, for those companies on the "tipping point," any increase may force them to close shop.

For the foregoing reasons, BIA-Hawaii is **strongly opposed** to H.B. 2089 HD1.

Thank you for the opportunity to share with you our views.

**Presentation to the Committee On Economic Revitalization &
Business**

**Thursday, February 9, 2012, at 8:30 a.m.
Testimony on Bill H.B. 2089**

In Opposition

**TO: The Honorable Angus L.K. McKelvey, Chair
The Honorable Isaac W. Choy, Vice Chair
Members of the Committee**

My name is Gary Y. Fujitani, Executive Director of the Hawaii Bankers Association (HBA), testifying in opposition to HB 2089, which requires employers to provide a minimum amount of paid sick and safe leave to employees.

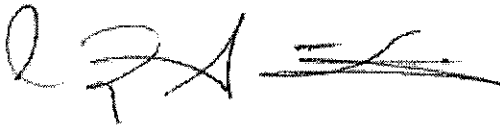
The intent of the bill is laudable as evidenced by many businesses already providing leave for employees due to sickness or to attend to a family member.

If this bill were to become law, sick leave would be broadened to become paid family medical leave because a healthy employee may use sick leave to be a caretaker which is inconsistent with the purpose of sick leave. Currently, an employee may take leave, albeit unpaid, to be a caretaker. While we believe that it is admirable to be a caretaker, if an employee may use sick leave to perform such task, companies with generous sick leave plans will be forced to reduce it to avoid harmful impact on its workforce.

Most businesses realize that their employees are the key to their success, therefore, to attract and retain quality staff, employers needs to be competitive in both wages and benefits. It is just good business practices for an employer to be flexible in dealing with staff.

Consequently, for employers who already provide the benefit, it adds another layer of administrative burden and cost to comply. It also prohibits employers from requiring reasonable documentation in situation where an employee may show a pattern of being "ill" on a Friday or Monday, as an example.

We respectfully request that this measure be held in Committee due to the significant implementation challenges, administrative burden and added cost.

A handwritten signature in black ink, appearing to read 'Gary Y. Fujitani', with a horizontal line drawn through the bottom of the signature.

Gary Y. Fujitani
Executive Director



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Honolulu, Hawaii 96813-2991

Telephone: 808.536.2351
Facsimile: 808.528.4059

www.hgea.org

The Twenty-Sixth Legislature, State of Hawaii
House of Representatives
Committee on Economic Revitalization & Business

Testimony by
Hawaii Government Employees Association
February 9, 2012

H.B. 2089, H.D. 1 – RELATING TO HEALTH

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.B. 2089, H.D. 1 which requires employers to provide a minimum amount of paid sick and safe leave to employees to be used to care for themselves or a family member who is ill, needs medical care, or is a victim of domestic violence, sexual assault or stalking.

The HGEA represents more than 25,000 public employees that enjoy that same benefit of paid sick leave for healthcare for themselves, but not for their family members. No one should have to choose between their family's well-being and their job. Providing paid sick and safe leave for self-care as well as for family welfare supports workers and our community as a whole.

Overall, providing paid sick and safe leave is a desirable investment in the health and welfare of our community. We urge you to pass this measure.

Thank you for the opportunity to testify in support of the intent of H.B. 2089, H.D. 1.

Respectfully submitted,

Leiomalama E. Desha
Deputy Executive Director

The Twenty-Sixth Legislature
Regular Session of 2012

HOUSE OF REPRESENTATIVES
Committee on Economic Revitalization & Business
Rep. Angus L.K. McKelvey, Chair
Rep. Isaac W. Choy, Vice Chair
State Capitol, Conference Room 312
Thursday, February 9, 2012; 8:30 a.m.

**STATEMENT OF THE ILWU LOCAL 142 ON H.B. 2089, HD1
RELATING TO HEALTH**

The ILWU Local 142 supports the intent of H.B. 2089, HD1, which requires employers to provide a minimum amount of paid sick and safe leave to employees to be used to care for themselves or a family member who is ill, needs medical care, or is a victim of domestic violence, sexual assault, or stalking.

Hawaii statute currently requires that temporary disability insurance (TDI) benefits be provided to all employees at 58% of the employee's wages from the eighth day of disability for a maximum of 26 weeks when an employee is unable to work due to non-work related injuries or illnesses. Passed in 1969, the TDI law was intended to address the need for income during an illness or injury of some duration. Employers may purchase insurance or be "self-insured" by adopting a sick leave policy that is approved by the Department of Labor and Industrial Relations. Some employers provide both a TDI insured plan and a sick leave policy.

However, a TDI insured plan is clearly not the best solution for those who have to stay at home due to a cold or flu or a broken ankle or even to care for a sick child or parent because of the limited benefit (58%), waiting period (seven days), and TDI not usable for family leave. H.B. 2089, HD1 addresses those concerns by mandating paid sick leave from the first day of illness provided the employee has worked long enough to earn the benefit. We believe the provision of sick leave is a sensible, humane way to treat employees and should be required of all employers.

While we have some questions about coordinating this new law with TDI, the ILWU urges the Committee to pass H.B. 2089, HD1 for further discussion and clarification. Thank you for the opportunity to share our views and concerns.



Before the House Committee on Economic Revitalization & Business

DATE: Thursday, February 9, 2012

TIME: 8:30 A.M.

PLACE: Conference Room 312

Re: HB 2089, HD1 Relating to Health

Testimony of Melissa Pavlicek for NFIB Hawaii

We are testifying on behalf of the National Federation of Independent Business (NFIB) in opposition to HB 2089, HD1 relating to health. NFIB Hawaii respectfully **opposes** this measure.

HB 2089, HD1 requires employers to provide a minimum amount of paid sick and safe leave to employees to be used for themselves or a family member who is ill, needs medical care, or is a victim of domestic violence, sexual assault, or stalking.

When it comes to employers providing paid sick time to their employees, we believe government should not intrude in the employer/employee relationship. Small businesses are often family businesses or operate in a similar way. Many small employers are already flexible in accommodating employee needs and time off requests without conflict. It is inappropriate for the government to require a solution for a problem before a problem even exists.

The National Federation of Independent Business is the largest advocacy organization representing small and independent business in Washington, D.C., and all 50 state capitals. In Hawaii, NFIB represents more than 1,000 members. NFIB's purpose is to impact public policy at the state and federal level and be a key business resource for small and independent business in America. NFIB also provides timely information designed to help small businesses succeed.

Mahalo for your consideration.



Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012
8:30 a.m.
State Capitol - Conference Room 312

RE: HOUSE BILL NO. 2089, HD1 RELATING TO HEALTH

Aloha Chair McKelvey, Vice Chair Choy, and members of the committee. We are Ryan Kusumoto and Lisa Kracher, the Legislative Committee co-chairs for the Society for Human Resource Management – Hawaii Chapter ("SHRM Hawaii"). SHRM Hawaii represents nearly 1,000 human resource professionals in the State of Hawaii.

We are writing to respectfully oppose HB 2089, HD1 which requires employers to provide paid sick and safe leave to employees and imposes penalties for failure to provide meal breaks.

Human resource professionals are keenly attuned to the needs of employers and employees. We are the frontline professionals responsible for businesses' most valuable asset: human capital. We truly have our employers' and employees' interests at heart. We respectfully oppose this measure for the significant implementation challenges and administrative burden it would impose and for the potential for unintended consequences and costs.

Our most significant concerns are as follows:

1. The administrative challenges and increased time requirements to implement, track, and maintain records for the sick and safe leave especially where such leave may be taken intermittently.
2. Although this bill does not displace any existing, more generous leave policy, it fails to define or provide guidance as to what constitutes "more generous." There is no employer currently offering the same levels of proposed safe or sick leave given the proposed definitions.

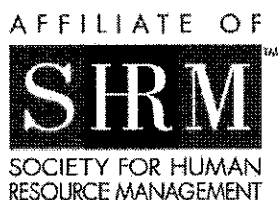


SHRM Hawaii, P. O. Box 3175, Honolulu, Hawaii (808) 447-1840

For example, under this bill "sick" leave shall include additional kinds of paid leave not currently available at most employers, such as time spent caring for a family member. This would effectively constitute paid FMLA leave.

3. This bill creates a legal presumption of retaliation if a company disciplines or discharges a worker within 90 days after an employee takes such leave. Because the leave may be taken incrementally, an employee could take leave frequently throughout the year and the 90 day time period shielding employees from discipline or discharge would never run.
4. The bill prohibits an employer from requiring documentation of the need for leave if the employee takes the leave in blocks of less than 3 consecutive days.
5. The anticipated costs associated with providing sick and safe leave in this challenging economy. This will be felt most by small businesses who can anticipate approximately \$1,000 per year per employee, and an employer of 10 or more, more than twice that. Larger employers will effectively be paying the cost of one more worker for every 30 they currently employ. Also consider the cost on the State Government at a time when the State's budget is stretched to its limit. This does not include the additional cost of administration.

We continue to review this bill and, if it advances, request to be a part of the dialog concerning it. Thank you for the opportunity to testify.



SHRM Hawaii, P. O. Box 3175, Honolulu, Hawaii (808) 447-1840



HAWAII FOOD INDUSTRY ASSOCIATION (HFIA)

1050 Bishop St. Box 235

Honolulu, HI 96813

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Telephone : 808-533-1292

TO: COMMITTEE ON ECONOMIC REVITALIZATION & BUSINESS

Rep. Angus L.K. McKelvey, Chair

Rep. Isaac W. Choy, Vice Chair

DATE: Thursday, February 09, 2012

TIME: 8:30 a.m.

PLACE: Conference Room 312

RE: HB 2089 HD1 RELATING TO HEALTH.

In Opposition.

Chair Hee, Vice Chair Shimabukuro, and members of the committee:

This measure will apply to many small businesses with less than 10 employees that do not have a sick leave policy. Businesses generally offer paid leave (ie. Vacation, sick leave, PTO) to employees to create a healthy work environment and to foster a positive relationship with its employees. They understand that employees will require occasional leave from work due to a legitimate sickness or other reasons, and generally accommodate and work with them.

This “one-size fits all” approach, however, will hinder an employer’s flexibility in providing this benefit and result in additional costs, direct and indirect. It will be another mandate placed on businesses among others that already exist.

Small businesses are especially vulnerable to any increase in costs, especially those who operate on low margins. Passage of this measure may force many small employers to offset higher costs through lower wages to their employees, fewer work hours, less pay raises, decreased discretionary benefits, and higher health care costs, or even increased costs for consumers. Even worse, for those companies on the “tipping point,” any increase may force them to close shop.

Moreover, for employers that already provide the benefit, this measure adds another layer of administrative burden. Many small businesses do not have the human resources capacity or additional resources to keep up with the regulatory requirements.

Next, the measure does not allow employers to verify whether the employee is taking “sick and safe leave” for the first 3 days of absence. The bill prohibits employers from requiring

reasonable documentation unless the "sick and safe leave" exceeds three consecutive days. And, it penalizes the employer for asking to verify whether someone is truly sick by requiring the employer to pay for the doctor's note.

At a time when the State is placing an emphasis on jobs and the economy, this measure and any other mandate that creates perceived or real additional costs, will undermine those efforts, hinder economic progress and entrepreneurial activity, and deter business investment in our State. During this uncertain state of the economy, the passage of this measure and other cost burdens would be unfortunate and devastating for Hawaii's economic climate.

In light of this, The Hawaii Food Industry Association respectfully requests that this measure be held.

Mahalo for the opportunity to provide this testimony.

People
Serving
People



Hawaii Restaurant Association

1451 South King St., Suite 503
Honolulu, HI 96814
www.RestaurantHI.com

Phone: 808.944.9105
Fax (Toll Free): 877.494.3245
hra@RestaurantHI.com

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Ashford & Wriston

Executive Director **Roger Morey**

February 8, 2012

House Bill 2089 HD1 Relating to Health Paid Sick and Safe Leave

Hearing on February 9, 2012 at 8:30AM in room 312

Testimony provided by the Hawaii Restaurant Association in opposition

The Hawaii Restaurant Association opposes House Bill 2089 as onerous on all businesses affected and duplicative on large employers.

Small businesses in Hawaii, those with fewer than 10 employees who do not typically provide paid time off will need to give up to 5 days off. That's a huge expense. Other employers who already have a paid leave policy will need to provide at employees a minimum of 1 hour for every 30 hours worked and up to 72 hours in a calendar year, unless the employer already provides a higher limit. As well, businesses that already provide this benefit it adds another layer of clerical burden

Peculiarly, it does not allow a business to require reasonable documentation of an absence unless the time away from PAID work exceeds three days. The amount of leeway granted to the employee is not provided for the employer. That is, the bill is not balanced. It unfairly favors the individual over the rationale needs of the business. Along the same line it requires the employer to pay for the doctor's note (when, genuinely, that is not something that anyone should charge for).

Finally, it will require businesses of all sizes to provide this benefit even to casual employees, those who work for as little as 80 hours per year!

Respectfully submitted,

Roger Morey
Executive Director



99-134 Waiua Way • Aiea, Hawaii 96701
Phone: 808-487-9041 • Fax: 808-488-6481
Island Toll Free: 1-800-644-2882
E-mail: sales@rmasalesco.com
Website: www.rmasalesco.com

February 8, 2012

Testimony to the House Committee on Economic Development & Business
Thursday, February 9, 2012
8:30 a.m.
State Capitol, Room 312

RE: H.B. 2089 HD1, Relating to Health

Dear Chair McKelvey, Vice Chair Choy, and members of the committee:

My name Anthony B. Borge, General Manager of RMA Sales, a locally owned and operated kamaiana business since 1961. We are also a member of the Building Industry Association of Hawaii (BIA-Hawaii). Chartered in 1955, the Building Industry Association of Hawaii is a professional trade organization affiliated with the National Association of Home Builders, representing the building industry and its associates.

We are **opposed** to **H.B. 2089 HD1**, which proposes to require employers to provide a minimum amount of paid sick and safe leave to employees to be used to care for themselves or a family member. Essentially, this measure will apply to many small businesses with less than 10 employees that do not have a sick leave policy. Businesses generally offer paid leave (i.e. vacation, sick leave, PTO) to employees to create a healthy work environment and to foster a positive relationship with its employees. They understand that employees will require occasional leave from work due to a legitimate sickness or other reasons, and generally accommodate and work with them.

This "one-size fits all" approach, however, will hinder an employer's flexibility in providing this benefit and result in additional direct and indirect costs. This is another mandate placed on businesses among others that already exist.

Moreover, for employers that already provide the benefit, this measure adds another layer of administrative burden. Many small businesses do not have the human resources capacity, or additional resources, to keep up with the regulatory requirements.

H.B. 2089 HD1 does not allow employers to verify whether the employee is taking "sick and safe leave" for the first three (3) days of absence. This bill prohibits employers from requesting reasonable documentation unless the "sick and safe leave" exceeds three consecutive days. And, it penalizes the employer for asking to verify whether someone is truly sick by requiring the employer to pay for the doctor's note.

At a time when the State is placing an emphasis on jobs and the economy, this measure, and any other mandate that creates perceived or real additional costs, will undermine those efforts, hinder economic progress

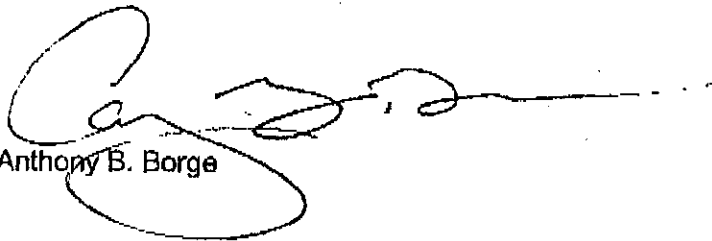
and entrepreneurial activity, as well as deter business investment in our State. During this uncertain state of the economy, the passage of this measure would be unfortunate and devastating for Hawaii's economic recovery.

Small businesses are especially vulnerable to any increase in costs, especially those who operate on low margins. This measure may force many small employers to offset higher costs through lower wages to their employees, fewer work hours, less pay raises, decreased discretionary benefits, and higher health care costs, or even increased costs for consumers. Even worse, for those companies on the "tipping point," any increase may force them to close shop.

For the foregoing reasons, RMA Sales is **opposed** to **H.B. 2089 HD1**.

Thank you.

Respectively submitted,



Anthony B. Borge



1654 South King Street
Honolulu, Hawaii 96826-2097
Telephone: (808) 941.0556
Fax: (808) 945.0019
Web site: www.hcul.org
Email: info@hcul.org



Testimony to the House Committee on Economic Revitalization and Business
Thursday, February 9, 2012

Testimony in Opposition to HB 2089 HD1, Relating to Health

To: The Honorable Angus McKelvey, Chair
The Honorable Isaac Choy, Vice-Chair
Members of the Committee on Economic Revitalization and Business

My name is Stefanie Sakamoto, and I am testifying on behalf of the Hawaii Credit Union League, the local trade association for 81 Hawaii credit unions, representing approximately 811,000 credit union members across the state. We are opposed to HB 2089 HD1, Relating to Health.

Our primary concern is that this legislation may work against the best interest of employees who receive paid sick leave as an employee benefit. In today's challenging economic climate, it has become common practice to cut staffing and expenses "to the bone", thus the survival of any business depends largely on its employees being on the job. If offering paid sick leave to their employees becomes overly burdensome, the employer might opt to do away with this altogether.

The adoption of the recent Victim Leave Act requires employers to provide a minimum number of unpaid days off from work. Many employers also currently provide generous paid leave (sick, vacation, personal time, etc.) to its employees to utilize for these types of personal situations.

Thank you for the opportunity to provide comments.



TAKAMINE CONSTRUCTION, INC.

Testimony to the House Committee on Economic Development & Business

Thursday, February 9, 2012

8:30 a.m.

State Capitol, Room 312

RE: H.B. 2089 HD1, Relating to Health

Good morning Chair McKelvey, Vice Chair Choy, and members of the committee:

My name is Craig Takamine, President of Takamine Construction, Inc. Takamine Construction, Inc. is a general contracting company on the Big Island of Hawaii. We are a small business that employs less than 20.

Takamine Construction, Inc. is **strongly opposed** to H.B. 2089 HD1, which proposes to require employers to provide a minimum amount of paid sick and safe leave to employees to be used to care for themselves or a family member. Essentially, this measure will apply to many small businesses with less than 10 employees that do not have a sick leave policy.

Businesses generally offer paid leave (i.e. vacation, sick leave, PTO) to employees to create a healthy work environment and to foster a positive relationship with its employees. They understand that employees will require occasional leave from work due to a legitimate sickness or other reasons, and generally accommodate and work with them.

This "one-size fits all" approach, however, will hinder an employer's flexibility in providing this benefit and result in additional direct and indirect costs. This is another mandate placed on businesses among others that already exist.

Moreover, for employers that already provide the benefit, this measure adds another layer of administrative burden. Many small businesses do not have the human resources capacity, or additional resources, to keep up with the regulatory requirements.

H.B. 2089 HD1 does not allow employers to verify whether the employee is taking "sick and safe leave" for the first three (3) days of absence. This bill prohibits employers from requesting reasonable documentation unless the "sick and safe leave" exceeds three consecutive days. And, it penalizes the employer for asking to verify whether someone is truly sick by requiring the employer to pay for the doctor's note.

At a time when the State is placing an emphasis on jobs and the economy, this measure, and any other mandate that creates perceived or real additional costs, will undermine those efforts, hinder economic progress and entrepreneurial activity, and deter business investment in our State. During this uncertain state of the economy, the passage of this measure would be unfortunate and devastating for Hawaii's economic recovery.



TAKAMINE CONSTRUCTION, INC.

Small businesses are especially vulnerable to any increase in costs, especially those who operate on low margins. This measure may force many small employers to offset higher costs through lower wages to their employees, fewer work hours, less pay raises, decreased discretionary benefits, and higher health care costs, or even increased costs for consumers. Even worse, for those companies on the "tipping point," any increase may force them to close shop.

For the foregoing reasons, Takamine Construction, Inc. is **strongly opposed** to H.B. 2089 HD1.

Thank you for the opportunity to share with you our views.

Testimony to the House Committee on Labor & Public Employment
Tuesday, January 24, 2012
9:00 a.m. – 12:00 p.m.
State Capitol - Conference Room 309
RE: HOUSE BILL NO. 1682 RELATING TO LABOR

Chair Rhoads, Vice Chair Yamashita, and members of the committee:

Relating to: House Bill 2089 HD1 Relating to Labor

My name is Monica Toguchi and my family owns Highway Inn. This bill is not conducive to growing jobs or keeping Hawaii's small business environment competitive. Although our company already provides sick leave and time off when our employees require it, more regulation is not the answer. Each business should determine for themselves, what types of benefits they are able to afford.

Accordingly, when new labor legislation is introduced, the amount of regulatory and administrative burden increases for BOTH government and businesses. Like most bills introduced this year, **this is the wrong solution at the worst time in our economic recovery**: It clearly contradicts the goals the legislature set forth this year and undermines it. It also proves another longstanding assumption held by our community: Government's lack of understanding of the symbiotic relationship between government and business which makes Hawai'i one of the worst places (in the country) to do business.

As a small business, I pay over \$10,000 in combined taxes every month in GET and state payroll taxes (and this does not include federal taxes). The ability to remain profitable allows me to support our government, its infrastructure and provide jobs to my staff of 35 people who are productive and tax paying citizens (vs. on welfare and unemployed). The macro view is pretty simple to understand and yet, every year there are legislative threats to remaining viable.

To survive and thrive, all businesses must become internally competitive in regards to wages and benefits. This reality inspires and self-regulates most of us to do good for our employees. For those companies who take advantage of their staff; high turnover and low employee morale and productivity will eventually lead to deleterious consequences. Government regulations exist to prevent gross exploitation of human capital, not to hinder economic activity which benefits our state through taxes and jobs.

I oppose HB2089 HD1. More regulation is not the answer to our state's economic recovery: It only serves to increase costs and administrative burden for both government and business. Thank you for the opportunity to testify.

Carol A. Furtado
4330 Kukui Grove Street
Lihue, HI 96766

RE: HB2089 HD1 – Sick and Safe Leave

As an HR Professional for over 30 years, I respectfully oppose these measures for the significant implementation challenges and administrative burdens they would impose and for the potential for unintended consequences and costs.

Those areas of this bill most significantly concerning are that it creates a legal presumption of retaliation if a company disciplines or discharges a worker within 90 days after an employee takes such a leave. Because the leave may be taken incrementally, an employee could take leave frequently throughout the year and the 90 days time period shielding employees from discipline or discharge would never run out.

The bill also prohibits an employer from requiring documentation of the need for leave if the employee takes the leave in blocks of less than 3 consecutive days. This would open the door for fraudulent use of this benefit leaving the employer with no means of verifying the leave. Even Family Medical leave allows for medical verification of leave time.

Additionally, the bill would expand sick leave to employees who care for family members with a mental or physical illness, injury, or health condition; as well as family members who need medical diagnosis or care, or treatment of a mental or physical illness, injury or health condition; or a family member who needs preventive medical care. This broad coverage along with the expansion of paid leave to include all employees who work 80 hours annually would be a burden especially on smaller employers.

Administrative issues and the cost to implement these procedures would be an additional challenge to employers in our still fragile economic environment.

Thank you for the opportunity to provide testimony in opposition to HB2089 HD1 as it is currently written.

Mahalo,



Carol A. Furtado

My name is Phillip Kasper.
I am the owner of Boss Frog's Dive & Surf
My testimony is in opposition to HB2089

Dear Legislators:

The purpose of this testimony is to help the legislature understand the decision making process that we go through when we consider hiring a new employee. We know that first we must pay a living wage to the individual. We must also pay for the lions share of that individuals health care. We must pay payroll taxes and unemployment insurance. We must pay workers compensation insurance and because we live in a litigious society many of us purchase employee practices insurance. Needless to say we think long and hard before we add someone to the payroll because it is an expensive proposition. Now the legislature is considering adding an additional burden on the employer by requiring him to pay for sick leave on top of everything else that he has to pay.

This benefit may appear to be good for the individuals that receive it, but it will certainly reduce the number of new employees that are hired by small businesses. It will make it even more difficult to keep the employees that we have and make it harder to produce the funds that are needed to invest in our businesses to allow them to grow.

If you are concerned about the health of the economy and you are concerned about the jobless problem in our state then do not increase the burdens on small business because we are the economy and we are the job creators. Through our work and the investment we make in our businesses we supply the tax revenues that fund all of the activities of the state and counties including paying for the salaries of policeman, fireman and teachers.

Please do not impose obligations on us that we can not afford to fulfill. Please protect us from legislation that will harm all of us in the long run.

Please work to make sure that students graduating from high school and college will have job opportunities that will allow them to live and

prosper in Hawaii. Please protect and support small business.
Sincerely,
Phillip Kasper



P.O. Box 7474
Hilo, Hawaii 96720-8945
Ph:(808) 934-9199 Fax:(808) 315-8183

February 8, 2012
Re: **OPPOSITION of HB2089**

To Whom It May Concern:

I am the owner of BikeVolcano.com, Inc., who employs 6 people in the community on the Big Island. I oppose HB2089.

I have just completed reading about your proposed bill in my local paper and I couldn't believe my eyes. You law makers are so out of touch with what is happening in our economy that you came up with the most ludicrous idea to penalize the very businesses who are keeping this economy alive. "Are you out of your minds?"

What small business can afford to pay a person to take time off and pay another person to do their job, plus pay the entire tax burden that goes with it? Are you law makers trying to drive us all out of business? Maybe that is your goal because that is what will happen if you pass a law of this nature.

If you senators what to waste our tax dollars by paying all your state and county employees sick leave by all means continue to do what you have been doing and approve the law for your employees. I know several people who work for the state and county that simply milk the system for all its worth, which includes getting fake doctors notes to substantiate their pseudo sick days. Or how about the county workers that I saw the other day sitting down talking story at a park bench at 8:00am while they should be working (their break lasted 30 minutes).

When you have no more tax dollars to pay for your sick leave because all of us small businesses are no longer contributing to the pot, think about this bill as the culprit. I am sure that my employees will also agree that they rather have a job then to have a promise of sick leave and no job at all.

The sick leave theory will never work with my business so I will probably be forced to hire people for 79 days then lay them off and hire new temporary employees to avoid paying the sick leave proposed. In summary, if you would like to have more unemployed people and you support forcing small companies out of business pass this law. I will remember all of your names when it is time for your re-election.

Sincerely,

Gwendolyn Hill
President
BikeVolcano.com, Inc.

From: cai@citymill.com
Sent: Tuesday, February 07, 2012 3:11 PM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Carol Ai May
660 North Nimitz Highway
Honolulu, HI 96817-5032

February 7, 2012

Economic Revitalization a House Committee

Dear Economic Revitalization a House Committee:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

RE: House Bill No. 2089 HD1 Relating to Health

Dear Chair McKelvey, Vice Chair Choy and members of the committee:

Please hold HB 2089 HD1.

You may think that a company as old as City Mill at 113 years can withstand any hardship placed on us. But, that is not true, with the depressed economy and increasing competition from national big box stores. Another mandate placed on my business will increase the cost of doing business. And, my business cannot afford another mandate especially during these tough economic times.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford. In fact, we are winners of "Best Places to Work" for several years now. However, we cannot continue with increased burdens placed on our business.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Carol Ai May
8085295806

From: alohasamb@rxkl.com
Sent: Tuesday, February 07, 2012 3:11 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Sandra Bangerter
44-145 Hako Street #6
Kaneohe, HI 96744-2529

February 7, 2012

Economic Revitalization a House Committee

Dear Economic Revitalization a House Committee:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

RE: House Bill No. 2089 HD1 Relating to Health

Dear Chair McKelvey, Vice Chair Choy and members of the committee:

Please hold HB 2089 HD1.

This will have an extremely negative impact on our small business. We do provide paid days off for all. It is difficult to keep going in this economic climate. Let's make Hawaii as business friendly as it can possibly be for all citizens of the state.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Sandra L. Bangerter
808 254 2556

From: alp@hawaiianagroup.com
Sent: Tuesday, February 07, 2012 3:16 PM
To: ERBtestimony
Subject: Please hold HB 2089 HD1

Albert undefined
711 Kapiolani Blvd
Honolulu, HI 96813-5237

February 7, 2012

Economic Revitalization a House Committee

Dear Economic Revitalization a House Committee:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

RE: House Bill No. 2089 HD1 Relating to Health

Dear Chair McKelvey, Vice Chair Choy and members of the committee:

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Albert J Pattison

From: harvey@kingneel.com
Sent: Tuesday, February 07, 2012 3:21 PM
To: ERBtestimony
Subject: *****SPAM***** Please HOLD HB 2089 HD1

Harvey C King
11 Aalapapa Pl
Kailua, HI 96734-3118

February 7, 2012

Economic Revitalization a House Committee

Dear Economic Revitalization a House Committee:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

RE: House Bill No. 2089 HD1 Relating to Health

Dear Chair McKelvey, Vice Chair Choy and members of the committee:

Please hold HB 2089 HD1.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

This proposal comes under the category of strangling the goose that lays the golden eggs.

Give us a break and work on things that improve our ability to make profits that we can share with our employees.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Harvey C King
539-5410

From: dmatlin@kahalanui.com
Sent: Tuesday, February 07, 2012 3:25 PM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Dana Matlin
4389 Malia St.
Honolulu, HI 96821-1106

February 7, 2012

Economic Revitalization a House Committee

Dear Economic Revitalization a House Committee:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

RE: House Bill No. 2089 HD1 Relating to Health

Dear Chair McKelvey, Vice Chair Choy and members of the committee:

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business - costs that will ultimately have to be passed on to our customers who are seniors and already concerned about their rising costs for care

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Dana Matlin

From: tleong@kualoa.com
Sent: Tuesday, February 07, 2012 3:26 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

T. Leong
PO Box 650
Kaaawa, HI 96730-0650

February 7, 2012

Economic Revitalization a House Committee

Dear Economic Revitalization a House Committee:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

RE: House Bill No. 2089 HD1 Relating to Health

Dear Chair McKelvey, Vice Chair Choy and members of the committee:

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

T. Leong

From: njones@hawaiiirealtors.com
Sent: Tuesday, February 07, 2012 3:26 PM
To: ERBtestimony
Subject: Please hold HB 2089 HD1

Nancy Donah
1136 12th Avenue, Suite 220
Honolulu, HI 96816-3793

February 7, 2012

Economic Revitalization a House Committee

Dear Economic Revitalization a House Committee:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

RE: House Bill No. 2089 HD1 Relating to Health

Dear Chair McKelvey, Vice Chair Choy and members of the committee:

Please hold HB 2089 HD1.

My business cannot afford another mandate especially during these tough economic times.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Nancy Donahue Jones
8087337060

From: bruceh@hmcmt.com
Sent: Tuesday, February 07, 2012 3:30 PM
To: ERBtestimony
Subject: Please hold HB 2089 HD1

Bruce Howe
711 Kapiolani Blvd., Ste 700
Honolulu, HI 96813-5249

February 7, 2012

Economic Revitalization a House Committee

Dear Economic Revitalization a House Committee:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

RE: House Bill No. 2089 HD1 Relating to Health

Dear Chair McKelvey, Vice Chair Choy and members of the committee:

Please hold HB 2089 HD1.

Another mandate placed on business will further increase the cost of doing business in hawaii, already one of the highest cost states in the nation.

Taking away the right to demand honesty from employees claiming sick leave erodes the employee/employer relationship. We are not a union shop because we do not want to be and having such control imposed smacks of being union controlled without even the formality of an election. Many of the associations we manage cannot afford the extra burden of paid time off and even unpaid time off interferes with the tight scheduling necessary in a small workplace.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Bruce Howe
593-6888

From: csasaki@cehawaii.com
Sent: Tuesday, February 07, 2012 3:31 PM
To: ERBtestimony
Subject: Please do not pass HB 2089 HD1

curtis sasaki
301 sand island access rd
honolulu, HI 96819-2295

February 7, 2012

Economic Revitalization a House Committee

Dear Economic Revitalization a House Committee:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

RE: House Bill No. 2089 HD1 Relating to Health

Dear Chair McKelvey, Vice Chair Choy and members of the committee:

Please hold HB 2089 HD1.

I work at a small business and we get 5 days of sick leave every year. We also get an incentive to not abuse this benefit. If you do not call in sick for 3 days or less, you get \$150 in gift certificates. Needless to say, the majority of the sick leave is used/abused and less than half of the employees earn the incentive. By mandating additional sick leave, you are only increasing the cost of doing business and encouraging abuse of a benefit that should be dealt with on a company by company basis. The state should not require this!

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

curtis sasaki
356-2356

From: chrisjohnson@hawaiiipacificxray.com
Sent: Tuesday, February 07, 2012 3:31 PM
To: ERBtestimony
Subject: *****SPAM***** HB 2089 HD1 will make doing business harder

Chris Johnson
3375 Koapaka Street, D-140
Honolulu, HI 96819-1871

February 7, 2012

Economic Revitalization a House Committee

Dear Economic Revitalization a House Committee:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

RE: House Bill No. 2089 HD1 Relating to Health

Dear Chair McKelvey, Vice Chair Choy and members of the committee:

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I already provide benefits of paid time off. If this bill is passed, it will force me to reduce or even eliminate some of them or jobs all together.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide more than fair pay and benefits that we can afford.

We are more than fair and generous with our bennifits and struggle to stay in compitition with Mainland companies coming in at lower prices because they don't need to comply with these laws you come up with. So why is the government now telling me how to run my business when you can't even run the State Goverment in a cost effective way?

I am already trying to provide local jobs and keep people employed and now you want force this on me? Why? Who really bennifits? This will force us to cut someones job to be able to "afford" to comply with more anti-business laws.

So who wins in the end?

I beg you to stop House Bill No. 2089 HD1 Relating to Health.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Mahalo for hearing my voice,

Chris Johnson
808-591-9303

From: mailinglist@capitol.hawaii.gov
Sent: Tuesday, February 07, 2012 3:49 PM
To: ERBtestimony
Cc: divina.tcch@gmail.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Divina Viernes
Organization: Individual
E-mail: divina.tcch@gmail.com
Submitted on: 2/7/2012

Comments:

This will cause a hardship on our small business if this bill passes.

From: bubbiesicecream@hawaii.rr.com
Sent: Tuesday, February 07, 2012 3:51 PM
To: ERBtestimony
Subject: Please hold the mandatory paid sick leave bill

Keith Robbins
99-1267 Waiua Place
Aiea, HI 96701-5642

February 7, 2012

Angus McKelvey & Committee Members

Dear Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

RE: House Bill No. 2089 HD1 Relating to Health

Dear Chair McKelvey, Vice Chair Choy and members of the committee:

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I already allow time off for doctors visits, child's school functions etc.
If this bill is passed, it will force me to reduce or even eliminate some of them.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Keith Robbins
808-487-7218

From: wtomita@thehawaiigroup.com
Sent: Tuesday, February 07, 2012 3:56 PM
To: ERBtestimony
Subject: Please hold the mandatory paid sick leave bill

Wayne Tomita
500 Ala Moana Boulevard, Suite 2-302
Honolulu, HI 96813-4993

February 7, 2012

Angus McKelvey & Committee Members

Dear Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

My name is Wayne Tomita and I am the Chief Financial Officer of Hawaii Accounting, Inc. ("HiAccounting"). I am here to state HiAccounting's opposition to House Bill No. 2089 HD1 relating to Health.

As an Accounting resource for numerous businesses in Hawaii, our company works on behalf of our clients, to foster positive action on issues of common concern.

Businesses generally offer paid leave (i.e. Vacation, sick leave, PTO) to employees to create a healthy work environment and to foster a positive relationship with its employees. They understand that employees will require occasional leave from work due to a legitimate sickness or other reasons, and generally accommodate and work with them.

This "one-size fits all" approach, however, will hinder an employer's flexibility in providing this benefit and result in additional costs, direct and indirect. It will be another mandate placed on businesses among others that already exist.

Small businesses are especially vulnerable to any increase in costs, especially those who operate on low margins. Passage of this measure may force many small employers to offset higher costs through lower wages to their employees, fewer work hours, less pay raises, decreased discretionary benefits, and higher health care costs, or even increased costs for consumers. Even worse, for those companies on the "tipping point," any increase may force them to close shop.

Moreover, for employers that already provide the benefit, this measure adds another layer of administrative burden. Many small businesses do not have the human resources capacity or additional resources to keep up with the regulatory requirements.

Next, the measure does not allow employers to verify whether the employee is taking "sick and safe leave" for the first 3 days of absence. The bill prohibits employers from requiring reasonable documentation unless the "sick and safe leave" exceeds three consecutive days. And, it penalizes the employer for asking to verify whether someone is truly sick by requiring the employer to pay for the doctor's note.

At a time when the State is placing an emphasis on jobs and the economy, this measure and any other mandate that creates perceived or real additional costs, will undermine those efforts, hinder economic progress and entrepreneurial activity, and deter business investment in our State. During this uncertain state of the economy, the passage of this measure and other cost burdens would be unfortunate and devastating for Hawaii's economic climate.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Wayne Tomita

From: Isugawara@csw.com
Sent: Tuesday, February 07, 2012 4:01 PM
To: ERBtestimony
Subject: Please hold HB 2089 HD1

Leatrice Sugawara
702 S. Beretania Street
Honolulu, HI 96813-2599

February 7, 2012

Angus McKelvey & Committee Members

Dear Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

Another mandate placed on my business will increase the cost of doing business.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Leatrice Sugawara
808-543-5340

From: tylerroukema@hotmail.com
Sent: Tuesday, February 07, 2012 4:31 PM
To: ERBtestimony
Subject: *****SPAM***** Please do not pass HB 2089 HD1

Tyler Roukema
594 Hahaione St. C
Honolulu, HI 96825-1407

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Tyler Roukema
808-781-2974

From: hr@honblue.com
Sent: Tuesday, February 07, 2012 4:35 PM
To: ERBtestimony
Subject: Please hold the mandatory paid sick leave bill

Joy Yee
501 Sumner St. #3B1
Honolulu, HI 96817-5331

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

My business cannot afford another mandate especially during these tough economic times.

The accounting required to calculate and track the sick leave will be an administrative burden and create an additional cost to implement.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Joy Yee

From: wendy@op-hawaii.com
Sent: Tuesday, February 07, 2012 4:36 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Wendy Shewalter
1240 Ala Moana Blvd
Honolulu, HI 96814-4249

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I already provide benefits [describe some of them]. If this bill is passed, it will force me to reduce or even eliminate some of them.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Wendy Shewalter

From: jerry@rxkl.com
Sent: Tuesday, February 07, 2012 4:36 PM
To: ERBtestimony
Subject: Please hold HB 2089 HD1

Jerry Bangerter
1061 Keolu Drive #107
Kailua, HI 96734-3847

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. I just can't afford it.

Another mandate placed on my business will increase the cost of doing business. We are already operating on the margin. We just can't afford these mandates.

I would like to hire another two employees, but I just can't afford to do so. Mandates, including the minimum wage and unemployment insurance have made hiring way too expensive.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Jerry Bangerter
808-738-9333

From: fred@pacificpanelcleaners.com
Sent: Tuesday, February 07, 2012 4:40 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Fredrick Brooks
4348 waialae #286
Honolulu, HI 96816-5767

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business. I own a very small business just starting out this on top of the added taxes and the other benefits I am paying out will make it another reason why doing business in Hawaii becomes more unreasonable every year and keeps Hawaii out of reach for people who are just trying to make it and get a good life for themselves.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Fredrick Brooks
808-772-4705

From: lredlew@pacifictransfer.com
Sent: Tuesday, February 07, 2012 4:41 PM
To: ERBtestimony
Subject: *****SPAM***** HB 2089 HD1 will make doing business harder

Lorri Redlew
PO Box 30329
Honolulu, HI 96820-0329

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I already provide benefits fro time off from work (vacation, sick leave, holiday pay, funeral leave, jury duty leave). If this bill is passed, it will force me to reduce or even eliminate some of them.

Our company priority and asset is our employees. Therefore, we already do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Lorri Redlew
8088363871

From: cizuka@hawaii.rr.com
Sent: Tuesday, February 07, 2012 4:56 PM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Christy Izuka
1276 Young Street
Honolulu, HI 96814-1867

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

At my employer, sick leave benefits are already provided to qualified employees and are structured to allow the employee to use the benefit when needed, but also encourages the employee to keep sick days in reserve in case of longer-term illnesses.

The mandate will require the company to provide benefits to employees who have worked very little. The mandate also penalizes the employer for ensuring that the employee/family member went for treatment. Due to the added cost of this benefit (the expected increase in usage, and the cost of paying for the doctor visit or note), it may be necessary to reduce the existing sick leave benefits. This will be detrimental to employees with more years of service and good attendance records.

This mandate will not revitalize business or the economy. To the contrary, it will cause employers to hire as few employees as possible.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Christy Izuka

From: kaimi56@hotmail.com
Sent: Tuesday, February 07, 2012 5:00 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

John Muaina
55-469 Iosepa Street
Laie, HI 96762-1107

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Please accept my testimony in reference to HB 2089 HD1.

We have for close to 5 decades provide benefits to our employees in providing them sick and vacation for their health and well-being.

As most of you know the cost of doing business in Hawaii is very costly, due to many reasons, benefits being one of the major factors of increase.

We currently have Paid Time Off (PTO) available to our employees which we compressed from sick leave and vacation leave. The idea being PTO would be much more flexiable for the employees as they can use it for either sick or personal leave, no questions asked, just schedule with the management team member. It has worked for our organization since implementation in 2007.

Increasing the bottom-line will of course increase our costs for doing business in Hawaii, benefits cost the organization 30-35% per individual.
Mandating such benefits could widen the scope of employees further straining an already prudent organization

We stand opposed to HB 2089 HD1. and sincerely encourage the House committee to respond appropriately.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

John Muaina

From: tshigemoto@abprop.com
Sent: Tuesday, February 07, 2012 5:06 PM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Tom Shigemoto
P. O. Box 178
Eleele, HI 96705-0178

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

We understand the intent of the proposed bill which provides benefits for all employees. Many businesses also understand the need to provide for their workers but often cannot sustain themselves with the high cost to do business. Our company's priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that are affordable. We pay too many taxes, fees, insurance and health benefit costs to survive and adding these mandatory sick leave pay will certainly spell death to many businesses. As a committee your responsibility is to "REVITALIZE" our economy and businesses. How can it be done with this type of legislation? Thank you for your consideration in defeating this bill.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Tom Shigemoto
8083352836

From: lkawasak@youngsmarket.com
Sent: Tuesday, February 07, 2012 5:06 PM
To: ERBtestimony
Subject: *****SPAM***** Please HOLD HB 2089 HD1

Laurie Kawasaki
94-501 Kau Street
Waipahu, HI 96797-4236

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

I respectfully ask that you do not pass this bill. We are already operating on a very slim margin as other operating costs continue to rise.

Our revenues may increase due to price increases but all that goes away after the increase cost of freight and fuel, salaries & benefits, as well as general operating cost. Please do not put another mandate on employers that would eat away at our margins. We have many challenges with workers compensation as it is. Our employees receive one of the best benefit packages in the State and this type of legislation will not only hurt our Company but our employees by way of reduced real benefits.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Respectfully

Laurie Kawasaki, Young's Market Company of Hawaii

From: joelnavasca111@hotmail.com
Sent: Tuesday, February 07, 2012 5:06 PM
To: ERBtestimony
Subject: Please do not pass HB 2089 HD1

Joel Navasca
94-1218 Awaiki Street
Waipahu, HI 96797-3265

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Although Providing such benefit sounds great, The timing is completely off. As a small Business owner it is already very difficult to prioritize the basic needs to keep the business a float. When economy pick up and things are inline, I will support such mandate. This will greatly affect a lot of small business owners.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Joel Navasca
808-688-6094

From: philanabouvier@youngsmarket.com
Sent: Tuesday, February 07, 2012 5:15 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Philana Bouvier
92-501 Kau Street
Waipahu, HI 96797

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

I respectfully ask that you do not pass this bill.

We are already operating on slim margins as it is.

And continue to see this slip as operating costs continue to increase.

Salaries and Benefits is one of the largest expenses on our income statements. And we already offer one of the best benefit packages in the state to our employees. We do not need a mandate like this to encourage misuse of entitlements similar to worker's comp. If you pass this bill it will not only hurt our company but our employees.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Philana Bouvier, EVP General Manager Young's Market Company of Hawaii
808-676-6161

From: larry.eells@gmail.com
Sent: Tuesday, February 07, 2012 5:21 PM
To: ERBtestimony
Subject: Please do not pass HB 2089 HD1

Larry Eells
3779 Nanakai Rd.
Kalaheo, HI 96741-9735

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

Reasonable attempts to manage payroll and productivity, as well as attendance accountability are severely compromised by this bill. More important benefits, such as Retirement, which already yield to sick pay benefits will necessarily shrink even further, contributing to a "pay now, lose later" business model. The UAW and Chrysler dramatically demonstrated that as an untenable and unsustainable benefit philosophy. The requested "Sick" benefit is dramatically out of proportion to the actual incidence of work place illness as it is.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Larry Eells

From: roddenj@gmail.com
Sent: Tuesday, February 07, 2012 5:26 PM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

james rodden
2114 Manoa Road
Honolulu, HI 96822-2122

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

My business cannot afford another mandate especially during these tough economic times.

I already provide benefits [describe some of them]. If this bill is passed, it will force me to reduce or even eliminate some of them.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

james rodden

From: ron@ronagor.com
Sent: Tuesday, February 07, 2012 5:36 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Ron Agor
3501 Rice Street
Lihue, HI 96766-1765

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Ron Agor Architect
632-2467

From: jean.ewing@hyatt.com
Sent: Tuesday, February 07, 2012 6:11 PM
To: ERBtestimony
Subject: *****SPAM***** Please hold HB 2089 HD1

Jean Ewing
200 Nohea Kai Drive
Lahaina, HI 96761-1942

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Employers should be able to administer their sick leave policy that was bargained with the Union. The proposed language does not take into account the type of sick language already established between employers and unions.

This type of language passed without obtaining feedback from employers in the private sector will have tremendous impact on productivity and system abuse.

If an employee was truly ill that requires a lengthy leave of absence there are laws passed to protect the employee today...FMLA, HFLA.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Jean Ewing

From: kimop1999@yahoo.com
Sent: Tuesday, February 07, 2012 6:51 PM
To: ERBtestimony
Subject: Please hold HB 2089 HD1

Kimo Pierce
1177 Queen St #3201
Honolulu, HI 96814-4147

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Are you out of your minds? Another mandate placed on my business will increase the cost of doing business and I am already struggling as it is!

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Kimo Pierce
8088644362

From: anne@islandhonda.com
Sent: Tuesday, February 07, 2012 6:15 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Anne Oishi
110 Hana Hwy.
Kahului, HI 96732-2303

February 7, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Anne Oishi
808-873-8081

From: doug.sears@hyatt.com
Sent: Tuesday, February 07, 2012 7:11 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Doug Sears
1571 Poipu Road
Koloa, HI 96756-9402

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business. We keep getting hammered and our fixed costs are so high. I think you don't know how precarious some of our businesses are even though you think we can weather anything. We will soon be the car industry example of escalating labor costs. Are you ready for those consequences?

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Doug Sears
808635555

From: manager@iegfcu.com
Sent: Tuesday, February 07, 2012 9:25 PM
To: ERBtestimony
Subject: *****SPAM***** Please HOLD HB 2089 HD1

Bernard A. Balsis, Jr
375 Kekuanaoa St.
Hilo, HI 96720-4360

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

I already provide benefits of substantial sick leave for all full time employees. I also have 2 part time staff, one of which is a student intern. If this bill is passed, it will force me to eliminate one of the part time positions leaving another person fully unemployed in this economy.

It is wrong to mandate such a thing.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Bernard A. Balsis, Jr
8089616691

From: tracyw@ins-solve.com
Sent: Wednesday, February 08, 2012 12:45 AM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Tracy Wong
615 Piikoi Street, Suite 1711
Honolulu, HI 96814-3197

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

My business cannot afford another mandate especially during these tough economic times.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Tracy Wong
808-853-3405

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 6:45 AM
To: ERBtestimony
Cc: babyjean@hotmail.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Support
Testifier will be present: Yes
Submitted by: Ronnie Perry
Organization: Individual
E-mail: babyjean@hotmail.com
Submitted on: 2/8/2012

Comments:

I strongly support paid sick and safe leave. This bill is important to the working families and women of our community. Many times, workers are forced to go to work ill due fear of losing their jobs or needing the money. People should not have to choose between taking care of themselves or being able to support themselves/their families. Everyone should be able to take time off to care for themselves when they are sick. We also need to protect those that are healthy from being exposed to a contagions. Therefore, I support this bill.

From: jemery@aol.com
Sent: Wednesday, February 08, 2012 7:46 AM
To: ERBtestimony
Subject: *****SPAM***** Please hold the mandatory paid sick leave bill

John Emery
825 Halekauwila St
Honolulu, HI 96813-5323

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford. I already provide full medical, 9 paid holidays, paid vacation and matching retirement money, which is extremely rare in the construction industry. This proposed mandate is unfair and unrealistic. It will force me to make up for this additional burden in other ways, including potential pay cuts or other benefit reductions.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

John P. Emery
808-735-8595

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 8:28 AM
To: ERBtestimony
Cc: kimharman@facehawaii.org
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Support
Testifier will be present: No
Submitted by: Kimberly Harman
Organization: Faith Action for Community Equity
E-mail: kimharman@facehawaii.org
Submitted on: 2/8/2012

Comments:

On behalf of Faith Action for Community Equity, we offer strong support for HB 2089 and SB 2507. More than 50 religious, social service and labor organizations belong to FACE and within those organizations, there are hundreds of people who do not have the basic rights that many of the rest of us take for granted. Imagine what it is like to have NO paid sick days available to you. Many of us have never been in that situation, but too many of our brothers and sisters, the most vulnerable among us, are denied this and other basic benefits every day.

There are a lot of statistics out there about how unhealthy it is when someone who is sick must go to work and prepare food, care for the elderly, handle infants, etc. We believe that this legislation does benefit consumers, but more importantly, it speaks to the dignity of the person.

Thank you for considering this legislation today.

Kim Harman
Faith Action for Community Equity

From: kathy@valentiprintgroup.com
Sent: Wednesday, February 08, 2012 8:41 AM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Kathy Phillips
999 Waimanu St
HONOLULU, HI 96814-3319

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford. If this bill is passed, it will force us to reduce or even eliminate some of them. This will be a hardship to our business and we already have many mandated hardships to our business that have increased the cost of doing business here in Hawaii!

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Kathy Phillips
8085912166

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 8:45 AM
To: ERBtestimony
Cc: gmhnl@hawaii.rr.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: George Hopkins
Organization: Individual
E-mail: gmhnl@hawaii.rr.com
Submitted on: 2/8/2012

Comments:

This bill would allow any employee to get paid for time claimed, and they don't even have to prove that the sickness is legitimate. The cost would be huge and even though some may have good intentions, it is a huge cost to businesses that will force many to close down. I have managed businesses here in Hawaii for many years and have seen repeated evidence of fraudulent use of "sick time". Expanding this would be a mistake.

George Hopkins

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 9:17 AM
To: ERBtestimony
Cc: toni@a3h.org
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Antoinette M Davis
Organization: A3H
E-mail: toni@a3h.org
Submitted on: 2/8/2012

Comments:

Any legislation which creates increased financial burden on the cost of doing business and hiring employees should be avoided at this time.

From: aanderson@alf-hawaii.com
Sent: Wednesday, February 08, 2012 9:21 AM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Anne Anderson
733 Bishop Street, Suite 2301
Honolulu, HI 96813-4012

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

In these tough economic times, it makes little sense to impose more financial burdens upon employers. This bill will increase the cost of doing business for most employers which will not help to stimulate the sluggish economy.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

M. Anne Anderson
8086976003

From: kirkgreenman@hotmail.com
Sent: Wednesday, February 08, 2012 9:26 AM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Kirk Greenman
P.O. Box 482151
Kaunakakai, HI 96748-2151

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Kirk Greenman - Molokai Minimart
808-553-4447

From: debi@valentiprintgroup.com
Sent: Wednesday, February 08, 2012 9:31 AM
To: ERBtestimony
Subject: Please hold the mandatory paid sick leave bill

Deborah Halcro
999 Waimanu Street
Honolulu, HI 96814-3319

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn. We currently provide up to 3 days paid sick leave per year and have a payback policy if it is not used. With all of the other increases in unemployment taxes, vehicle registration fees, etc. we cannot afford more mandatory increases. Our margins are very slim and this would hurt our business.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Deborah Halcro
8085912166

From: ayaufamily@gmail.com
Sent: Wednesday, February 08, 2012 9:31 AM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Gregory Ayau
1160 Lei Hinahina Place
Hilo, HI 96720-1528

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

This is just another mandate placed on small business which will increase the cost of doing business. Most companies take care of their employees recognizing their value. I believe most do everything they can to create a positive work environment and provide benefits that they can reasonably afford.

Particularly during this difficult economic period, the last thing small businesses need is additional costs mandated by government.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Gregory Ayau

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 9:34 AM
To: ERBtestimony
Cc: fabiano@hawaii.edu
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Support
Testifier will be present: No
Submitted by: Fabiano Da Silva
Organization: Individual
E-mail: fabiano@hawaii.edu
Submitted on: 2/8/2012

Comments:
Please pass this measure.

From: lsato@asbhawaii.com
Sent: Wednesday, February 08, 2012 9:36 AM
To: ERBtestimony
Subject: *****SPAM***** Please do not pass HB 2089 HD1

Lianne Sato
111 E Puainako St
Hilo, HI 96720-5288

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Lianne Sato

From: kens96720@hawaii.rr.com
Sent: Wednesday, February 08, 2012 9:36 AM
To: ERBtestimony
Subject: Please do not pass HB 2089 HD1

Ken Antonio
55 kukila Street
Hilo, HI 96720-4519

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business. Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Ken Antonio, Sr.

From: ijones@pacificradiogroup.com
Sent: Wednesday, February 08, 2012 9:46 AM
To: ERBtestimony
Subject: Please do not pass HB 2089 HD1

Ilene Alford
913 Kanoelehua Ave.
Hilo, HI 96720

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

As a small business, this bill will be one more nail in the small business owner's coffin. To have to pay Part time and temporary employees sick leave will add expenses all around; addl. payroll costs, addl. employee costs, etc... Please take small business owners into consideration and do not pass this bill.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Ilene Alford

From: grayson@pacflor.com
Sent: Wednesday, February 08, 2012 10:01 AM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Grayson Inouye
16-685 Milo St
Keaau, HI 96749-8149

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Dear Sir(s)

The past several years have been extremely challenging for us. We have had to reduce our workforce because of the poor economic climate all over the world. Rising medical costs have also affected our profitability and additional costs such as additional sick pay will probably lead to further staffing cuts and will affect our profitability.

We are a small business that employs 43 people and we provide as many benefits as possible to our employees including profit sharing and bonuses based on our profitability. Further cost increases will affect our future ability to compensate our employees.

The floral industry competes on a global scale. We have so many cost disadvantages in Hawaii that additional costs will definitely threaten our ability to compete. I view this proposal as an additional, unseen tax on business.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Grayson Inouye

From: russell@ginozarealty.com
Sent: Wednesday, February 08, 2012 10:06 AM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Russell Arikawa
1158 Kinoole St
Hilo, HI 96720-4132

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Dear Chair Angus McKelvey:

We have a small business and have already cut some corners in order to survive in this tough economic times. Taxes, insurance, unemployment benefits, are just some of the few things that continue to rise while our income remains the same or worse.

We have less than 10 full time employees and provide them with 40 hours of paid sick leave a year. We also have seven part time employees. Additional time off, especially one that is mandated, will be detrimental to our business. It will definitely increase the cost of doing business and place another burden on us.

This mandate will have a huge impact on economy. Small businesses like ours will be forced to eliminate positions, thus increasing the number of unemployed and also increase the numbers of people asking for more welfare benefits.

Our priority is the welfare of our employees and we do everything possible to provide them with benefits and timely pay increases as much as we can afford. We may not be able to do that if this bill is passed.

Please re-consider.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Russell M. Arikawa

808-969-1471

From: localstore@me.com
Sent: Wednesday, February 08, 2012 10:11 AM
To: ERBtestimony
Subject: *****SPAM***** Please HOLD HB 2089 HD1

Tracy Norling-Babbitt
PO Box 482140
Kaunakakai, HI 96748-2140

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

I am a very small gift store on the island of Molokai. I employ 3 people very part time and choose to work part time myself in order to provide those jobs. I will not be able to continue to operate this way if the cost to employ these assets increase. I am trying to stimulate our depressed small island economy as best I can. It is not feasible to give small business more mandatory regulations which will increase the cost of being an employer. The margins to do business in these economic conditions have been rapidly decreasing..... let's all make a conscious effort to keep small business in the U.S. doable for small infrastructures. Cause and effect.... increase margins, increase need for welfare. Thank you for your time.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Tracy Norling-Babbitt

From: hcmcoffee@msn.com
Sent: Wednesday, February 08, 2012 10:11 AM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Jeanette Baysa
P O Box 486
Kurtistown, HI 96760-0486

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Small business is often called the backbone of our economy. Yet it seems that we are constantly being penalized for providing jobs, benefits, products and services while at the same time paying increasing taxes.

I have a small business and complying with this mandate will be detrimental to my business. It's already difficult to survive this economic climate we are in.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Jeanette Baysa
808-968-1333

From: gmiyash@gmail.com
Sent: Wednesday, February 08, 2012 10:16 AM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

G. Miyashiro
969 Kilauea Ave.
Hilo, HI 96720-4216

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I already provide benefits [describe some of them]. If this bill is passed, it will force me to reduce or even eliminate some of them.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

G.A. Miyashiro

From: friendlymkt@gmail.com
Sent: Wednesday, February 08, 2012 10:16 AM
To: ERBtestimony
Subject: Please hold HB 2089 HD1

Crystal Egusa
P.O. Box 1919
Kaunakakai, HI 96748-1919

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

We are a small family business on the island of Molokai since 1953. Our company priority is the health & welfare of our employees. We do everything we can to create a positive work environment and provide benefits that we can afford such as full medical insurance coverage, vacation time, purchase discounts, 401k & profit sharing to name a few.

We encourage personal development & healthy living habits/choices for employees as well as for customers. Complying with this mandate to give employees 3 days sick leave without any professional recommendation or documentation will be detrimental to my business. It's very difficult as is to keep our business stable while keeping grocery prices affordable to our customers. Please hold HB 2089 HD1. Please also contact us as we would appreciate it if our perspective could be considered.

Mahalo for your attention.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Crystal K Egusa
8085535595

From: info@cafe100.com
Sent: Wednesday, February 08, 2012 10:21 AM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Rick Kobayashi
969 Kilauea Avenue
Hilo, HI 96720-4216

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

Another mandate placed on my business will increase the cost of doing business.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Rick

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 10:28 AM
To: ERBtestimony
Cc: orgillv@polynesia.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Von Orgill
Organization: Polynesian Cultural Center
E-mail: orgillv@polynesia.com
Submitted on: 2/8/2012

Comments:

This may be a well meaning bill, but it would create an undue burden on businesses of all sizes, including those who already have such plans in place. Please oppose this bill.

From: laulaujill@gmail.com
Sent: Wednesday, February 08, 2012 10:31 AM
To: ERBtestimony
Subject: *****SPAM***** HB 2089 HD1 will make doing business harder

Jill Lau
2911 Pahoehoe Place
Honolulu, HI 96817-1414

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Jill Lau

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 10:32 AM
To: ERBtestimony
Cc: Ines@mauisnorkeling.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Ines Gardner
Organization: Individual
E-mail: Ines@mauisnorkeling.com
Submitted on: 2/8/2012

Comments:

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 10:35 AM
To: ERBtestimony
Cc: jjennet@hawaii oceansports.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Judith Jennet
Organization: Nanea Kai Inc.
E-mail: jjennet@hawaii oceansports.com
Submitted on: 2/8/2012

Comments:

Oppose paying employees to be sick. This should not be mandated, but an optional employer benefit.

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 10:37 AM
To: ERBtestimony
Cc: booth@hawaii oceansports.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Gawain Booth
Organization: Individual
E-mail: booth@hawaii oceansports.com
Submitted on: 2/8/2012

Comments:

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 10:44 AM
To: ERBtestimony
Cc: sailingmaui@yahoo.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Inca Robbin
Organization: Kapalua Kai Sailing Inc.
E-mail: sailingmaui@yahoo.com
Submitted on: 2/8/2012

Comments:
Aloha,

We are a small family owned and operated business working hard to keep our doors open and provide steady employment for our small company with eight full time employees. We are forced to cancel our tours frequently for weather and unsafe loading conditions or simply the lack of enough paying passengers to pay the employees and break even. We decided not to raise our tour rates in 2012 to keep our activity affordable for the mainland visitors who are also on tight budgets with the bad economy. However our overhead risen over 15% with food and beverage price increases, 10% increase in health and dental insurance, the list goes on. We cannot afford any further financial burdens.

Thank you for hearing our testimony. Inca Robbin

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 10:44 AM
To: ERBtestimony
Cc: sailingmaui@yahoo.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Inca Robbin
Organization: Kapalua Kai Sailing Inc.
E-mail: sailingmaui@yahoo.com
Submitted on: 2/8/2012

Comments:

Aloha,

We are a small family owned and operated business working hard to keep our doors open and provide steady employment for our small company with eight full time employees. We are forced to cancel our tours frequently for weather and unsafe loading conditions or simply the lack of enough paying passengers to pay the employees and break even. We decided not to raise our tour rates in 2012 to keep our activity affordable for the mainland visitors who are also on tight budgets with the bad economy. However our overhead risen over 15% with food and beverage price increases, 10% increase in health and dental insurance, the list goes on. We cannot afford any further financial burdens.

Thank you for hearing our testimony. Inca Robbin

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 10:52 AM
To: ERBtestimony
Cc: cwatanabe@unitehere5.org
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Support
Testifier will be present: No
Submitted by: Cade Watanabe
Organization: UNITE HERE Local 5
E-mail: cwatanabe@unitehere5.org
Submitted on: 2/8/2012

Comments:

UNITE HERE Local 5 stands in support of HB 2089 that would allow all of Hawaii's workers to earn a few sick days each year. This is a basic right that all workers deserve. Mahalo.

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 10:52 AM
To: ERBtestimony
Cc: Lisa@WARRENandANNABELLES.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Lisa Gibson
Organization:
E-mail: Lisa@WARRENandANNABELLES.com
Submitted on: 2/8/2012

Comments:

We are a small business and we can't afford to pay for mandatory sick leave for our part-timers. We already have chosen voluntarily to offer it to our salaried full timers. Please don't hurt our Hawaiian business community with this bill. We will have to lay off employees if you keep adding more expenses. We can't afford this bill. Please help businesses in Hawaii by being business-friendly and stop putting these financial regulations on us business owners. We are helping the local economy with our businesses and employing locals, we should not be penalized like a bill like this would do. Mahalo.

From: thedrick@tmghawaii.com
Sent: Wednesday, February 08, 2012 11:01 AM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Todd Hedrick
115 Niuiki Circle
Honolulu, HI 96821-2319

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

This is another example of government crushing the entrepreneur with administrative burdens. Eventually, if you keep this up, there won't be any jobs left except government jobs. Who pays the taxes then. You folks at the Capitol need to focus on reducing red tape so our economy can create jobs and take people off of the social programs.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Todd Hedrick

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 11:01 AM
To: ERBtestimony
Cc: darrel_tajima@deanfoods.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Darrel Tajima
Organization: Individual
E-mail: darrel_tajima@deanfoods.com
Submitted on: 2/8/2012

Comments:

This measure will apply to many small businesses with less than 10 employees that do not have a sick leave policy. Businesses generally offer paid leave (ie. Vacation, sick leave, PTO) to employees to create a healthy work environment and to foster a positive relationship with its employees. They understand that employees will require occasional leave from work due to a legitimate sickness or other reasons, and generally accommodate and work with them.

This "one-size fits all" approach, however, will hinder an employer's flexibility in providing this benefit and result in additional costs, direct and indirect. It will be another mandate placed on businesses among others that already exist.

Small businesses are especially vulnerable to any increase in costs, especially those who operate on low margins. Passage of this measure may force many small employers to offset higher costs through lower wages to their employees, fewer work hours, less pay raises, decreased discretionary benefits, and higher health care costs, or even increased costs for consumers. Even worse, for those companies on the "tipping point," any increase may force them to close shop.

Moreover, for employers that already provide the benefit, this measure adds another layer of administrative burden. Many small businesses do not have the human resources capacity or additional resources to keep up with the regulatory requirements.

Next, the measure does not allow employers to verify whether the employee is taking "sick and safe leave" for the first 3 days of absence. The bill prohibits employers from requiring reasonable documentation unless the "sick and safe leave" exceeds three consecutive days. And, it penalizes the employer for asking to verify whether someone is truly sick by requiring the employer to pay for the doctor's note. This is a modification to the collective bargaining agreements that we have.

At a time when the State is placing an emphasis on jobs and the economy, this measure and any other mandate that creates perceived or real additional costs, will undermine those efforts, hinder economic progress and entrepreneurial activity, and deter business investment in our State. During this uncertain state of the economy, the passage of this measure and other cost burdens would be unfortunate and devastating for Hawaii's economic climate.

In light of this, I respectfully request that this measure be held.

Mahalo for the opportunity to provide this testimony.

From: mmi@hawaiiantel.net
Sent: Wednesday, February 08, 2012 11:16 AM
To: ERBtestimony
Subject: *****SPAM***** Please do not pass HB 2089 HD1

Raymond Tanouye
163 Mamaki Street
Hilo, HI 96720-5859

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I already provide benefits for my full-time employees. If this bill is passed, it will force me to reduce or even eliminate some of them.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Raymond Tanouye
808-981-2462

From: lillian.sakane@hmshost.com
Sent: Wednesday, February 08, 2012 11:16 AM
To: ERBtestimony
Subject: Please hold HB 2089 HD1

Lillian Sakane
Box 30428
Honolulu, HI 96820-0428

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on our business will increase the cost of doing business.

We already provide generous benefits such as sick and vacation leave, employee parking, meals, medical/dental insurance, 401K etc. If this bill is passed, it will force me to reduce or even eliminate some of them.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Lillian Sakane
8088362566

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 11:24 AM
To: ERBtestimony
Cc: Lisa@WARRENandANNABELLES.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Lisa Gibson
Organization:
E-mail: Lisa@WARRENandANNABELLES.com
Submitted on: 2/8/2012

Comments:

We are a small business and we can't afford to pay for mandatory sick leave for our part-timers. We already have chosen voluntarily to offer it to our salaried full timers. Please don't hurt our Hawaiian business community with this bill. We will have to lay off employees if you keep adding more expenses. We can't afford this bill. Please help businesses in Hawaii by being business-friendly and stop putting these financial regulations on us business owners. We are helping the local economy with our businesses and employing locals, we should not be penalized like a bill like this would do. Mahalo.

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 11:30 AM
To: ERBtestimony
Cc: magic@WARRENandANNABELLES.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Warren Gibson
Organization:
E-mail: magic@WARRENandANNABELLES.com
Submitted on: 2/8/2012

Comments:

We are a small business and we can't afford to pay for mandatory sick leave for our part-timers. We already have chosen voluntarily to pay sick leave for our salaried full timers. Please don't hurt our Hawaiian business community with this bill. We will have to lay off employees if you keep adding more expenses. We can't afford this bill. Please help businesses in Hawaii by being business-friendly and stop putting these financial regulations on us business owners. We are helping the local economy with our businesses and employing locals, we should not be penalized like a bill like this would do. Mahalo.

From: marty.ciez@pepsico.com
Sent: Wednesday, February 08, 2012 11:36 AM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Marty Ciez
16-204 Melekauiwa Pl #2
Keaau, HI 96749-8010

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Committee Members

Another mandate placed on my business will increase the cost of doing business.

I already provide benefits; Sick pay, Family leave, Holiday pay, vacation pay. If this bill is passed, it will force me to increase Sick pay days.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Marty Ciez
808 966-4222

From: larry@island-realestate.com
Sent: Wednesday, February 08, 2012 11:41 AM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Lawrence Swenson
8794 Kamehameha V Hwy
Kaunakakai, HI 96748

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

This is another unnecessary law that will do nothing but help employers not be able to stay in business. In effect it is like another tax.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Lawrence Swenson
8085588394

From: noreent@suisan.com
Sent: Wednesday, February 08, 2012 11:41 AM
To: ERBtestimony
Subject: Please hold HB 2089 HD1

Noreen Toledo
1965 Kamehameha Ave.
Hilo, HI 96720-4675

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

My name is Noreen Toledo, Human Resources Advisor of Suisan Company Limited on the Big Island. We are a food distribution company servicing both wholesale and reatall accounts throughout the Big Island. I am submitting this testimony in opposition to HB2089 relating to Health.

We already provides paid sick leave benefits. If this bill is passed, it will force us to reduce or even eliminate some of these benefits. We are already operating on a slim margin, additional costs or mandates will surely impact our business.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Noreen Toledo
808-969-6366

From: diane@island-realestate.com
Sent: Wednesday, February 08, 2012 11:46 AM
To: ERBtestimony
Subject: Please hold HB 2089 HD1

Diane Swenson
P. O. Box 1979
Kaunakakai, HI 96748-1979

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Business cannot afford another mandate especially during these tough economic times.

This will just be another way to cripple business and limit job growth.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Diane Swenson
8083360085

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 11:56 AM
To: ERBtestimony
Cc: dolphindiscoveries@aloha.net
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Claudia Merrill
Organization: Merrill Inc. / Dolphin Discoveries
E-mail: dolphindiscoveries@aloha.net
Submitted on: 2/8/2012

Comments:

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 12:01 PM
To: ERBtestimony
Cc: Benjhall@maui.net
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Ben J Hall
Organization: Haleakala Bike Co.,.
E-mail: Benjhall@maui.net
Submitted on: 2/8/2012

Comments:

I am in opposition of this bill, it further burdens all employers in state.

From: isotov@hawaii.rr.com
Sent: Wednesday, February 08, 2012 12:06 PM
To: ERBtestimony
Subject: Please hold HB 2089 HD1

Sonia Isotov
2124 Awihi Place #114
Kihei, HI 96753-8773

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

This is a terribly bad idea, especially in a down economy where the most threatened businesses, small business, will suffer the most. I am a sole proprietor myself and operate on a slim margin already. Additional costs or mandates will surely impact my business. Too many mom and pop stores have gone out of business as it is.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Sonia Isotov
8082985194

From: evergreen@hawaii.rr.com
Sent: Wednesday, February 08, 2012 12:11 PM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Debra Pompadur
47-388 Kamehameha Hwy
Kaneohe, HI 96744-4736

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

As a small business owner I already provide benefits in the form vacation time, paid holidays and a bonus program on all sales to my employees. If this bill is passed, it will force me to reduce or even eliminate some of them.

Our Company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Debra Pompadur
808-239-6599

From: nokumura@vipfoodservice.com
Sent: Wednesday, February 08, 2012 12:16 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Nelson Okumura
74 Hobron Avenue
Kahului, HI 96732-2106

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

This mandate will burden businesses that are barely getting by even more.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Nelson T. Okumura
8088701129

From: caffelatte@hawaii.rr.com
Sent: Wednesday, February 08, 2012 12:16 PM
To: ERBtestimony
Subject: Please do not pass HB 2089 HD1

Valerie Gerst
PO Box 159108
Honolulu, HI 96830-1001

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Valerie Gerst
8085916244

From: bgoo@teachest.com
Sent: Wednesday, February 08, 2012 12:16 PM
To: ERBtestimony
Subject: *****SPAM***** Please hold the mandatory paid sick leave bill

Byron Goo
80 Sand Island Access Rd #203
Honolulu, HI 96819-4904

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

My business cannot afford another mandate especially during these tough economic times.

Our company priority is our employees. We do what we can to create a positive work environment and provide benefits that we can afford.

Increasing mandated benefits would cause us to look at reducing existing benefits.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Byron Goo
8085919400

From: info@laminationhouse.com
Sent: Wednesday, February 08, 2012 12:21 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Joyce Gooman
99-1285 Halawa Valley St. A19
Aiea, HI 96701-5611

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Joyce Gooman
8084885066

From: jhiga@zippys.com
Sent: Wednesday, February 08, 2012 12:31 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Jason Higa
1765 South King Street
Honolulu, HI 96826-2134

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Jason Higa
808-973-0880

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 12:31 PM
To: ERBtestimony
Cc: takuya@wetnwildhawaii.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Takuya Ohki
Organization: Wet 'n' Wild Hawaii
E-mail: takuya@wetnwildhawaii.com
Submitted on: 2/8/2012

Comments:

From: jhiga@zippys.com
Sent: Wednesday, February 08, 2012 12:31 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Jason Higa
1765 South King Street
Honolulu, HI 96826-2134

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Jason Higa
808-973-0880

From: aleksgms@hawaii.rr.com
Sent: Wednesday, February 08, 2012 12:36 PM
To: ERBtestimony
Subject: Please hold the mandatory paid sick leave bill

Aleksandra Shiarella
1221 Kapiolani Blvd Ste 320
Honolulu, HI 96814-3511

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on our business will increase the cost of doing business.

Our business cannot afford another mandate especially during these tough economic times.

An office employee taking some sick or personal time off may have his/her work waiting for him/her till he/she returns to work. However, in retail business, another employee will have to work the shift of the absent employee. Then the employer will have to pay two employees for the same shift. He may even have to pay the employee who did work at a higher, OverTime rate...

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Aleksandra Shiarella
8085916244

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 12:31 PM
To: ERBtestimony
Cc: takuya@wetnwildhawaii.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Takuya Ohki
Organization: Wet 'n' Wild Hawaii
E-mail: takuya@wetnwildhawaii.com
Submitted on: 2/8/2012

Comments:

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 12:38 PM
To: ERBtestimony
Cc: wshipp@hawaii.rr.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Wanda Shipp
Organization: Individual
E-mail: wshipp@hawaii.rr.com
Submitted on: 2/8/2012

Comments:

Stop the insanity! If we continue to support this line of thinking, every small to medium size business will be filing for bankruptcy. In addition, all the employees that once had jobs will join the thousands of unemployed and homeless that already live in our parks and on our beaches. Oh what a pretty sight that will be, and oh how proud we will be to call Hawaii, "Paradise"! Obviously, those perpetuating this bill have never been business owners.

From: nicksimon@paradiselightingllc.com
Sent: Wednesday, February 08, 2012 12:41 PM
To: ERBtestimony
Subject: *****SPAM***** Please hold HB 2089 HD1

Nick Simon
94-547 Uke'e St., Suite 107
Waipahu, HI 96797-4449

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I already provide benefits [describe some of them]. If this bill is passed, it will force me to reduce or even eliminate some of them.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Nick Simon
(808)671-1555

From: karenskaife@comcast.net
Sent: Wednesday, February 08, 2012 12:51 PM
To: ERBtestimony
Subject: Please hold the mandatory paid sick leave bill

Karen Voss-Skaife
68-1792 Melia Street
Waikoloa, HI 96738-5530

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

My business cannot afford another mandate especially during these tough economic times.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Karen A. Voss-Skaife
808-883-3853

From: jetsun@konabrewingco.com
Sent: Wednesday, February 08, 2012 12:51 PM
To: ERBtestimony
Subject: Please do not pass HB 2089 HD1

Jetsun Dutcher
7192 Kalaniana'ole HWY
Honolulu, HI 96825-1800

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I already provide benefits: Paid Time Off, Free Dental for F/T employees and 401K. If this bill is passed, it will force me to reduce or even eliminate some of them.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Jetsun Dutcher
8083965662

From: eron@konabrewingco.com
Sent: Wednesday, February 08, 2012 12:56 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Eron Read
7192 Kalaniana'ole Hwy
Honolulu, HI 96825-1800

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Eron Read

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 1:08 PM
To: ERBtestimony
Cc: estellaberg@yahoo.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Support
Testifier will be present: No
Submitted by: Estella Berg
Organization: Individual
E-mail: estellaberg@yahoo.com
Submitted on: 2/8/2012

Comments:

From: sean@popeyeshawaii.com
Sent: Wednesday, February 08, 2012 1:11 PM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Sean Uezu
650 Kohou Street Suite B
Honolulu, HI 96817-4422

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

My business cannot afford another mandate especially during these tough economic times.

I already provide benefits such as paid time off, bonuses and other incentives. If this bill is passed, it will force me to reduce or even eliminate some of them.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Aloha,

Sean Uezu

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 1:14 PM
To: ERBtestimony
Cc: lahdiver@maui.net
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Greg Howeth
Organization: Lahaina Divers Inc.
E-mail: lahdiver@maui.net
Submitted on: 2/8/2012

Comments:

From: premium1369@aol.com
Sent: Wednesday, February 08, 2012 1:16 PM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

melanie wong
3375 koapaka st
honolulu, HI 96819-1800

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

melanie wong

From: finestfoodhi@aol.com
Sent: Wednesday, February 08, 2012 1:21 PM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Derrick Shiraki
743-J Waiakamilo Rd.
Honolulu, HI 96817-4336

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Seems everyone touts the success of the small business as the backbone of the economy, but yet we are constantly bombarded with more and more of these employee, tax, union, issues? How are we to keep running our businesses if we have our hands tied behind our backs!

Complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

I already provide benefits medical, dental, vision, drug coverage, vacation to thirty + employees. If this bill is passed, it may force me to reduce or even eliminate some of them.

Which is more important?

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Derrick Shiraki
808-8480365

From: drzenchiro@yahoo.com
Sent: Wednesday, February 08, 2012 1:36 PM
To: ERBtestimony
Subject: Please hold the mandatory paid sick leave bill

Hong Yuen-Schat
1188 Bishop St #711
Honolulu, HI 96813-3303

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

My business cannot afford another mandate especially during these tough economic times.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Hong Yuen-Schat
8085992700

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 1:45 PM
To: ERBtestimony
Cc: rgood@hawaii.rr.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Richard Goodenough
Organization: Individual
E-mail: rgood@hawaii.rr.com
Submitted on: 2/8/2012

Comments:
Bad Bill Wrong Time Not Now

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 1:45 PM
To: ERBtestimony
Cc: rgood@hawaii.rr.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Richard Goodenough
Organization: Individual
E-mail: rgood@hawaii.rr.com
Submitted on: 2/8/2012

Comments:
Bad Bill Wrong Time Not Now

From: dscsi@aol.com
Sent: Wednesday, February 08, 2012 1:46 PM
To: ERBtestimony
Subject: Please hold the mandatory paid sick leave bill

Susan Yoshimura
94-1175 Ka Uka Blvd., #7
Waipahu, HI 96797-4486

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I already provide benefits [describe some of them]. If this bill is passed, it will force me to reduce or even eliminate some of them.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Susan Yoshimura
8086779370

From: lee.wilson@hpmhawaii.com
Sent: Wednesday, February 08, 2012 2:06 PM
To: ERBtestimony
Subject: *****SPAM***** Please HOLD HB 2089 HD1

Lee Wilson
380 Kanoelehua Ave
Hilo, HI 96720-4618

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

The added cost and administrative hassle will further strangle small business in a state that is already not business-friendly.

Don't we want businesses to grow and hire more people?

I'm sure the public would rather have access to more opportunities to work than have fewer job opportunities, --even if the jobs that do exist offer some sick days.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Lee Wilson
808-934-4249

From: scottini1@aol.com
Sent: Wednesday, February 08, 2012 2:05 PM
To: ERBtestimony
Subject: Please do not pass HB 2089 HD1

Scott Okamoto
1765 Ala Moana Blvd Spc2
Honolulu, HI 96815-1486

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

My business cannot afford another mandate especially during these tough economic times.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Scott Okamoto
941-6669

From: gmshawaii@hawaii.rr.com
Sent: Wednesday, February 08, 2012 2:11 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Werner K. Gerst President
1221 Kapiolani Blvd, # 320, Honolulu, Hi. 96814 Honolulu, HI 96814

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I already provide benefits [describe some of them]. i.e. Paid vacation. If this bill is passed, it will force me to eliminate some of them.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

The mandatory health insurance expenses are enough of a burden on our company. To offer "sick pay" to employees without any evidence of the validity of the claim is totally unacceptable. In a single location with four or five employees over a period of 72 operating hours per week could necessitate closing down shop if more than one employees claims to be sick at the same time. Utterly intolerable. You're suggesting penalizing the employer without having the benefit of ascertaining the validity of the claim.

And who is going to pay for the cost of the additional administrative cost involved in keeping complete and accurate records. The very thought of a program like this outrageous.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely, GMS Hawaii Corp.

Werner K. Gerst, President
808 - 382 - 42

From: eleterc@gmail.com
Sent: Wednesday, February 08, 2012 2:16 PM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Eric Leterc
5333 Iikini street # 1701
Honolulu, HI 96818-1767

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Eric Leterc
8082273843

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 2:16 PM
To: ERBtestimony
Cc: preston@safarihelicopters.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Preston Myers
Organization: Safari Aviation, Inc.
E-mail: preston@safarihelicopters.com
Submitted on: 2/8/2012

Comments:

This measure is far in excess for any company to economically comply unless more employees are laid off from existing employment. Our company has not recovered from the existing economic set back since 2008 and we may have to re-evaluate our complete operations if this bill is passed. We currently employ 22 full and part time persons and have already laid off numerous persons in the past several years.

From: jatebara@ywcahawaiiisland.org
Sent: Wednesday, February 08, 2012 2:21 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

Jeanine Atebara
145 Ululani Street
Hilo, HI 96720-2947

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

This bill will not revitalize business. Instead, it makes it harder for small businesses to survive in this state. Why do you keep adding to the cost of doing business in Hawaii?

My business cannot afford another mandate especially during these tough economic times.

The YWCA of Hawai'i Island already provides generous benefits, including sick leave, vacation, maternity, FMLA, military, jury duty, bereavement, paid holidays, Domestic or Sexual Violence (Act 60). If this bill is passed, it may force us to reduce or even eliminate some of them.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Jeanine Atebara

From: btanigawa@alohashoyu.com
Sent: Wednesday, February 08, 2012 2:26 PM
To: ERBtestimony
Subject: Please HOLD HB 2089 HD1

brian tanigawa
96-1205 waihona street
pearl city, HI 96782-1969

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

I already provide benefits [describe some of them]. If this bill is passed, it will force me to reduce or even eliminate some of them.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

brian tanigawa
8086822820

From: aaron@simplywoodstudios.com
Sent: Wednesday, February 08, 2012 2:26 PM
To: ERBtestimony
Subject: *****SPAM***** HB 2089 HD1 will make doing business harder

Aaron Lau
932 Kapahulu Ave
Honolulu, HI 96816-1435

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Aaron Lau

I am writing in support of this bill, in that it provides a basic minimum standard of benefit for workers to accrue sick pay for work done. This is a minimum standard that supports health and family life.

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 2:26 PM
To: ERBtestimony
Cc: marvinleefoltz@gmail.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM
Attachments: Testimony.doc

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Support
Testifier will be present: No
Submitted by: Marvin Lee Foltz
Organization: Individual
E-mail: marvinleefoltz@gmail.com
Submitted on: 2/8/2012

Comments:

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 2:28 PM
To: ERBtestimony
Cc: jharter1@aloha.net
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Oppose
Testifier will be present: No
Submitted by: Christopher Riemer
Organization: Jack Harter Helicopters
E-mail: jharter1@aloha.net
Submitted on: 2/8/2012

Comments:

As General Manager and V/P of Jack Harter Helicopters, I am writing to express our strong opposition to this legislation. Requiring businesses to provide paid sick leave to all employees would have very negative effects on businesses of all sizes. Saddling businesses with extra costs during a time of struggling economic conditions is very misguided. Employers that might be considering adding employees will not be able to do so to deal with higher employment costs for existing employees.

We urge you to drop this idea immediately.

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 08, 2012 2:35 PM
To: ERBtestimony
Cc: admin@hhsurf.com
Subject: Testimony for HB2089 on 2/9/2012 8:30:00 AM

Testimony for ERB 2/9/2012 8:30:00 AM HB2089

Conference room: 312
Testifier position: Support
Testifier will be present: No
Submitted by: Victoria Cruz
Organization: Hans Hedemann Surf Inc
E-mail: admin@hhsurf.com
Submitted on: 2/8/2012

Comments:

I support the mandatory sickleave for all company whether small or large companies.

From: timothy_brown@genpt.com
Sent: Wednesday, February 08, 2012 2:41 PM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Tim Brown
94-141 Leowaena Street
Waipahu, HI 96797-2226

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

The business climate and economy is just starting to improve ever so slightly, please do not pass this type of legislation that will add additional expense in lost time and administration - these types of laws discourage business growth in the State and may cause companies to curtail growth plans or leave all together.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

Thanks you for your time.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Tim Brown
808-520-5257

From: bob@midashawaii.com
Sent: Wednesday, February 08, 2012 2:41 PM
To: ERBtestimony
Subject: Please hold the mandatory paid sick leave bill

Robert Pereira
94-709 Farrington Hwy.
Waipahu, HI 96797-3163

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Robert Pereira

From: mellman@me.com
Sent: Wednesday, February 08, 2012 2:51 PM
To: ERBtestimony
Subject: HB 2089 HD1 will make doing business harder

Mark Ellman
1295 front st
lahaina, HI 96761-1723

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

Another mandate placed on my business will increase the cost of doing business.

already I spend \$12,000 a month on employee health insurance on waiters who are part time and very transient

My business cannot afford another mandate especially during these tough economic times.

I'm operating on slim margins already. Additional costs or mandates will surely impact my business.

I already provide benefits [describe some of them]. If this bill is passed, it will force me to reduce or even eliminate some of them.

I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn.

Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Mark Ellman
8088709340

From: crepesnokaoui@yahoo.com
Sent: Wednesday, February 08, 2012 2:56 PM
To: ERBtestimony
Subject: Please do not pass HB 2089 HD1

Chris Tarvyd
131 Hekili St. #106
Kailua, HI 96734-2868

February 8, 2012

Chair Angus McKelvey & Committee Members

Dear Chair Angus McKelvey & Committee Members:

Testimony to the House Committee on Economic Revitalization & Business
Thursday, February 9, 2012 at 8:30 a.m.
Conference Room 312, State Capitol

Please hold HB 2089 HD1.

My business is already severely fiscally constrained and I'm operating on slim margins already. Additional costs or mandates will surely impact my business. I have a small business and complying with this mandate to give employees up to 5 days will be detrimental to my business. It's already difficult to survive this economic downturn. Our company priority and asset is our employees. Therefore, we do everything we can to create a positive work environment and provide benefits that we can afford.

I respectfully ask that HB 2089 HD1 be held in committee. Thank you for the opportunity to submit testimony.

Sincerely,

Chris Tarvyd

GENERAL SERVICES AGENCY

OFFICE OF LABOR STANDARDS ENFORCEMENT

DONNA LEVITT, MANAGER



Written Testimony of Donna Levitt
Labor Standards Enforcement Officer
on H.B. 2089 H.D. 1, Paid Sick and Safe Leave
Submitted to Committee on Judiciary and Labor
Hawaii State Senate
February 9, 2012

I am pleased to submit testimony regarding our successful experience implementing the San Francisco Paid Sick Leave Ordinance (PSLO).

The Paid Sick Leave Ordinance was adopted by San Francisco voters on November 7, 2006, with 61% of voters voting in favor of the measure. The PSLO found that a large number of workers in San Francisco, particularly part-time employees and low income workers, did not have paid sick leave – or had an inadequate level of paid sick leave – available to them. The absence or inadequacy of paid sick leave among workers in San Francisco posed serious problems not only for affected workers but also their families, their employers, the health care system, and the community as a whole.

San Francisco was the first jurisdiction in the United States with a paid sick leave requirement. The ordinance took effect on February 5, 2007. *It requires all employers to provide paid sick leave to employees who perform work in San Francisco.*

While paid sick leave may have been a new concept to some employers and employees in San Francisco, we believe that the implementation of the law has been smooth. When the PSLO took effect in February of 2007, some employers initially reported that they needed additional time to adjust their payroll systems to ensure compliance with the new requirements. Since that time, we have heard relatively few complaints or problems from employers with respect to implementation of the law. Recent surveys conducted by the Institute for Women's Policy Research found that 2/3 of employers in San Francisco support the law.

I am not aware of any employer in San Francisco who has reduced staff or made any other significant changes in their business as a result of the sick leave ordinance. While San Francisco, like every community, has suffered in the recent recession, to my knowledge no employer has cited the sick leave requirement as a reason for closing or reducing their business operations in the city.

Our office completed an extensive public rulemaking process shortly after adoption of the law to provide guidelines on the PSLO requirements. OLSE also produced multilingual resources to explain the law to employers and employees. These materials are available for your review at www.sfgov.org/olse. In addition, the San Francisco Department of Public Health has written a letter to every restaurant owner in the city reminding them of requirements of the PSLO and the importance of providing sick leave to prevent communicable disease.

The Paid Sick Leave Ordinance is enforced by the City's Office of Labor Standards Enforcement (OLSE). The OLSE also enforces San Francisco's Minimum Wage Ordinance, another law of general

application that also covers all employees who perform work within the geographical boundaries of the City & County of San Francisco. The OLSE integrated enforcement of the Paid Sick Leave Ordinance into our ongoing work enforcing the Minimum Wage Ordinance, and hired no additional staff to enforce the Paid Sick Leave Ordinance.

Enforcement action is taken in response to complaints. From January 2007 through January 2012, OLSE received 265 complaints (an average of 4.3 complaints a month). Most cases resolve quite easily as they involve a relatively small amount of back wages in dispute. Ninety-five (95) of the complaints resulted in back wages, totaling approximately \$153,000, being recovered for paid sick leave that had been withheld. In eighty-four (85) cases, the claimant opted to have OLSE write a letter to the business reminding them of their obligations under the law, rather than to pursue a claim for back wages. Twenty (20) cases are pending and the remainder were administratively closed or resolved, in some cases after OLSE worked with the employer to revise company sick leave policies to come into compliance with the law or the complaint was found to lack merit.

By way of comparison, it might be of interest that according to the Quarterly Census of Employment and Wages, there are 557,000 people employed in San Francisco. This does not include the self-employed, only people for whom employers report wages or salaries.

Even with the challenges of being the country's first municipality to implement a local sick days ordinance, I again state that our implementation has been very smooth. Should Hawaii choose to implement a paid sick leave law, we would gladly make ourselves available to provide assistance based on our experience here in San Francisco.



Written Testimony of Debra L. Ness
President, National Partnership for Women & Families
on H.B. 2089, Paid Sick and Safe Leave

Submitted to Committee on Economic Revitalization & Business
Hawaii House of Representatives
February 9, 2012

I am pleased to submit testimony IN SUPPORT of H.B. 2089, a bill to provide Hawaii's workers with access to earned paid sick and safe leave. The House Committee on Labor & Public Employment passed H.B. 2089 with amendments on January 31, 2012. I urge the Committee on Economic Revitalization & Business to adopt the amended bill, H.B. 2089 H.D. 1.

Like many working families across the nation, Hawaii's working families are struggling harder than ever to make ends meet. For workers without paid sick days, a bad case of the flu or a child's fever can mean the loss of a much-needed paycheck or even a job. Paid sick days policies protect workers' economic security and the health and well-being of their communities without over-burdening businesses.

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care, and policies that help workers in the United States meet the dual demands of work and family. We are proud to work with public officials and community groups across the nation to provide public education about the need for common-sense policies such as paid sick days.

In 2011, Connecticut became the first state and Seattle the fourth city to adopt paid sick days laws. The cities of San Francisco and Washington, D.C., previously implemented successful paid sick days legislation. I applaud Hawaii for joining more than 20 other states and cities across the nation in considering this important policy. I urge you to act this year to adopt a paid sick leave standard that will help people throughout the state to be both responsible workers and responsible family members when illness strikes or medical needs arise.

The Economic Security of Working Families and the Well-Being of Our Communities Suffer When Workers Lack Paid Sick Leave

Everyone gets sick, but too many workers in Hawaii cannot take time away from work to get better. The cost of allowing this to continue, and failing to enact a remedy, is high for Hawaii's families, communities and businesses. That is why establishing a minimum paid sick leave standard is so important.

Nearly 175,000 people in Hawaii — 43 percent of private sector workers — do not have paid sick days to use for their own illnesses, a rate slightly higher than the United States as a whole.¹ Many more cannot take paid sick days to care for an ill child or family member.² In this economy, the lack of a paid sick days standard forces too many workers and their families to make the impossible choice between their health and their financial security. At a time when many families are living paycheck to paycheck and the average unemployed worker searches for many months for a new job,³ workers without paid sick days can ill afford to lose pay when they get the flu, or risk job loss when they need to take a child to the doctor.

Research released last year shows that for an average family without paid sick days even a few unpaid days away from work can jeopardize their ability to pay bills or meet basic needs. For example, just 3.5 days of lost pay are equivalent to that average family's entire monthly grocery budget.⁴ And that assumes a breadwinner is able to return to work after taking the time. Unfortunately, too often, workers lose their jobs when they have to take time away from work because they are ill or a family member needs care. In a recent study, 23 percent of adults in the United States reported losing a job or being threatened with job loss for needing time away from work to address personal or family illness, and 16 percent reported actually losing their jobs.⁵

Working women, who continue to be the primary caregivers for their families, are particularly impacted when they lack paid sick days. Half of working mothers miss work when a child comes down with a common illness, and many of these women — two-thirds of low-income mothers and more than one-third of middle- and upper-income mothers — lose pay when they care for sick children.⁶ Women are now the sole or co-breadwinners in nearly two-thirds of U.S. households.⁷ There is no question that the economic security of families is put in jeopardy when working mothers have to miss work to care for their ill children.

Because of the economic hardships and job insecurity associated with a lack of paid sick days, too often, workers without paid sick days are forced to go to work rather than care for their health; they delay preventive care or turn to emergency rooms instead of using lower-cost health care options. In these cases, potentially treatable problems can become more severe. Nationwide, people without paid sick days are twice as likely as those with paid sick days to use

¹ Williams, C., et al. (2011, March). *Access to Paid Sick Days in the States, 2010*. Institute for Women's Policy Research publication. Retrieved 26 January 2012, from <http://www.iwpr.org/publications/pubs/access-to-paid-sick-days-in-the-states-2010>

² Lovell, V. (2004). *No Time to Be Sick: Why Everyone Suffers When Workers Don't Have Paid Sick Leave* (p. 9). Institute for Women's Policy Research publication. Retrieved 28 February 2011, from <http://www.iwpr.org/publications/pubs/no-time-to-be-sick-why-everyone-suffers-when-workers-don2019t-have-paid-sick-leave-b242>

³ U.S. Bureau of Labor Statistics. (2012, January 6). *Unemployed persons by duration of unemployment (Table A-12)*. Retrieved 26 January 2012, from <http://www.bls.gov/news.release/empsit.t12.htm>

⁴ Gould, E., Fillion, K., & Green, A. (2011, June 29). *The Need for Paid Sick Days: The lack of a federal policy further erodes family economic security*. Economic Policy Institute publication. Retrieved 26 January 2012, from <http://www.epi.org/page/-/BriefingPaper319.pdf?nocdn=1>

⁵ Smith, T., & Kim, J. (2010, June). *Paid Sick Days: Attitudes and Experiences*. National Opinion Research Center at the University of Chicago for the Public Welfare Foundation publication (pp. 5-6). Retrieved 26 January 2012, from <http://www.publicwelfare.org/resources/DocFiles/psd2010final.pdf>

⁶ Kaiser Family Foundation. (2003, April). *Women, Work and Family Health: A Balancing Act* (p. 2). Retrieved 25 February 2011, from

http://paysickdays.nationalpartnership.org/site/DocServer/Women_Work_Family_Health.pdf?docID=366

⁷ Boushey, H., & O'Leary, A., eds. (2009). *The Shriver Report: A Woman's Nation Changes Everything* (p. 32).

Center for American Progress and A Woman's Nation publication. Retrieved 26 January 2012, from http://www.americanprogress.org/issues/2009/10/pdf/awn/a_womans_nation.pdf

an emergency room because of their inability to take time off of work,⁸ and parents without paid sick days are *five times* more likely to take a child or family member to an emergency room.⁹ In the ongoing effort to improve the health of Americans and reduce health care costs, the lack of a paid sick days standard is simply bad health policy. In fact, a recent study estimates that if all workers in the United States had access to paid sick days, health care costs associated with emergency room use would be reduced by \$1.1 billion nationwide each year, with \$517 million in savings going to taxpayer-funded health insurance programs.¹⁰

What's more, the lack of a paid sick days standard creates serious public health risks. People without paid sick days are 1.5 times more likely to go to work sick than people with paid sick days.¹¹ And workers who have the most direct contact with the public are the ones least likely to have access to paid sick days. For example, nearly three out of four food preparation and food service workers have no paid sick days,¹² and nearly two-thirds of restaurant workers report having worked sick,¹³ potentially leading to the spread of contagious illnesses to customers. Similarly, just 27 percent of child care workers have paid sick days,¹⁴ risking the spread of contagious illnesses to young children. Nearly half of personal care workers (child care and home health care workers who assist the infirm and the elderly) do not have paid sick time,¹⁵ causing potentially serious health problems in these vulnerable populations. When disease spreads because workers can't stay home, everyone loses.

Failing to provide workers with paid sick days can also cause a reduction in productivity for businesses — which can have a ripple effect when disease spreads through a worksite. In fact, lost business productivity due to workers being sick on the job costs an estimated \$160 billion annually.¹⁶ A snapshot from the H1N1 pandemic in 2009 shows why. During a three-month period in the fall of 2009, 26 million workers suffered from H1N1 and eight million workers went to work sick, infecting up to seven million of their co-workers.¹⁷ H1N1 lasted longer in private sector workplaces than in public sector workplaces during those three months — a

⁸ See note 5, p. 40.

⁹ Ibid. (Unpublished calculations).

¹⁰ Miller, K., Williams, C., & Yi, Y. (2011, October 31). *Paid Sick Days and Health: Cost Savings from Reduced Emergency Department Visits*. Institute for Women's Policy Research publication. Retrieved 21 November 2011, from <http://www.iwpr.org/publications/pubs/paid-sick-days-and-health-cost-savings-from-reduced-emergency-department-visits>

¹¹ See note 5, p. 39.

¹² Joint Economic Committee of the U.S. Congress. (2010, March). *Expanding Access to Paid Sick Leave: The Impact of the Healthy Families Act on America's Workers* (p. 2). Retrieved 26 January 2012, from http://jec.senate.gov/public/index.cfm?a=Files.Serve&File_id=abf8aca7-6b94-4152-b720-2d8d04b81ed6

¹³ Restaurant Opportunities Centers United. (2010, September). *Serving While Sick: High Risks and Low Benefits for the Nation's Restaurant Workforce, and Their Impact on the Consumer* (p. 11). Restaurant Opportunities Centers United publication. Retrieved 9 December 2010, from [http://www.rocunited.org/files/roc_servingwhilesick_vo6%20\(1\).pdf](http://www.rocunited.org/files/roc_servingwhilesick_vo6%20(1).pdf)

¹⁴ See note 12, p. 3. Number applies to establishments with 15 or more employees.

¹⁵ Ibid, p. 8. Number applies to establishments with 15 or more employees.

¹⁶ Stewart, W., et al. (2003, December). "Lost Productive Health Time Costs from Health Conditions in the United States: Results from the American Productivity Audit." *Journal of Occupational and Environmental Medicine*, 45. Retrieved 22 November 2011, from

http://www.workhealth.org/whatsnew/whnewrap/Stewart%20etal_lost%20productive%20work%20time%20costs%20from%20health%20conditions%20in%20the%20US_%20Results%20from%20the%20American%20Productivity%20Audit%202003.pdf

¹⁷ Institute for Women's Policy Research. (2010, February). *Sick at Work: Infected Employees in the Workplace During the H1N1 Pandemic* (p.1). Institute for Women's Policy Research publication. Retrieved 26 January 2012, from <http://www.iwpr.org/publications/pubs/sick-at-work-infected-employees-in-the-workplace-during-the-h1n1-pandemic>

difference that researchers attribute to the lack of paid sick days in the private sector.¹⁸ Business productivity and efficiency suffer when illness overcomes the workplace.

H.B. 2089: An Important First Step Toward Meeting the Needs of Hawaii's Workers and Their Families

The tremendous costs of inaction and the benefits that paid sick days policies have for working families, our public health, our children and our communities are clear. That is why the National Partnership supports a standard that would allow all workers to earn paid sick time. H.B. 2089 would be an excellent first step toward meeting the needs of nearly 175,000 Hawaii workers and their families while respecting the needs of the state's businesses. We look forward to the day when all Hawaii workers have access to paid sick time.

Paid sick days laws in San Francisco and Washington, D.C., in place since 2007 and 2008, respectively, demonstrate the dramatic impact that a paid sick days standard has for workers without burdening business. A recent study of San Francisco workers shows that, as a result of the city's paid sick days law, many of the workers most in need of paid sick days now have access to them.¹⁹ As a result, a majority of workers say they are better able to care for their own health needs and the health needs of their families, that their employers are more supportive of workers using sick time, or that they gained more sick time because of the floor set by the law.²⁰ There is also indisputable evidence refuting opponents' claims that paid sick days laws harm business and job growth. San Francisco's experience shows that businesses — including the smallest businesses — can flourish when a paid sick days standard is in place. In the two years following the implementation of the city's paid sick days law (a time period that includes the recent recession), the number of businesses and jobs in San Francisco grew relative to business and job growth in surrounding counties.²¹ The growth pattern held true even in the industries that had to make the biggest changes by offering paid sick days as a result of the law — retail and food service.²²

The experiences of San Francisco businesses show that fears of disruption from a paid sick days standard are vastly overblown. For example, most businesses did not have to make any changes to their policies as a result of the law.²³ And two-thirds of businesses now say they support the law.²⁴ With respect to concerns that workers might overuse paid sick time, the data show that workers in the city used just three sick days per year on average, despite the availability of many more days under the law. One-quarter of all workers did not use *any* sick days within a one-year period.²⁵ As the Golden Gate Restaurant Association, an opponent of the law prior to adoption now concedes, paid sick days is "is the best public policy for the least cost."²⁶

¹⁸ Ibid, p. 8.

¹⁹ Drago, R., & Lovell, V. (2011, February). *San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees* (p. 9). Institute for Women's Policy Research publication. Retrieved 26 January 2012, from <http://www.iwpr.org/publications/pubs/San-Fran-PSD>

²⁰ Ibid, p. 11.

²¹ Petro, J. (2010, October). *Paid Sick Leave Does Not Harm Business Growth or Job Growth* (pp. 5-6). Drum Major Institute for Public Policy publication. Retrieved 26 January 2012, from http://www.drummajorinstitute.org/pdfs/Paid_Sick_Leave_Does_Not_Harm.pdf

²² Ibid, p. 7.

²³ See note 19, p. 17.

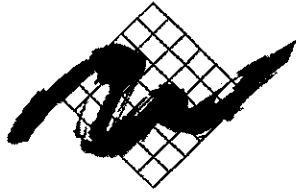
²⁴ Ibid, p. 22.

²⁵ Ibid, p. 9.

²⁶ Warren, J. (2010, June 2). Cough If You Need Sick Leave. *Bloomberg Business Week*. Retrieved 26 January 2012, from http://www.businessweek.com/magazine/content/10_24/b4182033783036.htm

A Paid Sick Days Standard: A Public Policy Solution That Works for Everyone

Everyone gets sick. Everyone should have time to get better without jeopardizing their economic security or their families' health. The National Partnership urges the Committee on Economic Revitalization & Business to pass H.B. 2089, as amended in H.B. 2089 H.D. 1, to protect the economic security of Hawaii's working families and the health and well-being of its residents.



INSTITUTE FOR WOMEN'S POLICY RESEARCH
1200 18TH STREET NW, SUITE 301 ♦ WASHINGTON, DC 20036

**Written Testimony of Kevin Miller
Senior Research Associate, Institute for Women's Policy Research
on H.B. 2089, Paid Sick and Safe Leave**

**Submitted to Committee on Economic Revitalization and Business
Hawaii State House of Representatives
February 9, 2012**

The Institute for Women's Policy Research has been conducting research, data and policy analysis, and cost-benefit estimates regarding paid sick days for almost a decade, since the issue first drew the attention of policymakers. Our research has been presented to the U.S. Congress, state legislatures, and local governments. Our cost-benefit analyses and other research have contributed to the adoption of paid sick days standards in San Francisco, the District of Columbia, Seattle, and the state of Connecticut, and we continue to inform policy on paid leave issues across the country.

Over 174,000 private-sector workers in Hawaii do not have paid sick days, or about 43 percent of the private sector workforce.¹ Of those employees who do benefit from a paid sick days policy, many cannot utilize paid sick days to care for a child or other family member, while others may fear retaliation for using leave. A recent survey conducted by the National Opinion Research Center on behalf of the Public Welfare Foundation found that of workers who lack paid sick days, 68% had been to work while sick with a contagious illness such as the flu.² When employees go to work sick, a phenomenon known as presenteeism, a variety of risks and costs are created. When workers are able to utilize paid sick leave to address their own health issues and those of their family members, a variety of benefits are realized.

Costs and Benefits for Businesses and the Economy

Employees who are able to take paid sick days will occasionally do so, costing employers money for wages, benefits, administrative costs, and in some cases, replacement workers. Costs are likely to be lower than expected by some employers, however: workers who benefit from a paid sick days policy are estimated by IWPR to use an average of between 2.5 and 3 paid sick days per year. This means that on average, under the proposed paid sick days law here in Hawaii, employees would use far less paid sick leave than the 5 or 9 paid sick days that the proposed law would allow employees to accrue; some workers would use no sick days in a given year, while others would use more than average.

¹ Miller, Kevin and Claudia Williams. 2011. Access to Paid Sick Days in the States, 2010. Institute for Women's Policy Research. <http://www.iwpr.org/publications/pubs/access-to-paid-sick-days-in-the-states-2010>

² Smith, Tom W. 2008. "Paid Sick Days: A Basic Labor Standard for the 21st Century." National Opinion Research Center and the Public Welfare Foundation.

The primary benefit to employers from a paid sick days policy is reduced turnover costs. Employees with paid sick leave are less likely to voluntarily leave an employer, and having paid sick days reduces involuntary turnover by protecting workers from being fired for unauthorized work absences when sick or caring for a sick family member.³

The costs of replacing an employee are substantial. Estimates range from 1.5 times an employee's annual salary for a middle manager⁴ to over \$6,000 for a retail worker making \$7 an hour.⁵ In addition to the cost of recruiting a new employee, the low productivity of new hires, drains on the productivity of colleagues and supervisors, human resources processing time, training, and the lost productivity between the departure of an employee and the hiring of a replacement are all real costs to employers.⁶ Even in supposed low-skill jobs such as retail, new employees may result in a decrease in sales as they learn about the employer's products or services.⁷

IWPR has not yet conducted a detailed cost-benefit analysis for businesses in Hawaii. In our 2010 cost-benefit analysis for business in the state of Connecticut, which recently passed the first statewide paid sick days law, we estimated annual costs to businesses equivalent to about 19 cents per hour per worker receiving new leave, but benefits to businesses equivalent to 35 cents per hour per worker receiving new leave, with benefits largely arising from reduced turnover.⁸

High quality jobs that keep workers in stable employment situations bring broader benefits to the economy as a whole by reducing the need for publically-provided benefits, maintaining a stable tax base, and sustaining workers' ability to purchase goods and services.

The Impact of the Paid Sick Days Law in San Francisco

Last year IWPR completed an analysis of public employment data as well as an in-depth evaluation of the San Francisco experience with paid sick days, an evaluation that involved surveys of more than 700 employers and approximately 1,200 employees.

Employment data show that since passage of the paid sick days law in San Francisco, the city of San Francisco showed stronger job growth than surrounding counties. In the years immediately following passage, job growth was faster in San Francisco than in surrounding counties, and during the recent recession, San Francisco lost fewer jobs than surrounding counties.⁹

³ Earle, Alison and S. Jody Heymann. 2002. "What Causes Job Loss among Former Welfare Recipients: The Role of Family Health Problems." *Journal of the American Medical Women's Association* 57 (Winter): 5-10.

⁴ Phillips, Douglas J. 1990. "The Price Tag on Turnover." *Personnel Journal* 216 (12): 58-61.

⁵ Johnson, Walter E. and Dan M. Tratensek. 2001. "Employee Turnover." *Do-It-Yourself Retailing* 180 (6).

⁶ Phillips 1990.

⁷ Johnson and Tratensek 2001.

⁸ Miller, Kevin and Claudia Williams. 2010. Valuing Good Health in Connecticut: The Costs and Benefits of Paid Sick Days. Institute for Women's Policy Research. <http://www.iwpr.org/publications/pubs/valuing-good-health-in-connecticut-the-costs-and-benefits-of-paid-sick-days>

⁹ Miller, Kevin and Sarah Towne. 2011. San Francisco Employment Growth Remains Stronger with Paid Sick Days Than Surrounding Counties. Institute for Women's Policy Research. <http://www.iwpr.org/publications/pubs/san-francisco-employment-growth-remains-stronger-with-paid-sick-days-law-than-surrounding-counties>

In IWPR's survey of employers, we found that more than two-thirds of San Francisco employers are currently supportive of the paid sick days law. Although knowledge of the law remains imperfect across employers and employees, the law had a significant effect: 65 percent of employers reported provision of paid sick days prior to the implementation of the law, while 82 percent report provision of sick days today, for a 17 percentage point increase in the provision of paid sick days.

Only 14 percent of employers reported negative profitability effects, and that figure may be declining over time. Part of the reason paid sick days had relatively minor effects on costs is that few employers (less than 10 percent) responded by hiring replacement workers when employees utilized the law's provisions.

The major reason the law had only a minimal impact on costs is that workers do not use all of the sick days available. The median employee with sick days used only 3 days per year out of the 9 days available to most workers. One quarter of employees with access to paid sick days used no sick days; that is, zero days in an entire year. Given the cap on accrual in Hawaii's proposed law, this means that employers will never pay for many days the law provides, because employees only use the days when needed.

Despite low average levels of paid sick days usage among workers in San Francisco, the law has proven a significant benefit to many workers. Coverage of employees in San Francisco's Accommodation and Food Service industry increased from only 24 percent to 62 percent following implementation of the law. Over half of employees with access to leave reported a new benefit from San Francisco's law, particularly greater employer support for staying at home when they or a family member is ill.

Public Health Benefits

Employers, their workers, and workers' families are not the only beneficiaries of paid sick days policies. While sick workers can infect their coworkers, they can also sicken customers or patients, a particularly relevant concern in the food service, hospitality, and medical industries. Workers in food service in particular have a very low rate of paid sick days coverage, with 77% lacking paid sick days.¹⁰

Providing workers in these industries with paid sick days would reduce presenteeism, resulting in a reduction in the risk of sick workers spreading infections to their coworkers and customers. Preventing the spread of disease is crucial for businesses where workers handle food or interact closely with customers. In one dramatic example of the risks of presenteeism, a Chipotle restaurant in Kent, Ohio, shut down for a day after an outbreak of norovirus, also called the stomach flu. Five hundred customers and workers were infected after a sick employee came in to work. It is estimated that the outbreak cost the community between \$100,000 and \$305,000 in

¹⁰ Williams, Claudia, Robert Drago, and Kevin Miller. 2011. 44 Million U.S. Workers Lacked Paid Sick Days in 2010. Institute for Women's Policy Research. <http://www.iwpr.org/publications/pubs/44-million-u.s.-workers-lacked-paid-sick-days-in-2010-77-percent-of-food-service-workers-lacked-access>

lost productivity and other costs, in addition to the income lost by Chipotle during the restaurant's daylong closing.¹¹

The spread of disease is also a serious concern in sectors other than food service and hospitality. Workers in schools and child care centers interact closely with children throughout the day, and presenteeism in these settings puts children at risk for contracting contagious diseases and potentially spreading infection to their families. Parents without paid sick days are more likely to send their children to school with a contagious illness, placing other students and school staff at risk, negatively impacting school budgets and learning environments.¹²

In addition to disease prevention stemming from reduced presenteeism at work and school, paid sick days allow workers and their families to address medical needs more regularly and promptly than would otherwise be the case. IWPR research shows that, after statistically accounting for the effects of age, race, education, income, gender, and the presence of chronic conditions, access to paid sick days is associated with better general health, lower likelihood of delaying medical care, and lower usage of hospital emergency departments.¹³

Because emergency department visits are more expensive than primary care, greater use of emergency room visits comes with a bigger price tag: in total IWPR estimates that if access to paid sick days were universal in the United States, Americans would make 1.3 million fewer emergency department visits per year, resulting in health care cost savings of \$1.1 billion annually, over \$500 million of which is currently paid by public insurance programs such as Medicaid, the Children's Health Insurance Program, and Veterans Affairs services.¹⁴

Conclusion

IWPR research has detailed some of the benefits of paid sick days and has repeatedly found that the benefits to businesses outweigh the costs of implementation. San Francisco's experience has shown that paid sick days laws can be implemented without great difficulty, and IWPR analysis suggests significant improvements in health and related cost savings for workers, families, communities, insurers, and the public.

¹¹ Hirsh, April. 2008. *Outbreak in Ohio: Cost of the 2008 Norovirus Incident in Kent*. Policy Matters Ohio: Cleveland, Ohio. <http://www.policymattersohio.org/pdf/OutbreakInOhio2008.pdf>

¹² Towne, Sarah, Rhiana Gunn-Wright, Kevin Miller, and Barbara Gault. 2011. *Denver Paid Sick Days Would Promote Children's School Success*. Institute for Women's Policy Research. <http://www.iwpr.org/publications/pubs/denver-paid-sick-days-would-promote-children2019s-school-success>

¹³ Miller, Kevin, Claudia Williams, and Youngmin Yi. 2011. *Paid Sick Days and Health: Cost Savings from Reduced Emergency Department Visits*. Institute for Women's Policy Research. <http://www.iwpr.org/publications/pubs/paid-sick-days-and-health-cost-savings-from-reduced-emergency-department-visits>

¹⁴ Ibid.



9to5, National Association of Working Women

207 E. Buffalo Street, Suite 211, Milwaukee, Wisconsin 53202

▪ (414) 274-0933 ▪ Fax (414) 272-2870

February 08, 2012

Hawaii State Legislature
House Committee on Economic Revitalization and Business

Re: Support for H.B. 2089 H.D. 1, Paid Sick and Safe Leave

Dear Committee Members:

On behalf of the members and constituents of 9to5, National Association of Working Women, I urge you to support HB 2089 H.D.1, Paid Sick and Safe Leave.

9to5 is a 38-year-old national, membership-based organization of low-income women, working to improve policy on issues related to ending discrimination, strengthening the safety net, and creating good jobs with policies that promote family-flexibility. We strongly support legislation that would allow workers to earn paid sick and safe days so they can care for their own and their family's health needs without risking their jobs or their pay. In these tough economic times, we must take steps to protect the public health *and* protect jobs.

Consider these examples of the many problems facing working Americans, particularly low-wage working women, who lack paid sick and safe days on the job:

- Tahirah was employed at a fast food restaurant but lacked paid sick days – a particular problem because her 4-year-old daughter suffers with asthma. After several instances where her employer refused to allow Tahirah to leave work when her daughter became ill at her preschool, Tahirah was forced to quit and move to a part-time job that still didn't offer paid sick days or pay as much, but at least allowed Tahirah unpaid time to care for her daughter when she's ill.
- Latisha was pregnant when she contracted the flu. The problem: she lacked paid sick days. She had no choice but to report to work, but she worried about passing the flu to her co-workers. Still, with two children to care for and another on the way, she worried more about what it would mean to her family if she lost pay or lost her job simply because she got sick.
- Angel represents all the American workers struggling mightily to keep themselves healthy in unhealthy environments because they lack access to paid sick days. She uses hand sanitizer constantly, and dons a plastic protective mask whenever there's a sick co-worker nearby. Still, she works in fear. "I am absolutely terrified of getting sick because I don't make much money, don't have paid sick days and might lose my job if I get sick and have to stay home."

Tahirah, Latisha and Angel aren't alone. Nearly 4 in 10 private-sector workers, and over 80% of low-wage workers, lack paid sick days to recover from common, short-term illnesses; millions more lack a paid sick day they can use to care for an ill child. The time is now to establish a basic standard of paid sick days. Please support this vital legislation. Thank you for your consideration. Feel free to contact me if you would like to discuss this matter further.

Sincerely,

Linda A. Meric

Linda Meric, Executive Director



TESTIMONY OF THE PROGRESSIVE STATES NETWORK

ON THE FOLLOWING MEASURE:
H.B. NO. 2089, RELATING TO HEALTH.

BEFORE THE: House Committee on Economic Revitalization and Business

DATE: Thursday, February 9, 2012 TIME: 8:30am
LOCATION: State Capitol, Conference Room 312
TESTIFIER: Mr. Timothy Judson, Senior Policy Specialist
Progressive States Network

Chair McKelvey and Members of the Committee,

The Progressive States Network strongly supports H.B. 2089, which establishes the provision of paid sick leave as a basic labor standard. This legislation is an important economic stabilization measure, both for the economic security of Hawaiian families and for the development of a stable workforce.

Progressive States Network is a nationwide organization that engages and builds the capacity of state legislatures to advance public policy solutions that uphold America's promise to be a just and equitable democracy. There are few policies advancing in the states that embody that promise more meaningfully than those providing for paid sick leave.

Without this policy, employees are legally able to be terminated for missing work to recover from an illness; working parents routinely have to choose between staying home with their sick child and losing their job, or sending the child to school so that they can keep a roof over their head. In fact, one in six people surveyed say their family has experienced job loss for missing work due to short-term illness. With rates of long-term unemployment still well-exceeding historical levels, the consequences of losing one's job, through no fault of one's own, make the need for paid sick leave all the more acute. Because workers without paid sick leave are concentrated in retail, service, and other low-wage industries, the reality of missing a day's pay is enough of a deterrent.

Hawaii is not alone in stepping up to address this need. A growing number of local and state governments have already enacted paid sick days laws, including Seattle, San Francisco, Washington, DC, and, last year, the first state – Connecticut. This year, bills are already advancing in several more states and cities, including Massachusetts, Washington, and New York City. About fifteen other states and cities are considering bills, including Arizona, Iowa, Illinois, New York State, North Carolina, Minnesota, and Philadelphia.

The momentum we see on this policy is such that, ten years from now, it will seem as strange and disturbing that people could lose a job for taking care of a sick child as it does now thinking of the days before the minimum wage and child labor laws were adopted. In fact, the vast majority of people in the United States understand the value of this policy intuitively, so

much so that many are shocked to find out that paid sick leave is not already a requirement. Fully 86% of Americans surveyed believe that there should be laws guaranteeing a minimum number of paid sick days to all working people. This level of support is similar in each region of the country, and crosses all demographics and political affiliations.

The need for H.B. 2089 is even more acute in Hawaii than in other states. The high cost of living in the state makes the economic security provided by paid sick leave even more essential than in other parts of the nation. In addition, Hawaii's workforce is in the very industries in which workers have the least access to paid leave: service, tourism, and retail. As a result, Hawaii slightly trails the national average in access to paid sick leave, with 43% of workers lacking any access at all, compared to 42% nationally.

H.B. 2089 includes the following key provisions to address this problem:

- All workers covered by Hawaii's minimum wage law would be able to accrue paid leave time at a rate of one hour per thirty hours worked.
- The maximum amount of paid leave time workers can accrue is capped at different levels based on the size of the employer: seventy-two hours at businesses with ten or more employees; forty hours at businesses with fewer than ten employees.
- Employees would be entitled to use paid leave time for preventive care or recovery from illness, to care for a family member, or for reasons related to domestic violence, sexual assault, or stalking.
- Employers that already provide paid leave time at these levels would not have to change anything, so long as employees are entitled to use the paid leave time for the same purposes.
- Employers would be barred from penalizing employees for the use of paid sick leave.

Because H.B. 2089 is a new standard, it is understandable that employers are apprehensive. While it is important to implement the policy in a way that helps employers to adapt, concerns about negative impacts resulting from paid sick leave are unwarranted. In fact, there is ample evidence that, once implemented, paid sick leave is a cost-effective policy for businesses of all sizes. Paid sick leave decreases employee turnover rates, while raising staff productivity.

The policy has the longest track record San Francisco, which implemented the nation's first paid sick days law in 2007. Business advocacy groups who initially opposed the city's paid sick days law now say that their concerns were largely unfounded. According to the city's Chamber of Commerce, despite initial apprehensions about the law, "It has not been a huge issue that we have heard from our members about." Concerns about absenteeism and employee abuse of paid sick days simply have not panned out. The Golden Gate Restaurant Association now characterizes the law as the "best public policy for the least cost," noting the public health benefits in reducing the spread of illness.

There are a number of reasons that predictions of negative business impacts have not panned out. Most significantly, the cost of providing the benefit is quite small, and in many cases negligible. First, because offering paid leave means compensating workers for time in which they would not be as productive at work anyway. Secondly, because the actual payroll costs

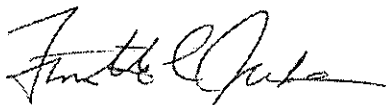
are quite small. If employees utilize the maximum number of paid sick days, larger employers who must provide up to nine days per year would see a possible increase of 3.5% in an employee's annual compensation; for smaller employers, who are limited to providing five days, the possible increase would be less than 2%.

Similarly, it is sometimes claimed that sick leave also requires employers to hire temporary workers to cover for sick employees. Studies of employer experience of paid sick days policies shows quite the contrary: employers generally find ways to make do by having other employees cover any essential duties until the sick worker returns. While there is a temporary reduction in productivity, overall productivity does not suffer: healthy employees are not made sick by ill employees reporting to work; and sick employees recover more quickly by taking the time they need.

In addition, workers tend not to take all of the sick days to which they are entitled, preserving them for a rainy day. Employees with paid sick leave take on average about four days per year. By comparison, employees without paid sick leave miss about three days per year due to illness. This has borne out in places where paid sick leave laws have already been implemented.

I appreciate the opportunity to present this testimony to the committee, and I thank you for your consideration.

Respectfully submitted,



Timothy Judson
Senior Policy Specialist

Testimony IN SUPPORT of H.B. 2089**January 31, 2012**

My name is Jennifer Pierrat and I am the owner of Zazie, a French bistro in San Francisco. Having lived with and flourished under San Francisco's paid sick leave ordinance for four years, I am a strong supporter of paid sick days standards. That's why I support H.B. 2089, which would allow employees in Hawaii to accrue and use paid sick leave.

Paid sick days are one of the many ways I try support the health and well being of my employees. I also offer health insurance for every employee who has worked for me for over three months, a 401K with a 4% match, and paid family leave.

Before San Francisco passed a paid sick days law, I did not offer paid sick days to my employees because I was worried about employee abuse. When I initially calculated the potential cost, it was under the assumption that every employee would take all of the days off that they had earned. When I began offering paid sick days in compliance with the law, I was pleasantly surprised. My employees have used paid sick days responsibly and have not taken advantage of them; they have used the time only when they have an actual medical need, which is less than the total amount of time that they accrue.

Zazie is actually more profitable because of the investment I make in my employees. When all is said and done, I end up saving in labor costs due to the lack of turnover and training costs and my workers are more productive. Because of our exceptional benefits program, the average tenure of my staff is over five years, which is remarkable in this transitory business. My staff is skilled and efficient, thereby reducing the number of staff members I need to work each shift, which reduces payroll expense. My workforce is healthier overall because workers no longer work while sick and infect other workers, which was a drain on my business and even forced us to close on occasion. With the paid sick leave ordinance in place, workers feel more comfortable staying home when sick.

As a business who had trepidation about offering paid sick days at first, I can tell you that my concerns did not come to pass. Paid sick days have helped my workforce be healthy and productive and have helped my bottom line. A paid sick days law is an important way that government policy can support the health and well being of both workers and businesses.

Thank you,



Jennifer Pierrat, owner, Zazie Restaurant

www.zaziesf.com