

STAND. COM. REP. NO.

467

Honolulu, Hawaii

February 20, 2015

RE: H.B. No. 496

H.D. 1

Honorable Joseph M. Souki
Speaker, House of Representatives
Twenty-Eighth State Legislature
Regular Session of 2015
State of Hawaii

Sir:

Your Committee on Labor & Public Employment, to which was referred H.B. No. 496 entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYMENT,"

begs leave to report as follows:

The purpose of this measure is to ensure that employees in Hawaii are provided family leave insurance benefits during times when they need to provide care for their families by:

- (1) Establishing a family leave insurance program, which requires employees to make contributions into a trust fund to be used to provide employees with family leave insurance benefits to care for a designated person; and
- (2) Appropriating funds for the implementation of the program.

The Hawaii State Commission on the Status of Women; Office of Hawaiian Affairs; Planned Parenthood Young Leaders; Breastfeeding Hawaii; Planned Parenthood of Hawaii; National Association of Social Workers Hawaii Chapter; Filipino Law Students Association; Hawaii Association for Infant Mental Health; Healthy Mothers Healthy Babies Coalition of Hawaii; PHOCUSED; Hawaii State Democratic Women's Caucus; Good Beginnings Hawaii; Gay, Lesbian, Bisexual and Transgender Caucus of the Democratic Party of Hawaii; Inovi Technologies LLC; and numerous concerned individuals supported this measure. The Chamber of Commerce Hawaii and the

HB496 HD1 HSCR LAB HMS 2015-1986



National Federation of Independent Business opposed this measure. The Department of Labor and Industrial Relations; ILWU Local 142; and a concerned individual commented on this measure.

Your Committee has amended this measure by:

- (1) Removing the provisions establishing a family leave insurance program and replacing them with provisions that establish a partial wage replacement for leave trust fund that is funded by employee wage withholdings to provide benefits for four weeks of paid leave to employees of private sector employers with at least one hundred employees;
- (2) Appropriating funds for the implementation of the trust fund and benefit program; and
- (3) Making technical, nonsubstantive amendments for clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Labor & Public Employment that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 496, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 496, H.D. 1, and be referred to the Committee on Finance.

Respectfully submitted on
behalf of the members of the
Committee on Labor & Public
Employment,



MARK M. NAKASHIMA, Chair



State of Hawaii
House of Representatives
The Twenty-eighth Legislature

HSCR 467

Record of Votes of the Committee on Labor & Public Employment

Bill/Resolution No.: HB 496	Committee Referral: LAB, ... FIN	Date: 2/17/15		
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
The recommendation is to: <input type="checkbox"/> Pass, unamended (as is) <input checked="" type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> Pass short form bill with HD to recommit for future public hearing (recommit)				
LAB Members	Ayes	Ayes (WR)	Nays	Excused
1. NAKASHIMA, Mark M. (C)	/			
2. KEOHOKALOLE, Jarrett (VC)	/			
3. AQUINO, Henry J.C.	/			
4. HAR, Sharon E.	HAR	/		
5. ICHIYAMA, Linda	/			
6. JOHANSON, Aaron Ling	/			
7. LOPRESTI, Matthew S.	/			
8. SAN BUENAVENTURA, Joy A.	/			
9. TAKAYAMA, Gregg	/			
10. TAKUMI, Roy M.	/			
11. YAMASHITA, Kyle T.	/			
12. TUPOLA, Andria P.L.	/			
TOTAL (12)	11	1		
The recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted If joint referral, _____ did not support recommendation. <div style="text-align: center; font-size: 8pt;">committee acronym(s)</div>				
Vice Chair's or designee's signature: _____ 				
Distribution: Original (White) – Committee Duplicate (Yellow) – Chief Clerk's Office Duplicate (Pink) – HMSO				