
SENATE RESOLUTION

REQUESTING THE CONVENING OF A PAID FAMILY LEAVE TASK FORCE TO
EXAMINE THE BENEFITS AND COSTS OF A POTENTIAL PAID FAMILY
LEAVE PROGRAM IN HAWAII.

1 WHEREAS, women are disproportionately affected by the lack
2 of access to paid leave for several reasons, including that
3 women primarily serve as caregivers to family members, are not
4 supported by labor policies that reflect the changing reality of
5 workplace demographics, and often face the difficult decision of
6 choosing between paid employment and caring for a child or a
7 family member; and

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9 WHEREAS, paid family and medical leave has been identified
10 as one method to closing the wage gap between men and women, and
11 given the current stagnation of wages in Hawaii, the gender wage
12 gap is not set to close until 2059; and

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14 WHEREAS, forty-three per cent of workers in Hawaii do not
15 have access to a single day of leave, whether it be for sick
16 leave or family leave; 154,000 people in Hawaii serve as family
17 caregivers; Hawaii has the fastest growing population of those
18 sixty-five and older in the nation and the number is expected to
19 grow by eighty-one per cent by 2030; and of those who need leave
20 but cannot take it, nearly one in three need leave to care for
21 an ill spouse or parent; and

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23 WHEREAS, the majority of Hawaii's workforce cannot afford
24 to take unpaid leave to provide care to a newborn, bond with a
25 new child, or care for a family member with a serious health
26 condition; and

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28 WHEREAS, the Federal Family and Medical Leave Act of 1993
29 allows twelve weeks of unpaid leave to employees who have worked
30 at a business that employs fifty or more employees; and

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32 WHEREAS, the Hawaii Family Leave Law provides an additional
33 four weeks of unpaid family leave, but is only available to



1 those employees who work at a business with more than one
2 hundred employees, which means that the Hawaii Family Leave Law
3 only applies to about 2.2 per cent of employers in Hawaii; and
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5 WHEREAS, previous joint task forces on family caregiving
6 convened by the Legislature have all rendered the same request
7 and recommendation: family caregivers need adequate wage
8 replacement and support when providing care; now, therefore,
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10 BE IT RESOLVED by the Senate of the Twenty-eighth
11 Legislature of the State of Hawaii, Regular Session of 2016,
12 that a paid family leave task force be convened to examine the
13 benefits and costs of a potential paid family leave program in
14 Hawaii; and
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16 BE IT FURTHER RESOLVED that the task force is requested to:
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- 18 (1) Examine private sector and state paid family and
19 medical leave programs that offer employees paid
20 family and medical leave through an extension of
21 temporary disability insurance programs;
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- 23 (2) Examine private sector and state paid family and
24 medical leave programs in states that have enacted but
25 do not use temporary disability insurance as a
26 foundation for the program;
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- 28 (3) Gather information on the costs, including
29 administrative start-up, technology build-out, and
30 staffing costs, required to establish a state paid
31 family and medical leave program in Hawaii;
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- 33 (4) Work with an economic analysis firm or program to
34 develop an actuarial for the benefits offered by a
35 state paid family and medical leave program; and
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- 37 (5) Review previous legislative task force reports on
38 caregiving and paid leave; and
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40 BE IT FURTHER RESOLVED that the task force comprise the
41 following members or their designees:
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- 1 (1) Chair of the Senate Standing Committee on Judiciary
2 and Labor to serve as a co-chair of the task force;
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- 4 (2) Chair of the House of Representatives Standing
5 Committee on Labor and Public Employment to serve as a
6 co-chair of the task force;
7
- 8 (3) Chair of the Senate Standing Committee on Commerce,
9 Consumer Protection, and Health;
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- 11 (4) Chair of the House of Representatives Standing
12 Committee on Health;
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- 14 (5) Director of Labor and Industrial Relations;
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- 16 (6) Director of the Executive Office on Aging; and
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- 18 (7) Executive Director of the Hawaii State Commission on
19 the Status of Women; and
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21 BE IT FURTHER RESOLVED that the co-chairs of the task force
22 are requested to invite the following or their designees to join
23 the task force:
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- 25 (1) Executive Director of Healthy Mothers, Healthy Babies
26 Coalition of Hawaii;
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- 28 (2) President of the Hawaii Caregiver Coalition;
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- 30 (3) Two members to represent labor unions;
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- 32 (4) One member to represent a business with fifty or more
33 employees;
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- 35 (5) One member to represent a business with between
36 twenty-five and fifty employees;
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- 38 (6) One member to represent a business with less than
39 twenty-five employees; and
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- 41 (7) Members representing insurers, including at least one
42 offering temporary disability coverage; and



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2 BE IT FURTHER RESOLVED that the task force is requested to
3 report its findings and recommendations, including any proposed
4 legislation, to the Legislature no later than twenty days prior
5 to the convening of the Regular Session of 2017; and
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7 BE IT FURTHER RESOLVED that the task force cease to exist
8 on December 31, 2017; and
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10 BE IT FURTHER RESOLVED that certified copies of this
11 Resolution be transmitted to the Governor; Speaker of the House
12 of Representatives; President of the Senate; Director of Labor
13 and Industrial Relations; Executive Director of the Hawaii State
14 Commission on the Status of Women; Director of the Executive
15 Office on Aging; Executive Director of Healthy Mothers, Healthy
16 Babies Coalition of Hawaii; and President of the Hawaii
17 Caregiver Coalition.

