
A BILL FOR AN ACT

RELATING TO FAMILY LEAVE.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that Hawaii's working
2 families are not adequately supported during times of caregiving
3 and illness. While the federal Family and Medical Leave Act of
4 1993 allows twelve weeks of unpaid leave to employees who have
5 worked at a business that employs fifty or more employees, the
6 majority of Hawaii's workforce cannot afford to take unpaid
7 leave when needing to provide care to a newborn, bond with a new
8 child, or care for a family member with a serious health
9 condition. The legislature finds that the Hawaii family leave
10 law further restricts eligibility by extending four weeks of
11 unpaid leave only to those employees who work at a business with
12 more than one hundred employees.

13 The legislature further finds that only eleven per cent of
14 workers in the United States have access to paid family leave
15 through their employers. Approximately 247,000 people in Hawaii
16 serve as family caregivers. Hawaii has the fastest growing
17 sixty-five-plus population in the nation, which is expected to



1 grow by eighty-one per cent by the year 2030. Of those who need
2 leave but cannot take it, nearly one in three need leave to care
3 for an ill spouse or parent. Women, as primary caregivers of
4 infants, children, and elderly parents, are affected
5 disproportionately by the unavailability of paid family and
6 medical leave.

7 The purpose of this Act is to require the office of the
8 lieutenant governor and the department of labor and industrial
9 relations to have an actuarial study prepared to determine the
10 estimated liability and cost of implementing a family leave
11 insurance program that would provide an employee with up to
12 twelve weeks of paid family leave per calendar year and the
13 impact the family leave insurance program would have on the
14 existing temporary disability insurance program.

15 SECTION 2. The office of the lieutenant governor and the
16 department of labor and industrial relations shall retain
17 professional services to conduct an actuarial study and prepare
18 a report to determine the:

19 (1) Estimated cost and financial impact of implementing a
20 family leave insurance program that allows an
21 employee, as defined in section 398-1, Hawaii Revised



1 Statutes, to have up to twelve weeks of paid family
2 leave as compared to the four weeks of paid family
3 leave per calendar year currently provided by section
4 398-3, Hawaii Revised Statutes;

5 (2) Projected figures for the number of employees eligible
6 for the family leave insurance program and percentage
7 of eligible employees projected to participate in the
8 family leave insurance program;

9 (3) Projected premium rates for the family leave insurance
10 program;

11 (4) Projected fund balances for the family leave insurance
12 trust fund;

13 (5) Projected impact that the family leave insurance
14 program would have on the existing temporary
15 disability insurance program if it were to be
16 implemented; and

17 (6) Viability of health savings accounts serving as a
18 potential model to implement the family leave
19 insurance program.

20 The office of the lieutenant governor and department of labor
21 and industrial relations shall file the report with the



1 legislature no later than twenty days prior to the convening of
2 the 2017 regular session.

3 SECTION 3. There is appropriated out of the general
4 revenues of the State of Hawaii the sum of \$ or so much
5 thereof as may be necessary for fiscal year 2016-2017 and the
6 same sum or so much thereof as may be necessary for fiscal year
7 2016-2017 for the purpose of conducting the actuarial study and
8 preparing the report required by section 2 of this Act.

9 The sums appropriated shall be expended by the office of
10 the lieutenant governor for the purposes of this Act.

11 SECTION 4. This Act shall take effect on July 1, 2112.



Report Title:

Family Leave Insurance Program; Appropriation

Description:

Requires the office of the lieutenant governor to work with the department of labor and industrial relations to conduct an actuarial study on the cost of implementing the family leave insurance program and the effect that it may have on the existing temporary disability insurance program and prepare a report to the legislature. Appropriates funds for the actuarial study and report. (SB2961 HD2)

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