

SB562

Submitted on: 2/3/2013

Testimony for EDU/JDL on Feb 5, 2013 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Larry Quimby	Individual	Oppose	No

Comments:

Dear Members of the EDU/JDL Committee;

SB 562 proposes to mandate employers with an unspecified number of employees provide leave for parents of children in public schools to attend school programs. I have worked with many small employers that provide this "benefit" out of hand. It makes for good company morale and helps nourish a positive relationship between parent and child.

There are many problems with this bill, as noted by earlier testimonies from the Hawai'i State Department of Human Resources Development and Hawai'i State Department of Labor and Industrial Relations. Should you consider passing this bill further in the legislative process, I strongly encourage you to consider the amendments and other suggestions of those bodies.

However, I request that you kill this bill. Hawai'i is already well known to be one of the most business unfriendly states in the nation. Any mandate that *requires* this leave time only increases unfriendliness to business. The loss of production because of this mandate is inestimable, especially to a small business. It fails to address the likely possibility of multiple employees with children in the same school requesting this time off. Also, the definition of "special activities" remains broad and ill defined. Finally, this would increase the difficulty of single parents in procuring employment as many employers will choose the employee that promises to be most productive and create the fewest scheduling conflicts.

Perhaps a better legislative mandate would be to have the schools hold these programs after regular business hours. This greatly decreases the additional burden on employers while affording the greatest opportunity for parents to freely participate in their children's extra-curricular activities.