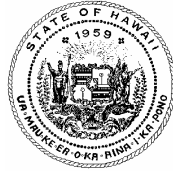


SB562

Relating to Leave
EDU/JDL, WAM

NEIL ABERCROMBIE
GOVERNOR



BARBARA A. KRIEG
DIRECTOR

LEILA A. KAGAWA
DEPUTY DIRECTOR

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

January 31, 2013

TESTIMONY TO THE
SENATE COMMITTEE ON EDUCATION
AND THE
SENATE COMMITTEE ON JUDICIARY AND LABOR

For Hearing on Friday, February 1, 2013
1:15 p.m., Conference Room 414

BY

BARBARA A. KRIEG
DIRECTOR

Senate Bill No. 562
Relating to Leave

WRITTEN TESTIMONY ONLY

TO CHAIRPERSONS TOKUDA AND HEE AND MEMBERS OF THE COMMITTEES

Thank you for the opportunity to provide testimony on S.B. 562.

S.B. 562 proposes to authorize family school leave for employees who are parents of one or more children in kindergarten or grades one through twelve from taking time off to participate in their children's school activities. Under the measure, employers would be prohibited from discharging or otherwise discriminating against employees for taking or attempting to take family school leave.

While we recognize the significant positive impact that parental involvement has on children's scholastic achievement and social well being, we have concerns with the impact S.B. 562 will have on state operations. The Department of Human Resources

Development therefore respectfully opposes the bill to the extent it applies to public sector employees.

S.B. 562 requires that an employer allow its employees to take family school leave as long as the requesting employee provides reasonable notice prior to taking the leave. This mandate will negatively impact state departments and agencies as operational requirements are not a consideration in determining whether to grant the requested time off. The added leave benefit will also adversely impact 24/7 operations with mandated staffing levels because employees will need to be called in on overtime pay to staff shifts whenever their fellow employees utilize this new leave, leading to an increase in overtime costs. Operations with limited resources will likely incur the same increased overtime costs in order to maintain their level of service to the public.

S.B. 562 also allows employees to utilize their accrued sick leave to take family school leave. The use of sick leave to attend school activities is contrary to the purpose of the leave, which is to allow employees to recover from illness.

Additionally, S.B. 562 appears to be in conflict with existing law. Act 253 (SLH 2000) removed routine human resources policy and management matters from civil service laws and included the enactment of Hawaii Revised Statutes Section 78-23. That section specifically provides that public employees “shall be eligible for vacation leave, sick leave, and other leaves of absence, with or without pay, as negotiated under chapter 89 or adjusted under chapter 89C, as applicable.”

Finally, we note the State of Hawaii already provides generous leave benefits which employees can utilize to attend their children’s school activities.

Given the foregoing, we recommend S.B. 562 be held or amended to expressly exclude public employees from its coverage. Thank you for the opportunity to testify on this measure.



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

830 PUNCHBOWL STREET, ROOM 321
HONOLULU, HAWAII 96813
www.hawaii.gov/labor
Phone: (808) 586-8842 / Fax: (808) 586-9099
Email: dlir.director@hawaii.gov

January 31, 2013

To: The Honorable Jill N. Tokuda, Chair, Michelle N. Kidani, Vice Chair
And Members of the Senate Committee on Education

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

Date: Friday, February 1, 2013
Time: 1:15 p.m.
Place: Conference Room 414, State Capitol

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

Re: S.B. No. 562 Relating to Leave

I. OVERVIEW OF PROPOSED LEGISLATION

S.B. No. 562 proposes to amend the Hawaii Family Leave Law (HFLL) to:

- Require employers to provide employees with an undesignated amount of protected leave for school activities, in addition to the 4 weeks provided for the care of a family member with a serious health condition or birth or adoption of a child.
- Add a new definition of an employee and employer.
- Expand the application of the entire HFLL to all employers.

The Department of Labor and Industrial Relations (DLIR) appreciates the overall concept of the bill, but is concerned about the conflicting and inconsistent application of the new amended parts with the current provisions of the HFLL.

II. CURRENT LAW

The HFLL requires an employer with 100 or more employees to allow an eligible employee to take up to four weeks of protected family leave to care for a family member with a serious health condition. To be eligible, an employee must have been employed 6 months prior to the taking of family leave.

III. COMMENTS ON THE SENATE BILL

DLIR supports efforts by employers to assist employees by providing leave to take care of the various personal and family school activities that naturally arise in worker's lives. The provision of school leave promotes the development of student's achievement and self-esteem by allowing parents to attend their child's activities.

However, the bill as currently written introduces contradictory language to the current family leave law that would lead to confusion and difficulty in enforcement of these provisions.

DLIR suggests that the requirement for school leave be separated into a new chapter of law.

With the school leave provision in a new chapter, the measure can then be more fully tailored to just leave for school activities, and can be more detailed as to the types of school activities available.

The DLIR also recommends that language be inserted to say that this chapter shall not apply to any sick leave plan that is subject to ERISA.

The DLIR defers to the Department of Human Resources Development as to the applicability to State employment issues and to the Department of the Attorney General regarding the section on page 6 on the employer being subject to a civil penalty and any other provisions for which they may have concerns.

**Testimony to the Senate Committee on Education and the Senate Committee on
Judiciary and Labor
Friday, February 1, 2013 at 1:15 P.M.
Conference Room 414, State Capitol**

RE: SENATE BILL 562 RELATING TO LEAVE

Chairs Tokuda and Hee, Vice Chairs Kidani and Shimabukuro, and Members of the Committees:

The Chamber of Commerce of Hawaii ("The Chamber") **has serious concerns on SB 562 Relating to Leave.**

The Chamber is the largest business organization in Hawaii, representing more than 1,100 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.

The Chamber understands the need for parental involvement in a child's academics. At the same time, the language is unclear and poses various problems for business. Many businesses provide vacation which can be used for this purpose. Second, the use of sick leave may pose problems for businesses as most employers' sick leave benefit is for the purpose of providing an employee who is sick time off. The language is also unclear on whether or not only academic related events are eligible or all school related event.

This bill will place undue hardship on our business community, especially small businesses. There is no definition of reasonable notice for employers and no ability to deny an employees request. Employers should have the ability to manage their employees accordingly.

We appreciate the intent of the bill but we believe that it needs more discussion before moving forward.

Thank you for this opportunity to express our views.



1200 Ala Kapuna Street | Honolulu, Hawaii 96819
Tel: (808) 833-2711 | Fax: (808) 839-7106 | Web: www.hsta.org

Wil Okabe
President

Joan Kamila Lewis
Vice President

Colleen Pasco
Secretary-Treasurer

Alvin Nagasako
Executive Director

TESTIMONY BEFORE THE SENATE COMMITTEE ON
EDUCATION AND THE SENATE COMMITTEE ON JUDICIARY AND LABOR

RE: S.B. 562 – RELATING TO LEAVE

DATE: FRIDAY, FEBRUARY 01, 2013

Person Testifying: WIL OKABE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Tokuda and Members of the Committee:

The Hawaii State Teachers Association (HSTA) **supports S.B. 562**, relating to Leave.

HSTA is the exclusive representative of more than 13,500+ public and charter school teachers statewide. As the state affiliate of the 2.2 million member National Education Association, the HSTA supports S.B. 562 which authorizes family school leave for employees of employers who employ an unspecified number of employees, provided certain requirements are met, so that the employee may participate in their children's activities.

HSTA believes that parents would benefit from the ability to attend their own child's school activities without any penalties. Many times teachers and parents put their jobs ahead of their own children. As such, teachers know that parental involvement is the key to a well rounded education. School activities like parent teacher conference, May Day program, special projects, etc. are activities that teachers welcome and encourage parents to attend. Often times, parents are expected to miss those special moments and face employment consequences should they miss work.

As such, HSTA **supports S.B. 562** as we believe that family school leave for employees is a step in the right direction for employees to be able to participate in their children's activities.

Thank you for the opportunity to testify.



HAWAII STATE PTSA

every child. one voice.

765 Amana Street · Suite 308 · Honolulu · HI · 96814

TEL: (808) 943-2042 · FAX: (808) 945-2042 · EMAIL: histateptsa@hawaii.rr.com

January 29, 2013

Senator Tokuda and Senator Hee

Chair of the Committee on Health and Committee on Commerce Consumer Protection – State Capitol

RE: SB562 – RELATING TO LEAVE

Labor; Employment; Family School Leave; Education

Dear Chairs Tokuda and Hee, Vice-Chairs Kidani and Shimabukuro, and Members of the Committee,

The PTSA **supports** SB562 which proposes employees to participate in their children's activities when reasonable notice is given to their employer.

Nationally the PTSA has supported family engagement because of the long-term beneficial impacts on students. Research has shown that family involvement promotes student success. "Families support their children's learning, guide them through a complex school system, advocate for more and improved learning opportunities, and collaborate with educators and community organizations to achieve more effective educational opportunities. Second, families raise their children in multiple settings and across time, in collaboration with many others." (The National Family, School, and Community Engagement Working Group, 2009)

The PTSA **strongly suggests** the additions of:

- 1) "prohibiting employers who employ more than **10** employees from discharging or other discriminating against a parent..."
- 2) "a total of **forty hours per year** of family school leave during any school year, not exceeding **5 hours** in any calendar month"

Some children are fortunate to have extended family members that can come to school events and watch them at plays or attend school meeting with the teacher but many more are not. They should not feel left out and abandoned because of the social circumstances of their living conditions. Often times these feelings of abandonment, loneliness and shame can have a behavioral impact.

The Hawaii Congress of Parents, Teachers, and Students, also known as the Hawaii State PTSA, is a registered 501(c)(3) non-profit organization made up of more than 7,000 dedicated to improving the lives of Hawaii's keiki. Chartered in 1926, the Hawaii State PTSA is Hawaii's oldest and largest child advocacy organization. We are a state charter of the [National PTA](#), made up of local units throughout the State of Hawaii.

Should you have any questions or need additional information, please feel free to contact our office. We look forward to your continued support during this legislative session.

Thank you for considering our testimony,

Liz Sager

President
(Original signatures are on file)

Jessica Wong-Sumida

VP-Legislation



COMMUNITY CHILDREN'S COUNCIL OF HAWAII
1177 Alakea Street • B-100 • Honolulu • HI • 96813
TEL: (808) 586-5363 • TOLL FREE: 1-800-437-8641 • FAX: (808) 586-5366

January 29, 2013

Senator Tokuda and Senator Hee
Chair of the Committee on Health and Committee on Commerce Consumer Protection – State Capitol

RE: SB562 – RELATING TO LEAVE
Labor; Employment; Family School Leave; Education

Dear Chairs Tokuda and Hee, Vice-Chairs Kidani and Shimabukuro, and Members of the Committee,

The Community Children's Councils (CCC's) **strongly supports** SB562, which proposes employees to participate in their children's activities when reasonable notice is given to their employer. Research has shown that family involvement promotes student success. Students with involved families are more likely to: earn higher grades and pass their classes, attend school regularly and have better social skills, and go on to postsecondary education.

The CCC's **strongly suggests** the additions of:

- 1) "prohibiting employers who employ more than **10** employees from discharging or other discriminating against a parent..."
- 2) "a total of **forty hours per year** of family school leave during any school year, not exceeding **5 hours** in any calendar month"

The 17 CCCs are community-based bodies comprised of parents, professionals in both public and private agencies and other interested persons who are concerned with specialized services provided to Hawaii's students. Membership is diverse, voluntary and advisory in nature. The CCCs are in rural and urban communities organized around the Complexes in the Department of Education.

Should you have any questions or need additional information, please contact the Community Children's Council Office (CCCO) at 586-5363.

Thank you for considering our testimony,
Tom Smith, Co-Chair

Jessica Wong-Sumida, Co-Chair

(Original signatures are on file with the CCCO)

Filipino American Citizens League

Jake Manegdeg, President
P. O. Box 270126 ★ Honolulu, Hawai'i 96827

TESTIMONY IN STRONG SUPPORT FOR SB 562 Relating to Leave

Authorizes family school leave for employees of employers who employ an unspecified number of employees, provided certain requirements are met, so that employees may participate in their children's school activities. Prohibits employers from discharging or otherwise discriminating against an employee for taking family school leave. Allows for a civil penalty in an amount equal to three times the amount of the employee's lost wages and benefits in certain circumstances.

Hawai'i State Capitol, Feb. 1, 2013, 1:15 p.m.

Committee on Education
Senator Jill N. Tokuda, Chair
Senator Michelle N. Kidani, Vice Chair

Committee on Judiciary and Labor
Senator Clayton Hee, Chair
Senator Maile S.L. Shimbukuro, Vice Chair

Dear Chairs Tokuda and Hee, Vice Chairs Kidani and Shimabukuro, and Committee Members:

My name is Charlene Cuaresma. I am here today as a concerned citizen in my role as vice president of the Filipino American Citizens League (FACL), which was formed over ten years ago to contribute to the advancement of civil rights and social justice for minority groups, underserved populations, and vulnerable communities through education, advocacy, and social action.

We support the intent of this bill. We like how California fosters family-friendly policies for greater engagement in schools to ensure student achievement.

We are in agreement with the recommendations outlined by HE`E, the Hui for Excellence in Education, and encourage you to consider making these amendments to the bill.

We offer our partnership to work with diverse stakeholders, especially in the work force, to figure out how best to build effective relationships and meaningful communication between caregivers of our children and their schools to ensure that students are college, career, and life-ready.

Thank you for the opportunity to support this bill.

Very Sincerely,

Charlene Cuaresma
Vice President, Filipino American Citizens League

841 Bishop St., Suite 301
Honolulu, Hawaii 96813



Telephone: 808 926-1530
Contact@HEECoalition.org

Senate Committee on Education
Senator Jill Tokuda, Chair
Senator Michelle Kidani, Vice Chair

Senate Committee on Judiciary and Labor
Senator Clayton Hee, Chair
Senator Maile Shimabukuro, Vice Chair

February 1, 2013

Dear Chairs Tokuda and Hee, Vice Chairs Kidani and Shimabukuro and Committee Members:

This testimony is submitted in support of SB562, on family school leave.

The Hui for Excellence in Education (HE'E) is a diverse coalition of over 40 parent and community organizations dedicated to improving student achievement by increasing family and community engagement and partnerships in our schools. Our member list is attached.

In their 2002 publication "A New Wave of Evidence, The Impact of School, Family, and Community Connections on Student Achievement," Anne Henderson and Karen Mapp state:

The evidence is consistent, positive, and convincing: families have a major influence on their children's achievement in school and through life. When schools, families, and community groups work together to support learning, children tend to do better in school, stay in school longer, and like school more.

(Austin, TX: Southwest Educational Development Laboratory, 2002)

The Coalition strongly believes that increased family-school partnership opportunities can help improve student outcomes in school.

Over the past couple of years, the Coalition has been a strong advocate for making

family-school partnerships a priority in the public school system, first by participating in two Senate Concurrent Resolutions (SCR) on Family Engagement, SCR145 and SCR79, and also by making recommendations to the Board of Education (BOE) and the Department of Education (DOE) to include family engagement in the DOE Strategic Plan. A copy of the DOE Strategic Plan Goal 1 is attached. Please note that Goal 1, Objective 3c have targets and indicators addressing family engagement. We are very pleased to see these measures added to the DOE Strategic Plan and will continue to work with the Department on these important objectives.

In support of the DOE's efforts, the Coalition would also like to see better access and opportunities for parents/guardians to participate in their children's education. In particular, we would like to target working families that have difficult time participating in school functions because of their jobs.

We looked at other states with strong family involvement movements and came upon California, which has progressive family engagement policies and also a Family-School Partnership Act, which allows parents, grandparents, and guardians to take time off from work to participate in their children's school or activities.

Modeling the California Act, the Coalition would like to suggest some amendments to this bill for the Committee's consideration:

1. As not all parents are caretakers of children, we recommend that "parent" should be broadened to "parent, grandparent or guardian," in the language of this bill
2. We recommend that the hours be consistent with the California law, of a total of 40 hours of family school leave during any school year, not exceeding 8 hours in any calendar month of the school year.
3. Also consistent with the California law, exempted companies are those with less than 25 employees.
4. "School activities" should include activities such as parent-teacher conferences, Individualized Education Program conferences, school fairs, volunteering at the school, school performances, sporting events.
5. In section 2 (c), we recommend that sick leave be omitted from the list of compensatory time, which is also consistent with the California law.

We would be glad to work with the legislature, the Department of Education, the Board of Education and any other appropriate agencies to make this effort successful. Thank you for the opportunity to testify and for your consideration.

Our support of this bill represents a 75% consensus or more of our membership.

Sincerely,

Cheri Nakamura
HE'E Coalition Director

HE'E Member List

Academy 21
After-School All-Stars Hawaii
Alliance for Place Based Learning
*Castle Complex Community Council
Center for Civic Education
Coalition for Children with Special Needs
*DOE Windward District
*Faith Action for Community Equity
Fresh Leadership LLC
Girl Scouts Hawaii
*Good Beginnings Alliance
Harold K.L. Castle Foundation
*Hawaii Appleseed Center for Law and Economic Justice
Hawai'i Athletic League of Scholars
*Hawai'i Charter School Network
*Hawai'i Education Matters
*Hawai'i Nutrition and Physical Activity Coalition
*Hawaii State PTSA
Hawai'i State Student Council
Hawai'i State Teachers Association
Hawai'i P-20
Hawai'i 3Rs
Head Start Collaboration Office
It's All About Kids
*INPEACE
Joint Venture Education Forum
Kamehameha Schools
*Kanu Hawai'i

Kupu A'e

*Leaders for the Next Generation
McREL's Pacific Center for Changing the Odds
*Our Public School
*Pacific Resources for Education and Learning
*Parents and Children Together
*Parents for Public Schools Hawai'i
Punahou School PUEO Program
Teach for America
The Learning Coalition
US PACOM
University of Hawai'i College of Education
YMCA of Honolulu
Voting Members (*)



1A Objective

All students are engaged and ready to learn

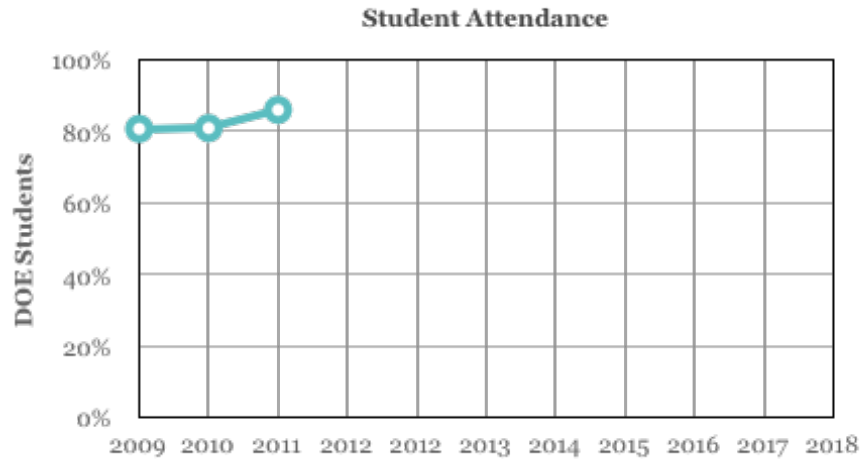
1A Strategies

- I. Incorporate interdisciplinary curriculum based on the Common Core State Standards into classroom instructional practices.
- II. Tailor instruction to students by assessing and responding to individual needs [including working collaboratively along educational continuum (P-20) to assess kindergarten readiness and college readiness]
- III. Provide school-led programs that develop the character and values needed for ethical behavior, student safety and positive learning environments

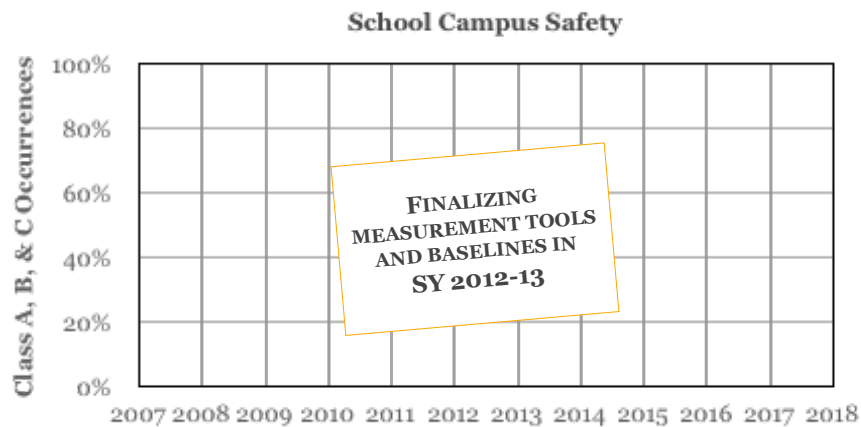
All DOE students demonstrate they are on a path toward success in college, career and citizenship.

1A Targets

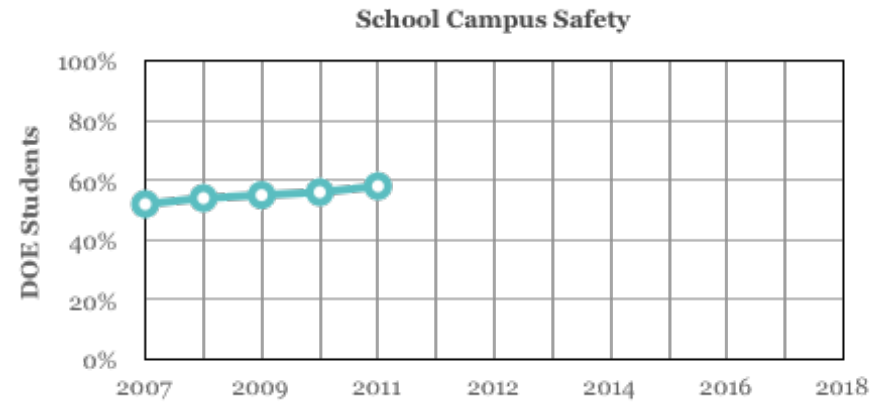
- I. Increase the percentage of students who attend school regularly



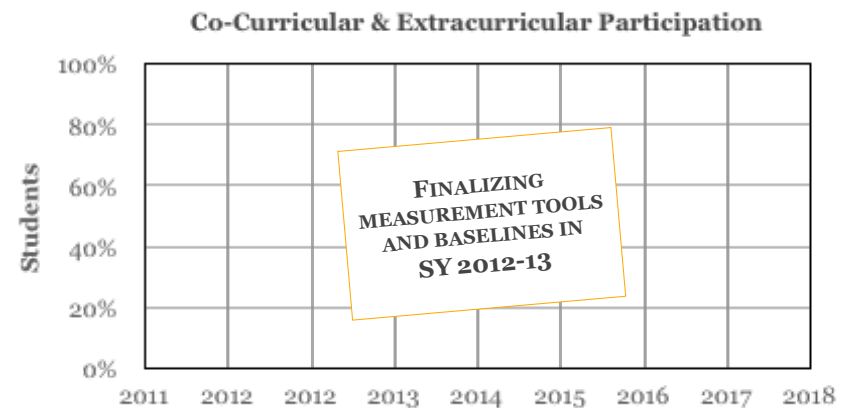
- II. Increase student safety on school campuses by decreasing the number of student misconduct occurrences (class A, B, and C occurrences)



- III. Increase the percentage of students who feel safe in school and believe that the school environment is nurturing, orderly, and conducive to learning [measured by percentage of students whose composite rating on “School Safety and Well-Being” on School Quality Survey (SQS) is positive]



- IV. Increase the percentage of students participating in co-curricular and extracurricular activities



1B Objective

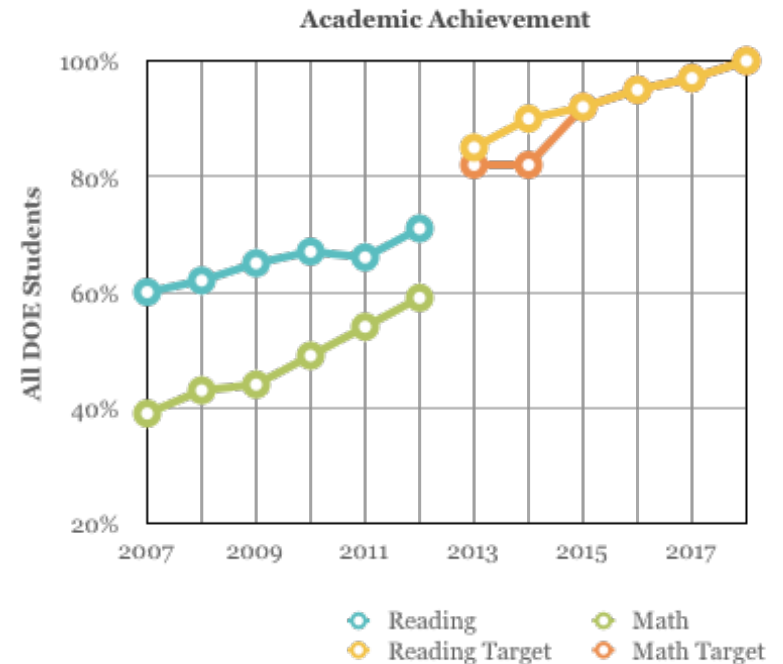
All students are gaining the academic skills they need to succeed on the K-12 pathway and throughout their lives.

1B Strategies

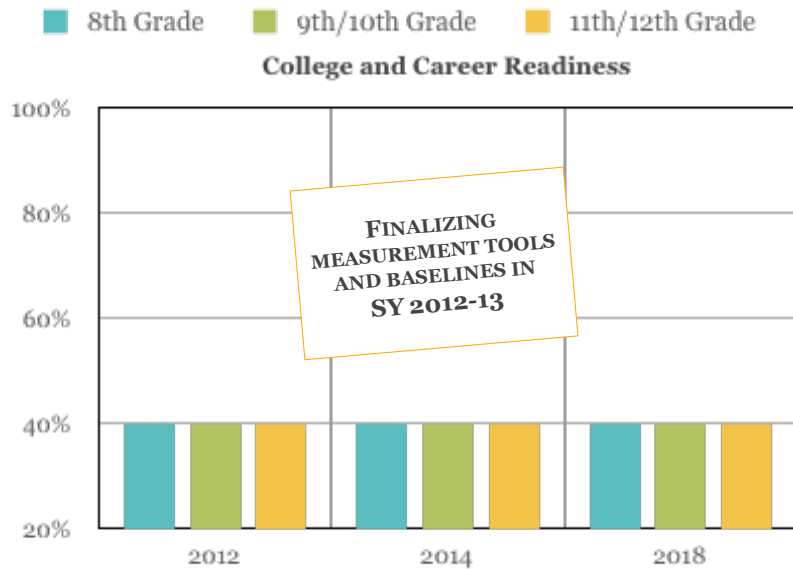
- I. Implement statewide K-12 curriculum, instruction, and assessments that are well-balanced and aligned with the Common Core State Standards
- II. Use data, feedback, and school data teams at every school to improve student achievement
- III. Establish academic review teams at each school and Complex to improve and align instruction and professional development in support of student achievement
- IV. Provide student support and differentiated interventions based on “early warning” data for all students
- V. Implement proficiency-based advancement of students based on applicable standards of academic achievement, character development, and socio-emotional progress

1B Targets

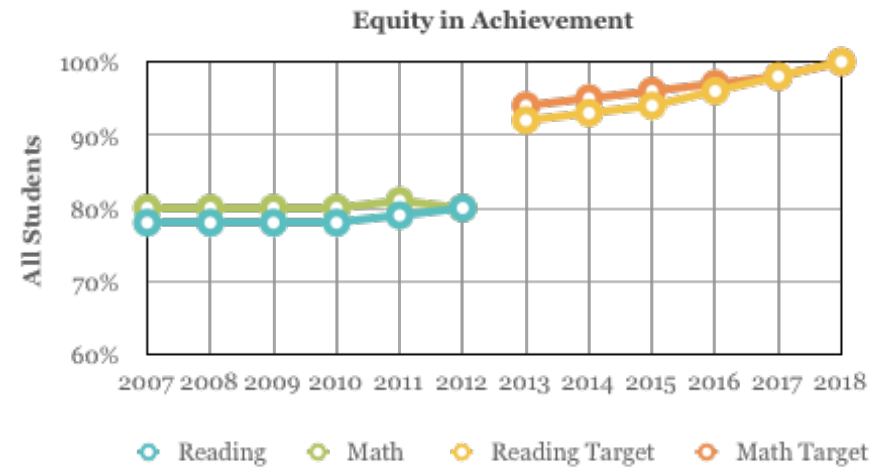
- I. Academic Achievement: Increase percentage of students scoring “proficient” in reading and mathematics on Hawaii State Assessment (switch to Smarter Balanced Assessments beginning 2014).



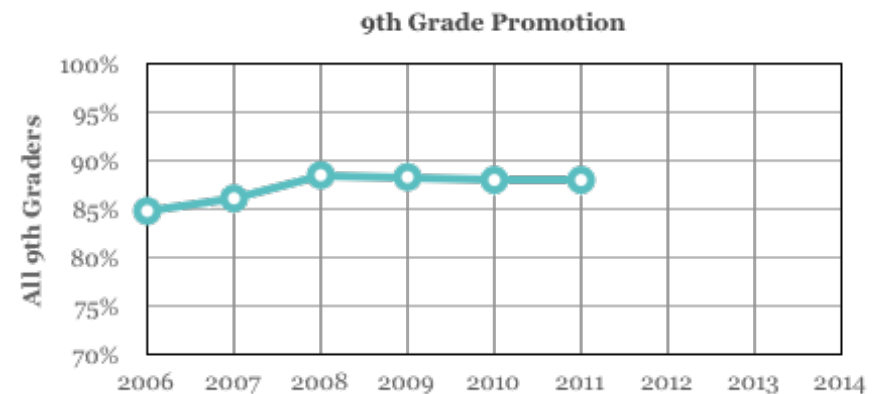
II. College and Career Readiness: Increase percentage of DOE students meeting cut scores on a nationally validated suite of assessments from 8th through 11th grade, with a 12th grade option.



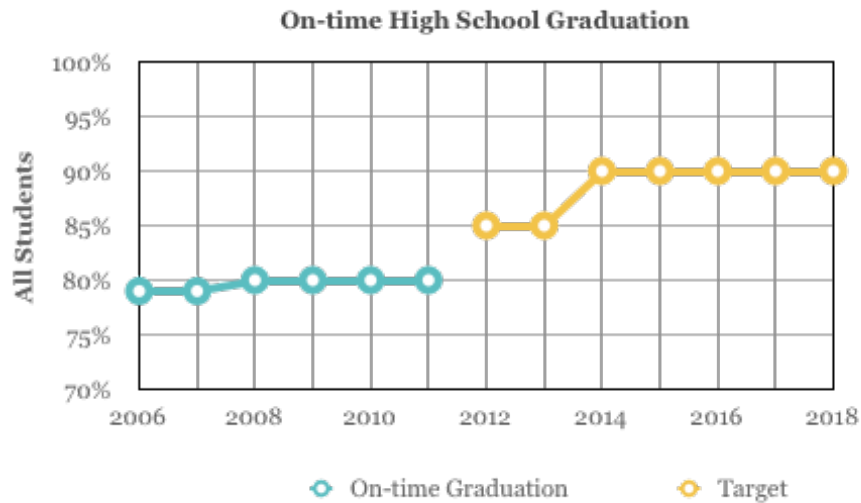
III. Equity in Achievement: Increase proficiency of the lowest achieving student groups so that the percentage difference in test scores between highest and lowest achieving student groups is eliminated.



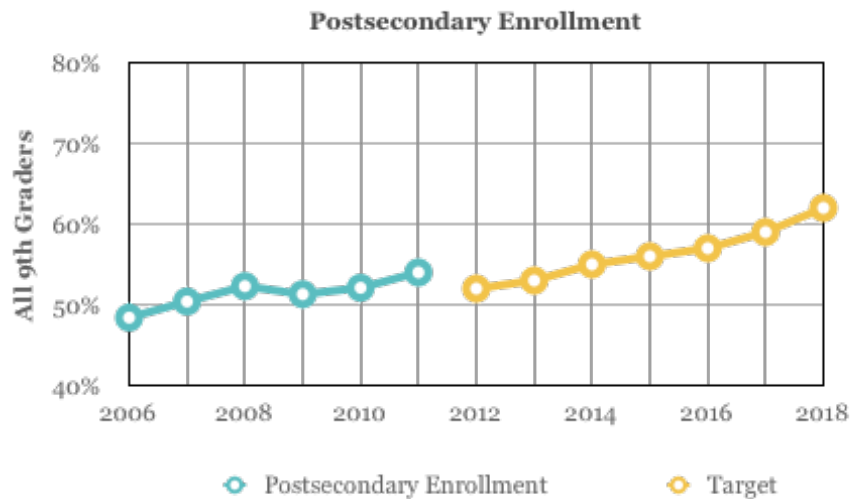
IV. Increase percentage of students that advance from 9th grade to 10th grade (9th grade promotion rate).



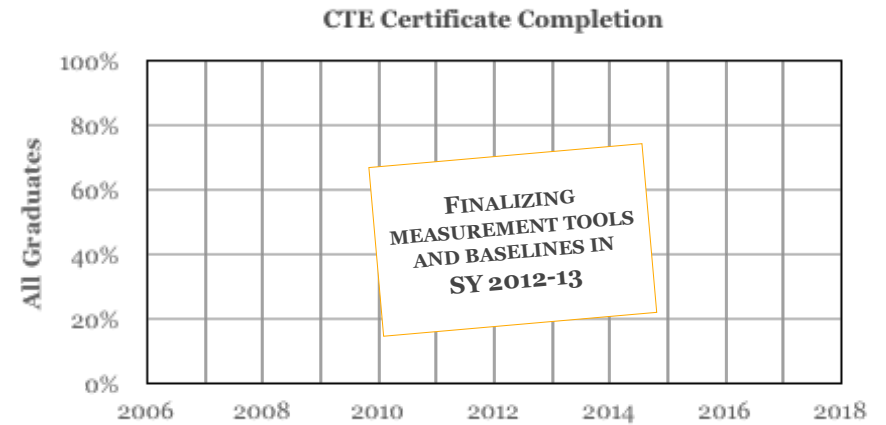
- V. Increase the percentage of students that graduate on time (4-year adjusted cohort graduation rate).



- VI. Increase the percentage of students that enroll directly in postsecondary education (2-year and 4-year colleges, vocational, and technical schools).



- VII. Increase the percentage of graduates who complete a training program and/or earn a certificate recognized by employers.



1C Objective

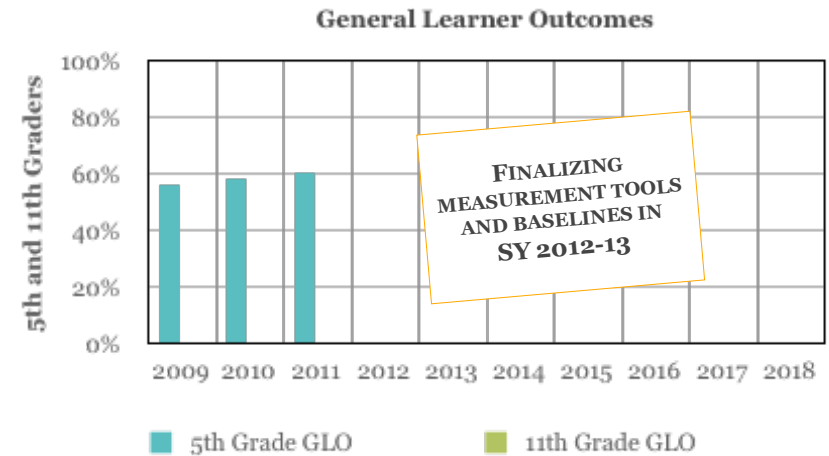
Students are connected to their school and community to develop a love of learning and contribute to a vibrant civic life.

1C Strategies

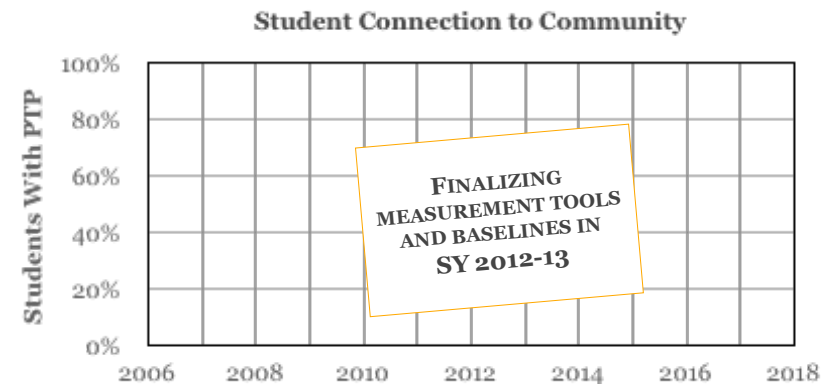
- I. Partner with community organizations, libraries, and businesses that provide learning and service opportunities that utilize the resources of the communities and places where students live and attend school
- II. Work with agencies and families to coordinate wraparound services that address non-school factors that impede student success
- III. Support high schools to ensure each student has a Personal Transition Plan with a community of support to guide students' achievement of the plan
- IV. Strengthen family-school partnerships based on shared accountability, goals/priorities, responsibilities and contributions, where families are engaged in meaningful and culturally respectful ways to support student success

1C Targets

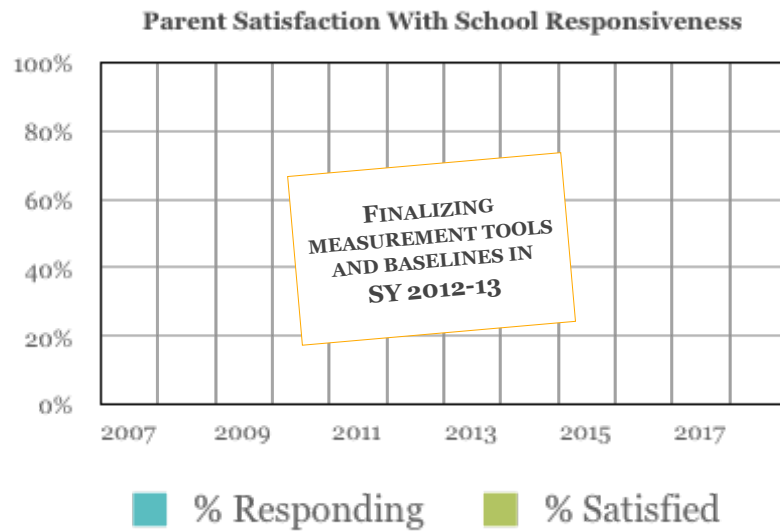
- I. Lifelong learning, character, and citizenship: Increase percentage of 5th and 11th graders consistently demonstrating GLOs [5th grade: score of 3 or higher on each GLO. 11th grade: Rubric and baseline TBD]



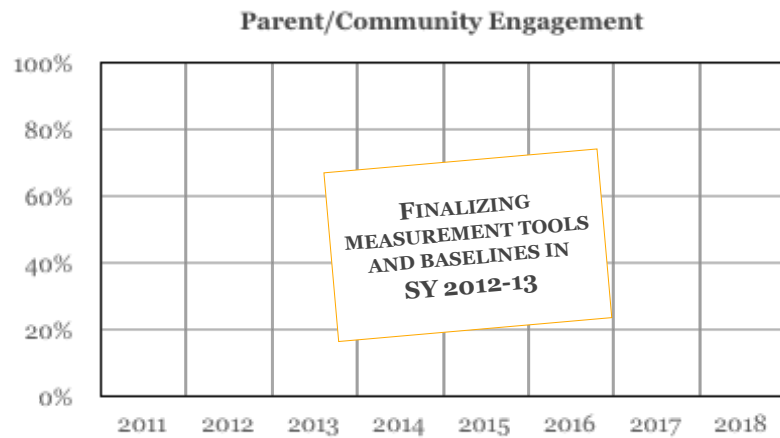
- II. Student connection to community: Each student has a Personal Transition Plan with an adult to guide and support students' achievement of the plan



III. Parent satisfaction with school responsiveness



IV. Engagement level of parent and community stakeholders





S E A C
Special Education Advisory Council
919 Ala Moana Blvd., Room 101
Honolulu, HI 96814
Phone: 586-8126 Fax: 586-8129
email: spin@doh.hawaii.gov

February 1, 2013

**Special Education
Advisory Council**

Ms. Ivalee Sinclair, *Chair*
Ms. Martha Guinan, *Vice
Chair*

Ms. Brendelyn Ancheta
Ms. Cassandra Bennett
Dr. Tammy Bopp
Ms. Jyo Bridgewater
Dr. Robert Campbell
Ms. Deborah Cheeseman
Ms. Annette Cooper
Ms. Phyllis DeKok
Ms. Shari Dela Cuadra-Larsen,
liaison to the Superintendent
Ms. Gabriele Finn
Ms. Tami Ho
Ms. Barbara Ioli
Ms. Deborah Kobayakawa
Ms. Bernadette Lane
Ms. Shanelle Lum
Ms. Eleanor MacDonald
Ms. Rachel Matsunobu
Ms. Dale Matsuura
Ms. Stacey Oshio
Ms. Zaidarene Place
Ms. Barbara Pretty
Ms. Kau'i Rezentes
Ms. Melissa Rosen
Dr. Patricia Sheehey
Mr. Tom Smith
Mr. Mike Tamahaha
Dr. Daniel Ulrich
Ms. Cari White

Jan Tateishi, Staff
Susan Rocco, Staff

Senator Jill Tokuda, Chair
Senate Committee on Education
Senator Clayton Hee, Chair
Senate Committee on Judiciary and Labor
State Capitol
Honolulu, HI 96813

RE: SB 562 - RELATING TO LEAVE

Dear Chairs Tokuda and Hee and Members of the Committees:

The Special Education Advisory Council (SEAC), Hawaii's State Advisory Panel under the Individuals with Disabilities Education Act (IDEA), **strongly supports** SB 562 that promotes family school partnerships by requiring employers to allow time for employees to participate in their children's educational activities.

SEAC has worked closely with the Department of Education, the Board of Education and other parent and community organizations over the last two years on SCR 145 (2011) and SCR 079 (2012) to establish, implement and monitor statewide policies for family engagement in Hawaii's public schools. We believe this legislation will afford more opportunities for parents and schools to partner in supporting student success, and we offer the following recommendations for consideration by the Committee:

- establish 40 hours of leave per school year as the baseline, not to exceed 8 hours in any month;
- expand employee eligibility for family school leave to grandparents and guardians of the student;
- omit sick leave from the list of accrued leave that can be used;
- exempt companies with less than 10 to 15 employees; and
- extend eligibility to parents, grandparents and guardians of **pre-school children.**

- continued



Testimony on SB 562
February 1, 2013
Page 2

The California Family School Partnership Act of 1994, upon which this legislation is modeled, originally limited leave to school activities of kindergarteners through twelfth graders. However, the law was amended in 1996 to include early childhood education and child care activities. SEAC believes that Hawaii's legislation should include preschool children as well.

In School Year 2011-12 Hawaii public schools served 2, 449 preschool children with disabilities. At a minimum, their parents were expected to attend initial eligibility meetings and annual Individualized Education Program (IEP) meetings in addition to parent-teacher conferences. As Hawaii commits to developing a comprehensive early learning system for all of Hawaii's children --those with disabilities and those without disabilities--SEAC believes that we must also commit to affording their parents and grandparents the opportunity to participate in their educational activities.

Thank you for the opportunity to provide testimony on this important legislation. If you have any questions, I will be happy to answer them.

Respectfully,

Ivalee Sinclair, Chair

From: mailinglist@capitol.hawaii.gov
To: [EDU Testimony](#)
Cc: chinooker@gmail.com
Subject: *Submitted testimony for SB562 on Feb 1, 2013 13:15PM*
Date: Monday, January 28, 2013 11:18:13 PM

SB562

Submitted on: 1/28/2013

Testimony for EDU/JDL on Feb 1, 2013 13:15PM in Conference Room 414

Submitted By	Organization	Testifier Position	Present at Hearing
Daniel Alvarez	Individual	Support	No

Comments:

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To: [EDU Testimony](#)
Cc: ms_tapiz@hotmail.com
Subject: Submitted testimony for SB562 on Feb 1, 2013 13:15PM
Date: Wednesday, January 30, 2013 10:37:20 AM

SB562

Submitted on: 1/30/2013

Testimony for EDU/JDL on Feb 1, 2013 13:15PM in Conference Room 414

Submitted By	Organization	Testifier Position	Present at Hearing
Frances	Individual	Support	Yes

Comments: As a single parent my children is my Priority. This measure if passed would give parents and families the opportunity to strengthen the Value of Family in our State. There have been many times that I had to go on Leave with out pay due to a crisis at my child's school. There have been times I could not work because my child's homework was incomplete and was sent to school while I go to work at 5 in the morning. I can give many more examples however, My family and I truly SUPPORT this measure for all families in the State of Hawaii

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Cc: leealdrige@msn.com
Subject: Submitted testimony for SB562 on Feb 1, 2013 13:15PM
Date: Thursday, January 31, 2013 1:30:29 PM

SB562

Submitted on: 1/31/2013

Testimony for EDU/JDL on Feb 1, 2013 13:15PM in Conference Room 414

Submitted By	Organization	Testifier Position	Present at Hearing
Lee Aldridge	Individual	Oppose	No

Comments: I oppose SB562 as it is an obtrusive imposition of the State into the individual private business owner's right to establish and manage the rules applied to employees for the use of sick/safe and personal leave. SB562 authorizes family school leave for employees of employers who employ an unspecified number of employees, so that employees may participate in their children's school activities. It also prohibits employers from discharging or otherwise discriminating against an employee for taking family school leave. However the bill also specifies that the leave is to be taken out of the employer's sick/safe or personal leave already provided to employees. This bill just adds more State bureaucracy and an additional cost burden to all Hawaii businesses. Moreover the bill does not specify the minimum number employees which would activate this requirement for a business.

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Cc: w9w@hotmail.com
Subject: Submitted testimony for SB562 on Feb 1, 2013 13:15PM
Date: Friday, February 01, 2013 2:04:35 AM

SB562

Submitted on: 2/1/2013

Testimony for EDU/JDL on Feb 1, 2013 13:15PM in Conference Room 414

Submitted By	Organization	Testifier Position	Present at Hearing
Kurt Hanson	Individual	Oppose	No

Comments: This bill adds too many state mandated impositions on employers adding to the already high cost of doing business in Hawaii. It's a wonder any businesses operate in Hawaii with all the rules. Just let employers make the decision.

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