



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

830 PUNCHBOWL STREET, ROOM 321
HONOLULU, HAWAII 96813
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February 21, 2012

To: The Honorable Clayton Hee, Chair, Maile S.L. Shimabukuro, Vice Chair, and Members of the Senate Committee on Judiciary and Labor

Date: Thursday, February 23, 2012
Time: 10:00 a.m.
Place: Conference Room 016, State Capitol

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

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

I. OVERVIEW OF PROPOSED LEGISLATION

H.B. 884, H.D. 1, amends the Family Leave Law, Chapter 398, Hawaii Revised Statutes by amending the family leave requirement to permit an employee to utilize family leave time to care for a sibling.

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

II. CURRENT LAW

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

III. COMMENTS ON HOUSE BILL

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

The department would like to point out that in H.D. 1, the definition of sibling is limited to the biological or adopted sibling. However, for parent, the definition includes step and in-law relationships and wonder if the committee wishes to keep the limitation or expand the definition to at least be the same as a parent for consistency.

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 22, 2012 5:50 PM
To: JDLTestimony
Cc: hamada.helen@gmail.com
Subject: Testimony for HB884 on 2/23/2012 10:00:00 AM
Attachments: HB884_Family Leave 2 include siblings

LIVE TESTIMONY

Testimony for JDL 2/23/2012 10:00:00 AM HB884

Conference room: 016
Testifier position: **Support**
Testifier will be present: Yes
Submitted by: Helen Hamada
Organization: HGEA
E-mail: hamada.helen@gmail.com
Submitted on: 2/22/2012

Comments:
In support of inclusion of Siblings into the Family Leave.

2/22/2012

My name is Linda C. "Dusty" Woodstock and I am an employer, but first, I am a family member and if I had a brother or a sister who was dying of cancer and I was employed by a company or the state or the federal government, I would hope that there would be a law that would allow me to go and help my sibling in the final stages of their disease, and not be punished because the law stated that I could not receive pay because it was not a spouse or a parent or a child. I submit this testimony to help support this bill.

Sincerely,

Linda C. "Dusty" Woodstock

HB884



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