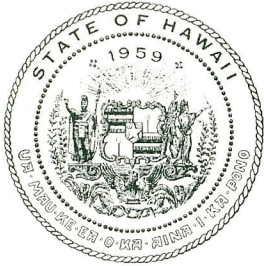


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STATUS  
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WOMEN



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February 3, 2015

To: Representative Mark M. Nakashima, Chair  
Representative Jarrett Keohokalole, Vice Chair  
Members of the House Committee on Labor and Public Employment

From: Cathy Betts, Executive Director, Hawaii State Commission on the Status of Women

Re: Testimony in Strong Support of HB 496, Relating to Employment

On behalf of the Hawaii State Commission on the Status of Women, I would like to thank the Committee for hearing this bill and for the opportunity to testify in support of HB 496, which would guarantee families' ability to provide care to their loved ones without fearing financial setbacks or potential job loss.

Current Access to Unpaid Family Leave

Currently, employees in Hawaii do not have any right to paid medical or family leave. While the federal Family Medical Leave Act (FMLA, which leaves out 40 percent of the workforce) allows for unpaid leave with job protection up to 12 weeks for employers with 50 or more employees, our own Hawaii Family Leave Act only applies to those with 100 or more employees and allows for job protection for up to 4 weeks. For employees at firms of less than 100 employees, the decision of whether you receive unpaid maternity leave, paternity leave, or leave to take care of an aging and ill parent or spouse is completely dependent on your employer. Most people working in Hawaii cannot take unpaid leave and still maintain financial stability. Further, only 2% of companies in Hawaii and 16% of the workforce are protected by our HFLA.<sup>1</sup> It is clear that our current law needs to be revised and updated to provide true benefit to employees. Our workforce demographics are constantly changing. Today, women make up half of our workforce, yet 2/3 of women serve as sole or primary breadwinners for their families. Women make up the majority of caregivers to young children and elderly relatives.

Nationally and locally, the FMLA's coverage is narrow. As it is written, the FMLA excludes two-fifths of the workforce.<sup>2</sup> The only partial paid leave is our current Temporary Disability Insurance, or TDI program. However, TDI is time limited, privatized, and has little to no enforcement mechanism. For new moms, using TDI means you may be able to receive partial wage replacement for 6 to 8 weeks, depending on the type of birth you have. For many others, including government employees, there is no expectation of receiving TDI, even to recover after giving birth. For most family caregivers, there is no expectation of unpaid or paid family leave.

To make the situation even clearer, here is some data on how a lack of paid leave affects our economy and our employees:

- Nearly 25% of adults in the United States have lost a job or been threatened with job loss for taking time off due to illness. Only 11% of workers in the United States have access to paid family leave through their employers. This means that millions of workers who develop health issues, have ill family members or who become parents are forced to choose between a pay check and their family member.<sup>3</sup>
- Families are pushed into financial crisis because of lost wages or a job loss as a result of a birth or other health needs. A significant number of bankruptcies occur after a worker misses two or more weeks due to illness.<sup>4</sup>
- Low-wage workers are the least likely to have access to family leave. Children in low income families are more likely to miss out on critical time with their parents during their first weeks of life.

## Other States Have Successfully Implemented Paid Family Leave Policies with No Economic Disadvantage to Businesses

California, New Jersey and most recently, Rhode Island, have all passed strong state policies providing partial wage replacement for family and medical leave purposes. California passed the nation's first comprehensive paid family leave program in September 2002, allowing six weeks of wage replacement leave at 55 percent of a worker's usual weekly earnings when the worker needed to take time off of work to bond with a new child or to care for a seriously ill family member. In the more than ten years that this law has been in effect, California has seen economic, public health, and business savings because of this measure. In "Leaves That Pay: Employer and Worker Experiences with Paid Family Leave in California", key findings from California's experience were as follows:

- The business community's concerns, that it (paid family leave) would impose extensive new costs on employers and have serious detriment to small businesses, were unfounded. After five years of this policy in place, employers reported that it had minimal impact on their business operations.<sup>5</sup>
- Small businesses were less likely than larger establishments to report any negative effects.
- The vast majority of respondents to the survey reported that they were not aware of any instances in which employees abused the state Paid Family Leave program.
- The use of paid family leave increased retention of workers in low quality jobs.
- Paid family leave doubled the median duration of breastfeeding for all new mothers who used it.

### How HB 496 would work in Hawaii:

HB 496 would apply to all employees in the state. All employees would pay in to a fund through a small payroll deduction; employers would not. When an employee needs to provide care to a family member, spouse or child, the employee would provide medical certification and would then be allowed to "take out" of the partial wage replacement fund that they originally paid into. All contributions to the fund would be 100% employee funded, so businesses in Hawaii would not incur a fiscal note. By allowing for universal eligibility, the program becomes self sustaining, thereby not relying on any state funds to continue operating. This is win-win for businesses and employees.

Hawaii needs a paid family leave fund for several reasons. The majority of our workforce already provides care, whether to children, parents, spouses, or ill family members (or for those in the "sandwich generation", provide care to children *and* aging parents simultaneously). The majority of families in Hawaii are "working families" with multiple employees and multiple caregivers. This bill would strengthen economic security for families, so families would not have to risk falling through the economic cracks in times when they need to provide care for another family member. Additionally, measures such as these improve public health, lower levels of public assistance reliance and increase employee loyalty and retention.

### History and Background of Act 204- Joint Legislative Committee on Family Caregiving:

In 2007, the Joint Legislative Committee on Family Caregiving was created to develop a "comprehensive public policy to strengthen support for family caregivers" via Act 204. The committee's mandate included exploring the establishment of a paid family leave program under the state temporary disability insurance law, similar to the program established in California. The preliminary needs assessment data identified "*wage replacement benefits as an appropriate and effective means of supporting family caregivers.*" Other findings included: 55% of the family caregivers are employed and 77% had to take off time from work to deal with caregiving responsibilities.

In 2008, Act 243 required the Joint Legislative Committee on Aging in Place to explore the provision of wage replacement benefits to employees who needed to take time off from work to care for a family member with a serious health condition. From that point, the Family Leave Working Group was established as part of the Joint Legislative Committee on Aging in Place to explore wage replacement benefits. The Working Group endorsed short and long term concepts including: the “*establishment of a state sponsored long term care insurance program through employee payroll deductions.*”<sup>6</sup>

Finally, HB 496 is aligned with President Obama’s push for state paid family leave and is also aligned with one of the top goals of our U.S. Department of Labor under Secretary Perez. Lawmakers and policy makers across the nation are realizing the changing demographics of our workplace, in which a majority of women are either breadwinners or co-breadwinners and families are forced to choose between their livelihoods and their families. Hawaii has an opportunity to show its commitment to children, working families, and our growing senior population by moving HB 496. We urge this Committee to pass HB 496. Thank you.

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<sup>1</sup> 2010 County Business Pattern Data, available at [http://www2.census.gov/econ/susb/data/2010/us\\_state\\_totals\\_2010.xls](http://www2.census.gov/econ/susb/data/2010/us_state_totals_2010.xls).

<sup>2</sup> Family Values at Work, Updated FMLA Survey Results

<sup>2</sup> Family Values at Work, Updated FMLA Survey Results

<sup>3</sup> <http://publicwelfare.org/resources/DocFiles/psd2010.final.pdf>

<sup>4</sup> <http://www.americanprogress.org/wp-content/uploads/issues/2012/04/pdf/BousheyEmploymentLeave1.pdf>

<sup>5</sup> Eileen Applebaum and Ruth Milkman, *Leaves That Pay: Employer and Worker Experiences with Paid Family Leave in California* (2011).

<sup>6</sup> Paid Family Leave Working Group of the Joint Legislative Committee on Aging in Place, Report to the Legislature, pursuant to HB 2520 (Act 243), Regular Session of 2008.



**HB496**  
**RELATING TO EMPLOYMENT**  
House Committee on Labor and Public Employment

February 3, 2015

9:00 a.m.

Room 309

The Administration of the Office of Hawaiian Affairs (OHA) will recommend to the Board of Trustees a position of **SUPPORT** for HB496. By allowing 12 weeks of partially-paid leave for employees with a newborn infant or who must care for a close relative, this measure would support family relationships and responsibilities consistent with Native Hawaiian concepts of ‘ohana. The employee-contribution nature of the trust fund established by this measure will also minimize costs to employers, who will also be better able to retain employees with valuable training and job-specific skills.

Every working family has at one time experienced the demands of caring for and nurturing a newborn child, or the impact of a sudden illness in the family, or the hardships of caring for elderly and incapacitated parents. Native Hawaiian and local ‘ohana values emphasize the need to support one’s family, particularly in such times of adversity. Unfortunately, often the only options for working families to do so are to either scrape together available sick or vacation leave, which is often inadequate, or leave their jobs.

For this reason, we appreciate the provisions in this measure, which will alleviate the economic hardship for Native Hawaiian and other families who may be facing some of the most difficult times of their lives. The wage replacement and job security provided in this measure will allow employees to better care for their newborn child or ailing family member, without sacrificing their financial security. The ability to designate a beneficiary as provided for in this measure also acknowledges the local concept of ‘ohana, which may be multigenerational or otherwise broader than the Western convention of a nuclear family.

While this measure supports families, it is also a cost effective solution for employers. With the employee-funded provisions of the proposed trust fund, employers would not be required to contribute to the employee’s wage replacement income, similar to the Temporary Disability Insurance program currently maintained by the state. At the same time, paid family leave helps to retain good employees, reducing turnover costs. A 2011 study of California’s family leave program found that it would save employers \$89 million a year, by improving employee retention and avoiding the costs of hiring and training new employees.

Accordingly, OHA urges the Committee to **PASS** HB496. Mahalo nui loa for the opportunity to testify.

February 2, 2015

To: Representative Mark M. Nakashima  
Representative Jarrett Keohokalole  
Committee on Labor and Public Employment

From: Lisa Ellen Smith  
Kauai Commissioner  
Commission on the Status of Women

Re: Testimony in Strong Support of HB496, Relating to Employment

February 3, 2015  
9:00 AM

I would like to thank the Committee on Labor and Public Employment for hearing this important bill impacting Hawaii's workforce and for the opportunity to provide testimony in support of HB 496, a promise to Hawaii families of job security while they care for their loved ones.

Hawaii's employees have no right to paid medical or family leave, while the current FMLA ensures some unpaid job protection many working families are unable to afford to be able to take unpaid leave. 19.3% of Hawaii's population is 60 and over<sup>1</sup>, many families are or will need to be able to provide additional care for their kapunas. Services necessary for Hawaii's elder population, currently 80% is provided by unpaid caregivers such as family and relatives, friends, churches or neighbors<sup>2</sup>. While working women accounting for 48%<sup>3</sup> of Hawaii's labor force many must make a choice between their jobs which provide food and shelter for their families or taking care of their new born and children when they are sick.

The benefits described in HB 496 would be implemented through a 100% employee funded payroll tax which would pay employees their wages while they or their love ones recover from pregnancy or a family member's serious illness. Caregiving to a family member in time of need should not jeopardize working citizens' means of providing a home and support for the rest of her or his family.

Hawaii has yet another opportunity to deliver a higher standard of working conditions for employed family members. Please pass HB496. Thank you for your time.

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<sup>1</sup> United States Census Bureau American Fact Finder, available at <http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=bkmk>

<sup>2</sup> Hawaii State Plan on Aging October 1, 2011 – September 30, 2015 Executive Office On Aging

<sup>3</sup> State of Hawaii Department of Business, Economic Development and Tourism, Hawaii's Workforce: A look at Characteristics by Industry December 2010



January 29, 2015

To: Representative Mark M. Nakashima, Chair  
Representative Jarrett Keohokalole, Vice Chair  
Members of the House Committee on Labor and Public  
Employment

From: Janel A. Takasaki, RN, IBCLC  
President, Breastfeeding Hawaii

**RE: Testimony in Strong Support of HB 496 Relating to Employment**

Date: Tuesday, February 3, 2015 9 AM  
Conference Room 309  
State Capitol

On behalf of Breastfeeding Hawaii, a non profit 501 c 3 organization in the State of Hawaii providing protection, promotion and support for breastfeeding, I would like to thank this Committee for hearing HB 496. This bill would guarantee partial wage replacement for an employee to care for their loved one, such as a newborn or adopted baby, without fearing financial setbacks or potential job loss for 12 weeks in one 12 month period.

Members of our Statewide Organization work daily with families who need to make very difficult choices between putting food on their table and having a time to establish a strong bond with their infant. They take their very small infant ,often 4-6 weeks old and with an immature immune system, to a caregiver thereby exposing the infant to various pathogens. It is a very gut wrenching situation that many women in our State go through every day. Or the mother does not return to employment thereby putting her family in further financial jeopardy and her employer without a trained employee.

Research states that when mothers and infants spend times bonding, breastfeeding and getting to know each other during extended maternity leave, they form a strong relationship and attachment that carries over to other relationships in the child's future life. Further research states that maternity leave lowers infant mortality rates, illnesses and hospitalizations for both the mother and the infant. In terms of research on the needs of the father , the Organization for Economic Cooperation and Development

states that paternity leave helps fathers become more competent in caring for and committed to the needs of the child.

It is with great sadness that I need to remind this Committee that the United States is the only country among industrialized countries around the world that does not universally provide paid maternity and paternity leave for mothers and fathers. Fortunately our President would like to change this situation on the national level and has proposed this idea to Congress. Other states, most notably California, New Jersey and Rhode Island have created paid leave programs for families and feel that they have been of benefit to families and not a liability to businesses.

If we, in Hawaii, truly value couples having children in our society, we need to develop laws and policies to support them at a time when a mother, father and infant need to be together the most. We feel contributions from employees to an independent trust fund, as described in this bill, and established for future use as paid maternity/family leave would be a way to correct the situation in our State.

Our organization encourage you to favorably pass this legislation out of your committee.



Planned Parenthood of Hawaii

To: Committee on Labor & Public Employment  
Hearing Date/Time: Tuesday, February 3, 2015, 9:00 a.m.  
Place: Hawaii State Capitol, Rm. 309  
Re: Testimony of Planned Parenthood of Hawaii in support of H.B. 496

Dear Chair Nakashima and Members of the Committee on Labor & Public Employment,

Planned Parenthood of Hawaii writes in support of H.B. 496, which seeks to establish a family leave insurance program.

Planned Parenthood of Hawaii is dedicated to providing Hawaii's people with high quality, affordable and confidential sexual and reproductive health care, education, and advocacy and we know that the need for access to paid family leave is a social justice issue that directly impacts many of the women and men of all income levels who come through our doors seeking health care.

It's hard to imagine any family without a member who's been forced to deal with an unexpected serious illness requiring surgery, treatment and a period of recovery. We know that the primary use of paid family leave is by individuals who require that benefit because of their own illnesses. We're also well aware that there's a growing demand for working adults to care for their aging parents. The cost of home caregivers, assisted living facilities and skilled nursing homes is high. Thousands of Hawaii families are balancing the needs of ailing elders while also raising children who are in need of some level of daily care or who just need to stay home with a garden variety communicable illness.

While we don't have all the answers to the dilemmas facing us, as baby boomers age, as life expectancy grows, as somewhat older mothers choose to bear children and face complicated at-risk pregnancies, we can be proactive and develop sound family leave insurance policies that provide longer term family economic security, a more stable, productive workforce, decrease dependence on public assistance and save employers money over time.

Thank you for this opportunity to testify.

Sincerely,  
Laurie Field  
Director of Public Affairs & Government Relations

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1350 S. King Street, Suite 310  
Honolulu, HI 96814  
808-589-1149

**KAUAI**  
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Kahului, HI 96732  
808-871-1176

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National Association of Social Workers Hawai'i Chapter

Date: January 29, 2015

To: Representative Mark Nakashima, Chair  
Representative Jarrett Keohokalole, Vice Chair  
Members of the House Committee on Labor and Public Employment

From: Sonja Bigalke-Bannan, MSW, LSW-Executive Director NASW-Hawai'i

The National Association of Social Workers, Hawaii Chapter (NASW) strongly supports House Bill 496, relating to Paid Family Leave.

HB 496 which would allow families to provide care to their family members without fearing financial setbacks or potential job loss.

Currently, employees in Hawaii do not have any right to paid medical or family leave. The Hawaii Family Leave Act only applies to employers with 100 or more employees and allows for job protection for up to 4 weeks. For employees at firms of less than 100 employees, the decision of whether you receive unpaid maternity leave, paternity leave, or leave to take care of an aging and ill parent or spouse is completely dependent on your employer. The federal Family Medical Leave Act (FMLA, which excludes 40 percent of the workforce) allows for unpaid leave with job protection up to 12 weeks for employers with 50 or more employees.

Due to the high cost of living in this state, most residents working in Hawaii cannot take unpaid leave and still pay their bills. Further, only 2% of companies in Hawaii only 16% the workforce are protected by our HFLA. Our current law needs to be revised and updated to provide assistance to employees.

The FMLA excludes two-fifths of the workforce and the only state mandated paid leave is our current Temporary Disability Insurance (TDI). However, TDI is time limited and privatized so it is unclear how many people actually benefit from our current TDI system. For new moms, using TDI means you can receive partial wage replacement for 6 to 8 weeks, depending on the type of birth you have. For some family caregivers, there is no ability to take unpaid or paid family leave.

- Nearly 25% of adults in the United States have lost a job or been threatened with job loss for taking time off due to illness.
- Only 11% of workers in the United States have access to paid family leave through their employers, forcing people to choose between a pay check and their family member.<sup>3</sup>
- Families are pushed into financial crisis because of lost wages or a job loss as a result of a birth or other health needs. A significant number of bankruptcies occur after a worker misses two or more weeks due to illness.

- Low wage workers are the least likely to have access to family leave. Children in low income families are more likely to miss out on critical time with their parents during their first weeks of life.
- Women are the primary or co-breadwinners for nearly two-thirds of the nation's families, so a woman's income loss during pregnancy or maternity leave has significant economic consequences for her family. This is the same for women and families in Hawaii.
- How HB 496 would work in Hawaii:
  1. HB 496 would apply to all employees in the state.
  2. All employees would pay in to a fund through a payroll tax; employers would not.
  3. When an employee needs to provide care to a family member, spouse or child, the employee would provide medical certification and would then be allowed to "take out" of the partial wage replacement fund that they originally paid into.
  4. All contributions to the fund would be 100% employee funded, so businesses in Hawaii would not incur a fiscal note.
  5. By allowing for universal eligibility, the program becomes self sustaining, thereby not relying on any state funds to continue operating.

Sincerely,

Sonja Bigalke-Bannan, MSW, LSW  
Executive Director  
National Association of Social Workers, Hawaii Chapter

From: mailinglist@capitol.hawaii.gov  
Sent: Sunday, February 01, 2015 4:43 PM  
To: LABtestimony  
Cc: cuyungl88@gmail.com  
Subject: \*Submitted testimony for HB496 on Feb 3, 2015 09:00AM\*

**HB496**

Submitted on: 2/1/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Cu Yung Lee	Planned Parenthood Young Leaders	Support	No

Comments:

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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To: Representative Mark Nakashima, Chair  
Representative Jarrett Keohokalole, Vice Chair

From: Khara Jabola, Vice President, Filipino Law Students Association

Re: Testimony in Strong Support of HB 496, Relating to Employment

On behalf of the Filipino Law Students Association, I would like to thank the Committee for hearing this bill and for the opportunity to testify in support of HB 496, which would guarantee families' ability to provide care to their loved ones without fearing financial setbacks or potential job loss.

Under current law, employees in Hawaii do not have any right to paid medical or family leave. While the federal Family Medical Leave Act (FMLA, which leaves out 40 percent of the workforce) allows for unpaid leave with job protection up to 12 weeks for employers with 50 or more employees, our own Hawaii Family Leave Act only applies to those with 100 or more employees and allows for job protection for up to 4 weeks. For employees at firms of less than 100 employees, the decision of whether you receive unpaid maternity leave, paternity leave, or leave to take care of an aging and ill parent or spouse is completely dependent on your employer. Most people working in Hawaii cannot take unpaid leave and still maintain financial stability. Further, only 2% of companies in Hawaii and 16% of the workforce are protected by our HFLA. It is clear that our current law needs to be revised and updated to provide true benefit to employees.

Nationally and locally, the FMLA's coverage is narrow. As it is written, the FMLA excludes two-fifths of the workforce. The only state mandated paid leave is our current Temporary Disability Insurance, or TDI program. However, TDI is time limited and privatized so it is unclear how many people actually benefit from our current TDI system. For new moms, using TDI means you can receive partial wage replacement for 6 to 8 weeks, depending on the type of birth you have. For some family caregivers, there is no expectation of unpaid or paid family leave.

HB 496 would apply to all employees in the state. All employees would pay in to a fund through payroll tax; employers would not. When an employee needs to provide care to a family member, spouse or child, the employee would provide medical certification and would then be allowed to "take out" of the partial wage replacement fund that they originally paid into. All contributions to the fund would be 100% employee funded, so businesses in Hawaii would not incur a fiscal note. By allowing for universal eligibility, the program becomes self sustaining, thereby not relying on any state funds to continue operating. This is win-win for businesses and employees.

Hawaii needs a temporary caregivers insurance and paid family leave fund for several reasons. The majority of our workforce already provides care, whether to children, parents, spouses, or ill family members (or for those in the "sandwich generation", provide care to children *and* aging parents simultaneously). The majority of families in Hawaii are "working families" with multiple employees and multiple caregivers. This bill would strengthen economic security for families, so families would not have to risk falling through the economic cracks in times when they need to provide care for another family member. Additionally, measures such as these improve public health, lower levels of public assistance reliance and increase employee loyalty and retention.

Finally, HB 496 mirrors the federal FAMILY Act, which has congressional bi-partisan support. Lawmakers and policy makers across the nation are realizing the changing demographics of our workplace, in which a majority of women are either breadwinners or co-breadwinners and families are expected to do more by living on less. Hawaii has an opportunity to show its commitment to children and working families by moving HB 496. We urge this Committee to pass HB 496. Thank you for your time and leadership.

February 1, 2015

Testimony in Support of HB 496, Relating to Employment

To: Representative Mark M. Nakashima  
Representative Jarrett Keohokalole  
Members of the House Committee on Labor and Public Employment

From: Kuli'a Aiona, University of Hawaii of Manoa student MSW Program,  
(email: [kaiona44@hawaii.edu](mailto:kaiona44@hawaii.edu))

Date of Hearing: 2/3/2015

Re: Testimony in Support of HB 496, Relating to Employment

On behalf of the University of Hawaii of Manoa MSW Program and myself I would like to thank the committee for this opportunity to provide testimony on this important issue. I am testifying in favor of this bill, which establishes 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 in order to care for a designated person. Appropriates funds to DLIR to implement the program.

Numerous reasons can be explained to why this bill is important to pass. In particular, there are potential positive effects on the family and the growth of a newborn. A vast amount of evidence can explain why paid family leave is beneficial to employers, how it may economically boost our society, but I feel that is not the appropriate type of evidence we should be presenting you. According to a report by the Human Rights Watch, three-quarters of 64 individuals interviewed felt that the lack of paid leave or inflexible work conditions was harmful to their or their children's health (Human Rights Watch).

Being a student in the UH of Manoa MSW (Masters of Social Work) program I am blessed to come across required factual eye opening readings and discuss various social issues. A book our class read this past semester was titled, *The Boy Who Was Raised as a Dog* by child psychiatrists Bruce Perry. The book's author, Bruce Perry, shares numerous first hand cases dealing with traumatized children. A common theme, if not in every case of the book, was the lack of proper parental upbringing. For example, a single mother working from sun up to sun down hired a babysitter to watch her newborn. However the mother was unaware that like her self the baby sitter was not financially set. In result, the sitter decided to feed the newborn when she arrived, change the diaper, leave to attend another job, and return in time to calm the baby down before the mother returns home. This plan did not pan out as planned and the baby sitter was caught. The mother was left with a struggling dilemma, which in the future negatively affected the child.<sup>1</sup>



Only 11% of workers in the United States have access to paid family leave through their employers. This means millions of workers who develop health issues, have ill family members or who become parents are focused to choose between a paycheck and their family.<sup>ii</sup> As a result, this can lead to other numerous problems. It may lead to disloyal and/or unhappy employees, negative developmental effects on a child receiving improper care, or an ill elder left home alone. In the situation of an employer and employee under this bill they would not have to worry because research states providing family leave increases the likelihood that workers will remain employed and maintain their level of employment.<sup>iii-iv</sup>

If we examine other states that have initiated a Paid Family Leave program there are positive benefits for the family. California's PFL (Paid Family Leave) program has had numerous positive impacts for family health and wellness. In 2009-2010, workers who took advantage of the PFL program, in California, more frequently reported that leave improved their ability to care for their new child and arrange for child care compared to workers who did not use the PFL program.<sup>v</sup> Other research has shown that when mothers have access to longer maternity leave, their children are 4% more likely to receive immunizations and 2.4% more likely to receive regular medical check-ups; and the relationship between leave and these outcomes were statistically significant.<sup>vi</sup> Another potential benefit of paid family leave is increase length of maternity may leave ease, less stress, anxiety, and depression that some new mothers experience.<sup>vii</sup> Not only will Paid Family Leave be beneficial for a mother's life or a child's life but also for a father. Researchers conducted a study on the father's involvement on 134 children and the results indicated that children with more involved fathers experienced fewer behavioral problems and scored higher on reading achievement.<sup>viii</sup>

Research displays that Paid Family Leave possesses the potential to numerous positive benefits not just for the employer, employee, or family. This bill has the potential to affect the entire community and society. With our infants receiving love, care, proper upbringing we thus give our parents the opportunity to build strong adults. Which then have a greater chance on making better decisions later in life that has an affect on all of us. The bill possesses the potential too positively affect our business industry. Through the Paid Family Leave program our employees gain stronger loyalty and yearning to attend to work because they know that their employers value the same as they do, family. Not only are they loyal and attent to their job, but also the quality of work is positively affected. At face value this bill may appear to be about money. However, as stated it has the ability to affect the entire community and society. So why not take advantage of an opportunity where one department has the potential to positively affect numerous other facets of our society.

---

<sup>i</sup> Perry, B. D., & Szalavitz, M. (2008). *The boy who was raised as a dog: and other stories from a child psychiatrist's notebook: what traumatized children can teach us about life, loss, love, and healing*. New York.

<sup>ii</sup> <http://publicwelfare.org/resources/DocFiles/psd2010.final.pdf>

<sup>iii-iv</sup> Pavalko, Eliza K. and Kathryn A. Henderson (2006) Combining Care Work and Paid Work: Do Workplace Policies Make a Difference? *Research on Aging* 28:359-374.

Rosenfeld, Peri (2007) Workplace Practices for Retaining Older Hospital Nurses: Implications from a Study of Nurses with Eldercare Responsibilities, Policy, Politics, and Nursing Practice 8:120-129.

<sup>v</sup> Engeman, C. D. (2012). Ten Years of the California Paid Family Leave Program: Strengthening Commitment to Work, Affirming Commitment to Family. Policy Brief. Retrieved from: <http://www.femst.ucsb.edu/projects/crwsj/engagements/pdf/Engeman-PFL-Policy-Brief.pdf>

<sup>vi</sup> Berger, M., Hill J., Waldfogel J. (2005) Maternity leave, early maternal employment and child health and development in the US. *The Economic Journal* 115:F29-F47.

<sup>vii</sup> Hyde, Janet Shibley, Marilyn J. Essex, Roseanne Clark, and Marjorie H. Klein (2001) Maternity Leave, Women's Employment, and Marital Incompatibility, *Journal of Family Psychology* 15(3):476-491

<sup>viii</sup> Howard, K. S., Burke Lefever, J. E., Borkowski, J.G., & Whitman, T. L. (2006). Fathers' influence in the lives of children with adolescent mothers. *Journal of Family Psychology*, 20, 468- 476.

*Hawaii Association for Infant Mental Health*  
**FIRST RELATIONSHIPS**

February 3, 2015

Representative Mark Nagashima, Chair  
Representative Jarrett Keohokalole, Vice Chair

Re: HB 496 Family Leave

Dear Representatives Nagashima, Keohokalole and Committee Members:

I am Sharon Taba, President of the Hawaii Association for Infant Mental Health testifying in strong support of HB 496. In Hawaii, both parents usually have to work in order to afford housing, food and basic necessities. Aside from the fact that reliable child care is expensive and hard to find, it is very important at least one parent, usually the mother, to have time to establish a bond with a newborn infant, a critical first step towards healthy, normal child development.

The current Family and Medical Leave Act of 1993 provides unpaid, job-protected leave for serious health related events, but only about half of the workforce qualifies for this unpaid leave, and many more simply cannot afford to take it because it is unpaid. Twenty years passed and it is clear that this benefit needs to be updated to meet the current needs of families. In the case of leave to care for a newborn, all of the recent studies on early brain development highlight the importance of bonding and attachment for normal, healthy development and school readiness.

As workers with care responsibilities withdraw from the workforce, or limit their time at work, they bring home less income, are less likely to earn raises, have more restricted access to workplace retirement benefits, earn less in Social Security retirement benefits, and accumulate lower lifetime earnings. All of these factors combined leave too many Hawaii middle-class families today struggling throughout their working lives without adequate savings for retirement, while those families trying to enter the middle class can barely survive day to day.

Thank you for the opportunity to testify in strong support of this measure.

Mahalo,



Sharon Taba, President

*President* Sharon Taba  
*President-Elect* Joey  
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The Twenty-Eighth Legislature  
Regular Session of 2015

HOUSE OF REPRESENTATIVES  
Committee on Labor and Public Employment  
Rep. Mark M. Nakashima, Chair  
Rep. Jarrett Keohokalole, Vice Chair  
State Capitol, Conference Room 309  
Tuesday, February 3, 2015; 9:00 a.m.

**STATEMENT OF THE ILWU LOCAL 142 ON H.B. 496  
RELATING TO EMPLOYMENT**

The ILWU Local 142 supports the intent of H.B. 496, which establishes 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 in order to care for a designated person.

The federal Family and Medical Leave Act and the Hawaii Family Leave Law both provide for unpaid leave to care for a newborn, adopted or foster child and to care for a seriously ill family member. While these laws recognize the need for family leave, they do not acknowledge the need for most workers to be paid during such leave. H.B. 496 is an attempt to provide some monetary compensation for a worker who needs to take family leave by establishing a trust fund into which employee contributions will be made through an employee tax.

However, as good as the intent of the bill is, we have several questions that will likely need to be addressed before final passage. These are:

- How much is the employee contribution?
- How is the benefit calculated? It appears that the maximum is the workers' compensation weekly benefit.
- Will an actuarial study be needed to determine if contributions are sufficient to pay benefits to all who are eligible?
- Is the mechanism to pay benefits an insurance plan?
- What is the reason for requiring that a designated person for family leave be designated on an annual basis?
- Why is the provision for the use of 10 days of sick leave for family leave purposes being deleted?
- Why is there no penalty for an employer wrongfully withholding "family medical leave insurance benefits"? The bill provides for immediate payment of benefits but no penalty to serve as a deterrent.

The ILWU supports passage of H.B. 496 to allow for further discussion to address these questions. Providing for paid family leave is important to all workers who wish to provide care and support to their family members.

Thank you for considering our testimony.



February 2, 2015

healthy  
mothers  
healthy  
babies  
COALITION  
OF HAWAII

**To:** Representative Mark Nakashima, Chair; Representative Jarrett Keohokalole, Vice Chair; Members of the House Committee on Labor and Public Employment  
**From:** Lisa Kimura, Executive Director, Healthy Mothers Healthy Babies Coalition of Hawaii  
**Re:** Testimony in Support of HB 496: Paid Family Leave / Family Leave Trust Fund; Family Leave Insurance Benefits – Hearing: February 3, 2015 at 9am

Thank you for this opportunity to provide testimony in support of HB 496, which will allow Hawaii families the opportunity to receive temporary caregivers insurance, rather than choosing between a paycheck and their family.

We are working to amend Hawaii's current Family Leave Act to provide universal eligibility, job protection, and partial wage replacement through a **100% employee funded payroll contribution**. In the event an employee has to care for a newborn, adopted child, or family member (including spouses and parents) with a serious illness, this means not having to choose between a paycheck and family. The United States is the **ONLY** industrialized nation not to mandate paid family leave for the care of a newborn child.

Paid leave is pro-business, pro-family, and a win-win for employees, small and large businesses, and ultimately, Hawaii's economy.

#### **Paid leave is cost-effective for employers:**

- Paid leave makes fiscal sense for small and large business because business owners do not contribute to an employee's replacement income.
- Paid leave is a form of work-life support solely funded by employees.
- Paid leave reduces absenteeism.
- Paid leave will increase business revenue and retain the best possible workforce.
- Paid leave reduces turnover costs. A 2011 study of California's family leave program found that it would save employers \$89 million a year by improving employee retention and reducing costs of hiring and training new employees.
- The Small Business Majority supports family medical leave and also supports proposals paid for by payroll contributions. (See [smallbusinessmajority.org/small-business-research/family-medical-leave/092713-FML-report.php](http://smallbusinessmajority.org/small-business-research/family-medical-leave/092713-FML-report.php)) "A plurality of small businesses support a proposal to set up a publicly administered family and medical leave insurance pools where the insurance premiums are shared by employees and employers—each contributing just one-fifth of 1% of an employee's wages."

#### **Paid leave is cost-effective for the State:**

- Paid leave is revenue neutral. As a self-sufficient, employee-funded program, TCI will not add to the state budget.
- Paid leave helps keep families off public assistance and saves the state money devoted to elder care by promoting immediate and long term health outcomes for mothers, children, and aging relatives.

#### **Why is Paid Family Leave necessary?**

- The number of children with parents or their only parent working (nearly 66% of all children in the U.S.) has increased by 13% since the drafting of FMLA.
- Seven percent of people who filed for bankruptcy in 2010 cited costs associated with the birth of a child as the cause.
- By 2020, about 40 percent of the workforce will be providing care for older parents.
- Nearly 25% of adults in the U.S. have lost or job or been threatened by job loss for leave due to illness.
- Only 11% of U.S. workers have access to paid family leave through their employers.
- Women, as primary caregivers of infants, children and elderly parents, are affected disproportionately by the unavailability of paid family and medical leave.
- Women are the primary or co-breadwinners for almost two-thirds of families in the U.S., so women's income lost during maternity leave has significant economic impact on her entire family.
- Women in Hawaii can apply for TDI after giving birth, but it is time-limited. Fathers are not eligible to apply.
- Hawaii has one of the highest rates of grandparents as primary caregivers for grandchildren.
- In Hawaii the majority of families are "working families" who cannot afford to take unpaid leave--- paid family leave alleviates economic instability for struggling families by ensuring job security.
- In Hawaii, only 88 businesses employ 100 or more employees within the state. Thus, only employees from these 88 business are eligible for 4 weeks unpaid leave guaranteed by state law.

310 Paoakalani Ave., Suite 202A, Honolulu, Hawaii 96815  
(808) 737-5805 [lisak@hmhb-hawaii.org](mailto:lisak@hmhb-hawaii.org) [www.hmhb-hawaii.org](http://www.hmhb-hawaii.org)



**Healthy Mothers Healthy Babies Coalition of Hawaii and the Paid Family Leave Coalition has collected personal stories from families in the state of Hawaii on the importance of paid family leave:**

“It is foolish to believe that in 6 weeks you and your child are used to the ‘new’ way of life, new schedule, new everything. Life changes whether it is your first child [or] an addition to your family. Having a newborn is worrisome, and for your health and that of your baby, you shouldn’t be worried about going back to work, pumping, stressing with boss/coworkers, but at home focusing all your much needed energy on baby. It doesn’t take 6-8 weeks to completely recover from giving birth and it is hard to get any good amount of sleep even after 6 weeks, especially [for] breastfeeding moms. For the health of our children, moms should be able to stay home much longer. In Canada, they get up to a year. In France, they go on leave from 10 weeks prior to due date, and stay home 12 weeks after due date, ALL COMPENSATED IN FULL (not just 2/3 disability!!!). In order for our children to be healthy, and in order for them not to become a burden to society (permanent disability, obese, diabetic, asthmatic...), it is so crucial to be able to properly bond with your child!!”

– *Terevarevahaunui Jacobson, Maui*

“How about when you, yourself, a single mother and a school teacher for the state, end up with cancer and the doctor signs you out of work for six months for your chemotherapy treatment and you MAY get UP TO a whopping 15 days of Temporary Disability?? AND, you have to pay your own health insurance, over \$600/month, out of pocket. Everything else, you have to cover yourself. They told me to go apply for welfare. Really? I wonder how they treat their teachers in other countries?”

– *Lori Sturm, Kihei*

“Even though I am a state employee, I was denied temporary disability insurance when I had my second child. I had a repeat c-section, which would have warranted 8 weeks of partially paid leave. I also had postpartum depression, which is considered a disability. I had to exhaust my vacation leave and then take unpaid leave so I could care for my newborn.”

– *Catherine Betts, Honolulu*

“Some women are single mothers [and] some families barely get by with both paychecks. We need this. A few weeks or days are not enough”

– *Corey Utu Peters, Kalihi*

“Worker to working mother... I’m still adjusting. Employers allow [breast] pumping at work and must provide a safe place, but it’s different from actually breastfeeding. I love my son and being a mother, but I also love to work. ...6 weeks was not enough. I had complications during my second trimester and was out of work during my pregnancy with little support from disability. The adjustment was difficult because within a month my child’s eating and sleeping pattern changed. How is that fair for both employee and employer? Sleepless nights are not good for the baby or mother, putting both of them in danger.”

– *Hanna Mae Bueno, Ewa Beach*

“If we, as a nation, want to strive to be the best in the world, we need to nurture every generation, starting at home, from the beginning. We are already too far behind most other first world countries when it comes to support of paid family leave. IT’S TIME TO DO BETTER.”

– *Megan Mario, Honolulu*

“I had to go on 6 weeks unpaid leave, which was not enough time to re-coup and bond, but by that time I had no choice but to go back to work as I needed the income. I felt helpless and angry that I couldn’t have more time to nurture my family. This is a measure that I think is incredibly important to support. It not only makes sense to support healthy and happy family life, but supporting happy and productive employees makes business sense. When I went back to work I was exhausted, hormonal, distracted, and not as productive as I was before. I was fortunate to have a private office where I could pump, but many women are not so lucky. I was also fortunate enough to be able to work from home part time (a deal I had to strike when I was hired due to the low pay), but many women are not so lucky. Parents are the most loyal beings on earth. Think of the commitment level of a happy parent that feels supported in raising a family.”

– *Gwen Woltz, Kaaawa*

“These family support policies help to keep our population more balanced, countering our aging society. Without kiddos, we will not have a future labor force, so this is also in business’s interest.”

– *Gayle Flynn, Honolulu*

“Paid family leave is a great idea!!”

– *Jenni Lesmann, Honolulu*

“Support, support, support!!! 26 weeks paid leave would be awesome!”

– *Twyla Kukahiko, Lahaina*

“Having time off to bond with my newborn and help my wife would have been so helpful. We need to support families by providing paid leave.”

– *Vincent Kimura, Honolulu*

“Let’s see... Increased breastfeeding numbers; Better bonding = less social issues; Better parenting through support for parents; Less financial burden/less stress on new parents = more productive workers. We had a terrible experience with our elder child and so I chose to stay home this time until my son was old enough to communicate what was happening during his day. Finding reliable child care for my son, now that I am working, that doesn't cost my whole paycheck is hard. Trusting someone to take care of your babies for you is even harder. Support our families, let parents be parents!”

– *Christina Sorte, Hilo*

“Paid Family Leave would be awesome... Especially if they increase it to a year like other countries!”

– *Heather Sales, Waipahu*

“I do not want to live in fear of going broke because a family member or I become sick. Having paid sick days and paid family leave is important because it tells me that I am important to my company. My physical and emotional health is important, and keeping myself healthy allows me to work. Without paid leave, my family had to go through the system to receive TANF. Having paid leave would put less stress on me and my family. I would have more confidence in my company and my own work because of how they were treating me. It would tell me that I am important to my company because they value my health and the health of my family.”

– *Anonymous*

“This is one of the reasons I separated from the Navy. Gosh, I can't even type how much this [Paid Family Leave] means, hopefully they extend maternity leave days too. Six weeks is not even close to enough time for a mother and her newborn!”

– *Lynn Mandie, Honolulu*

“I totally support [this bill]! As a Canadian citizen, I think it's crazy not being able to stay home with the little ones. Those are some of the most important times in a child's life. In Canada, they get one year off.”

– *Anne-Marie Lerch, Honolulu*



# Chamber of Commerce HAWAII

*The Voice of Business*

**Testimony to the House Committee on Labor & Public Employment  
Tuesday, February 3, 2015 at 9:00 A.M.  
Conference Room 309, State Capitol**

**RE: HOUSE BILL 496 RELATING TO EMPLOYMENT**

Chair Nakashima, Vice Chair Keohokalole, and Members of the Committee:

The Chamber of Commerce of Hawaii ("The Chamber") **opposes** HB 496, which establishes a family leave insurance program, requiring employees to make contributions into a trust fund to be used to provide employees with family leave insurance benefits in order to care for a designated person. Also appropriates funds to DLIR to implement the program.

The Chamber is the largest business organization in Hawaii, representing over 1,000 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 members and the entire business community to improve the state's economic climate and to foster positive action on issues of common concern.

We appreciate and understand the intent of this bill to allow for paid leave in the workplace. At the same time, it places certain burden on employers. First, it changes the amount of family leave from 4 weeks to 12 weeks which can be taken every twelve month period. This triples the time an employer is required to let an employee leave work. This creates a huge burden for an employer to provide coverage for that employee not being at work. Second is the expanded definition of what qualifies under the leave provision. Lastly, the provision of providing benefits for a designated person expands the pool beyond family and increases the likelihood of leave being taken.

Thank you for the opportunity to testify.



February 2, 2015

**To:** Representative Mark Nakashima, Chair; Representative Jarrett Keohokalole, Vice Chair;  
Members of the House Committee on Labor and Public Employment  
**From:** Vincent Kimura, Managing Partner, Inovi Technologies LLC  
**Re:** Testimony in Support of HB 496: Paid Family Leave / Family Leave Trust Fund; Family Leave Insurance Benefits –  
Hearing: February 3, 2015 at 9am

Thank you for this opportunity to provide testimony in support of HB 496, which will allow Hawaii families the opportunity to receive temporary caregivers insurance, rather than choosing between a paycheck and their family.

As a father, a small business owner, paid leave is pro-business, pro-family, and a win-win for employees, small and large businesses, and ultimately, Hawaii's economy. My wife had a caesarean section for our first child, paid family leave would have been a huge help for our family. In addition, I know countless friends, staff and family who have had to take care of their aging parents and grandparents. This is a concern I think about in the very near future for myself and my family.

The research has shown that **Paid leave is cost-effective for employers:**

- Paid leave makes fiscal sense for small and large business because business owners do not contribute to an employee's replacement income.
- Paid leave is a form of work-life support solely funded by employees.
- Paid leave reduces absenteeism.
- Paid leave will increase business revenue and retain the best possible workforce.
- Paid leave reduces turnover costs. A 2011 study of California's family leave program found that it would save employers \$89 million a year by improving employee retention and reducing costs of hiring and training new employees.
- The Small Business Majority supports family medical leave and also supports proposals paid for by payroll contributions. (See [smallbusinessmajority.org/small-business-research/family-medical-leave/092713-FML-report.php](http://smallbusinessmajority.org/small-business-research/family-medical-leave/092713-FML-report.php)) "A plurality of small businesses support a proposal to set up a publicly administered family and medical leave insurance pools where the insurance premiums are shared by employees and employers—each contributing just one-fifth of 1% of an employee's wages."

**Paid leave is cost-effective for the State:**

- Paid leave is revenue neutral. As a self-sufficient, employee-funded program, TCI will not add to the state budget.
- Paid leave helps keep families off public assistance and saves the state money devoted to elder care by promoting immediate and long term health outcomes for mothers, children, and aging relatives.

**Why is Paid Family Leave necessary?**

- The number of children with parents or their only parent working (nearly 66% of all children in the U.S.) has increased by 13% since the drafting of FMLA.
- Seven percent of people who filed for bankruptcy in 2010 cited costs associated with the birth of a child as the cause.
- By 2020, about 40 percent of the workforce will be providing care for older parents.
- Nearly 25% of adults in the U.S. have lost or job or been threatened by job loss for leave due to illness.
- Only 11% of U.S. workers have access to paid family leave through their employers.
- Women, as primary caregivers of infants, children and elderly parents, are affected disproportionately by the unavailability of paid family and medical leave.
- Women are the primary or co-breadwinners for almost two-thirds of families in the U.S., so women's income lost during maternity leave has significant economic impact on her entire family.
- Women in Hawaii can apply for TDI after giving birth, but it is time-limited. Fathers are not eligible to apply.
- Hawaii has one of the highest rates of grandparents as primary caregivers for grandchildren.
- In Hawaii the majority of families are "working families" who cannot afford to take unpaid leave--- paid family leave alleviates economic instability for struggling families by ensuring job security.
- In Hawaii, only 88 businesses employ 100 or more employees within the state. Thus, only employees from these 88 business are eligible for 4 weeks unpaid leave guaranteed by state law.

Thank you for your time, please do not hesitate to contact me for any follow up questions.

Best Regards,

Vincent Kimura

From: mailinglist@capitol.hawaii.gov  
Sent: Thursday, January 29, 2015 8:50 PM  
To: LABtestimony  
Cc: kstofocik@gmail.com  
Subject: Submitted testimony for HB496 on Feb 3, 2015 09:00AM

**HB496**

Submitted on: 1/29/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Kathleen Stofocik	Individual	Support	No

Comments: Supporting paid family leave just makes sense. I am fully supportive of paid family leave in Hawaii because it will provide the hard-workers of Hawaii an opportunity to care for their family by being there and emotionally supporting their children or elder ly parents. If you believe families need to support their children, be there for their children, and take time to educate their children, then supporting paid family leave will help Hawaii's hard working families get this process started from the moment they bring their child home. Please show your commitment and support for every child and working family in Hawaii by providing paid family leave.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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From: mailinglist@capitol.hawaii.gov  
Sent: Friday, January 30, 2015 2:33 AM  
To: LABtestimony  
Cc: paulwfitzgerald@gmail.com  
Subject: Submitted testimony for HB496 on Feb 3, 2015 09:00AM

**HB496**

Submitted on: 1/30/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
PAUL FITZGERALD	Individual	Support	No

Comments: This is an important step that is needed to ensure Hawai'i puts families first.

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From: mailinglist@capitol.hawaii.gov  
Sent: Friday, January 30, 2015 5:52 PM  
To: LABtestimony  
Cc: kalawaiag@hotmail.com  
Subject: \*Submitted testimony for HB496 on Feb 3, 2015 09:00AM\*

**HB496**

Submitted on: 1/30/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Kalawai'a Goo	Individual	Support	No

Comments:

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From: mailinglist@capitol.hawaii.gov  
Sent: Saturday, January 31, 2015 8:40 AM  
To: LABtestimony  
Cc: abensley80@yahoo.com  
Subject: Submitted testimony for HB496 on Feb 3, 2015 09:00AM

**HB496**

Submitted on: 1/31/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Adam Bensley	Individual	Support	No

Comments: I strongly support this bill, as does my family. Mahalo, Adam Bensley

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From: mailinglist@capitol.hawaii.gov  
Sent: Saturday, January 31, 2015 3:41 PM  
To: LABtestimony  
Cc: ainapono@hotmail.com  
Subject: Submitted testimony for HB496 on Feb 3, 2015 09:00AM

**HB496**

Submitted on: 1/31/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Edie Ignacio Neumiller	Individual	Comments Only	No

Comments: Aloha - I support HB496. Thank you

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From: mailinglist@capitol.hawaii.gov  
Sent: Sunday, February 01, 2015 1:14 AM  
To: LABtestimony  
Cc: shay.chanhodges@gmail.com  
Subject: Submitted testimony for HB496 on Feb 3, 2015 09:00AM  
Attachments: HB 496Testimony-ShayChanHodges.pdf

**HB496**

Submitted on: 2/1/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Shay Chan Hodges	Individual	Support	No

Comments:

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From: mailinglist@capitol.hawaii.gov  
Sent: Sunday, February 01, 2015 11:19 AM  
To: LABtestimony  
Cc: cu26lee@gmail.com  
Subject: Submitted testimony for HB496 on Feb 3, 2015 09:00AM

**HB496**

Submitted on: 2/1/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Cu Ri	Individual	Support	No

Comments: Please consider my testimony in strong support of this bill, which will provide 12 weeks of paid family leave for all working individuals in Hawaii. The wellbeing of our ohana takes a toll with the current obstacles many working parents face trying to take care of their families. Currently, paid leave is limited and parents find they have to choose between providing economic support and being there to take care of family matters. Hard working parents should not have to compromise pay to spend time with their newborn before returning to work or take care of a sick child or deal with after complications after childbirth (i.e. healing after surgery, post partum). Please support Hawaii's working parents - let's make Hawaii the 4th state to pass paid family leave!

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From: mailinglist@capitol.hawaii.gov  
Sent: Sunday, February 01, 2015 1:17 PM  
To: LABtestimony  
Cc: suklaw@gmail.com  
Subject: Submitted testimony for HB496 on Feb 3, 2015 09:00AM

**HB496**

Submitted on: 2/1/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Susan Trout	Individual	Support	No

Comments: At some point nearly everyone will need time away from work to recover from illness or care for a loved one, yet the majority of working Americans currently cannot take the time off they need without risking their jobs and their economic security. Paid family and medical leave is the best policy not only for workers and their families, but also for businesses and the country at large. Too few private sector workers in the United States currently have access to paid family leave through their employers, and the percentage of employers offering fully paid maternity leave is on the decline. There is no current research to suggest that businesses suffer when workers are provided with paid leave, and in fact, all available research points to the contrary. Paid family leave improves worker retention, thereby saving money for employers through reduced turnover costs. Satisfied, healthy workers are more productive, and prominent and profitable companies have taken note of how family leave helps to maintain a diverse and innovative workforce. As a young, married woman about to enter medical school this issue hits close to home. Both my husband and I are embarking on challenging careers, but we also hope to start a family in the near future. Without a system in place to ensure paid family leave, we will be at the mercy of our future employers. Forcing employees to choose between the well being of their families and career advancement and economic security is a zero sum game, and paid family leave should be available to all workers, applying equally to men and women, protecting workers against retaliation for taking leave, and be affordable for workers as well as cost effective for their employers.

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From: mailinglist@capitol.hawaii.gov  
Sent: Monday, February 02, 2015 8:12 AM  
To: LABtestimony  
Cc: kategering@gmail.com  
Subject: \*Submitted testimony for HB496 on Feb 3, 2015 09:00AM\*

**HB496**

Submitted on: 2/2/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
katelin hartgering	Individual	Support	No

Comments:

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I strongly SUPPORT HB496 which will ensure that employees of the State of Hawaii are provided family leave insurance benefits during times when they need to provide care for their families. I believe that it is important to provide this kind of support, especially in Hawai'i where it is so expensive and difficult to make ends meet. This bill also takes a positive step forward in reaffirming aloha and 'ohana, which are so foundational to Hawai'i by making it realistic for employees to care for their families without jeopardizing necessary income for survival. I urge the committee to PASS this bill.

From: mailinglist@capitol.hawaii.gov  
Sent: Monday, February 02, 2015 12:41 PM  
To: LABtestimony  
Cc: alemke@outlook.com  
Subject: Submitted testimony for HB496 on Feb 3, 2015 09:00AM

**HB496**

Submitted on: 2/2/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Aurora Lemke	Individual	Support	No

Comments: I support this bill. It supports working families and encourages them to stay in the work force knowing that they can receive help when needed. I would contribute my taxes to this. Thank you.

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From: mailinglist@capitol.hawaii.gov  
Sent: Monday, February 02, 2015 12:49 PM  
To: LABtestimony  
Cc: Cathytsaur@gmail.com  
Subject: Submitted testimony for HB496 on Feb 3, 2015 09:00AM

**HB496**

Submitted on: 2/2/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Catherine Tsaur	Individual	Support	No

Comments: As a young adult I support HB496 because I have seen first hand how many people either lose or leave jobs because of a birth, which should be a joyous occasion. This financial insurance would allow new parents to bond and adjust to their new families and roles and to help create a less stressful and uncertain environment for the child. In addition to this, because Ohana means so much in Hawaii, many families are also caring for older loved ones as well as new infant. These individuals should be given the opportunity to care for those who once cared for them, without the fear of a loss of finances.

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From: mailinglist@capitol.hawaii.gov  
Sent: Monday, February 02, 2015 4:34 PM  
To: LABtestimony  
Cc: derekg@hmhb-hawaii.org  
Subject: Submitted testimony for HB496 on Feb 3, 2015 09:00AM

**HB496**

Submitted on: 2/2/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Derek Galanto	Individual	Support	No

Comments: I love my parents and having choose my job over taking care of the people I love--hurts.

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From: mailinglist@capitol.hawaii.gov  
Sent: Monday, February 02, 2015 4:38 PM  
To: LABtestimony  
Cc: m.nagatsuka@yahoo.com  
Subject: Submitted testimony for HB496 on Feb 3, 2015 09:00AM

**HB496**

Submitted on: 2/2/2015

Testimony for LAB on Feb 3, 2015 09:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Melissa Nagatsuka	Individual	Support	No

Comments: I support HB496 to support all families in Hawai'i, and most especially my family members and friends. They have been directly impacted by the lack of PFL, including mothers and caregivers that struggle to provide family care while balancing work. To provide PFL is to support the needs of working families. Thank you.

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**TESTIMONY IN SUPPORT OF HB 496 RELATING TO EMPLOYMENT.  
Committee on Labor and Public Employment**

**Representative Mark M. Nakashima, Chair  
Representative Jarrett Keohokalole, Vice Chair**

**Tuesday February 3, 2015 at 9:00 am  
Conference Room 309**

Aloha Chair Nakashima Vice Chair Keohokalole, and Members of the Committee:

My name is Shay Chan Hodges and I have been a Maui resident for twenty-three years. I have two sons who currently attend King Kekaulike High School, both of whom have been served by a variety of educational, childcare, and recreational programs in this community.

For the majority of my years as a working mother in Hawaii, I have written grants for nonprofits in the health and human services arenas. I also owned and operated **Maui Child Toys and Books** for six years in Makawao Town, and in November 2014, published *Lean On and Lead, Mothering and Work in the 21<sup>st</sup> Century Economy* about the economic impacts of the intersection of work and parenting.

In *Lean On and Lead*, I present a variety of first person narratives and interactive data that describe what parents and other caregivers need to significantly participate in the economy while raising children or caring for other family members. Individuals interviewed include working women, mothers, and fathers from around the world who represent a broad variety of occupations, as well as quite a few Hawaii residents, for example, *Lieutenant Governor Shan Tsutsui, then Congresswoman Colleen Hanabusa, US Senator Brian Schatz, State Senator Jill Tokuda, State Representative Beth Fukumoto, and Maui District 2010 Teacher of the Year Emily Haines-Swatek* to name a few.

**The stories told in the interviews make it very clear how important policies that support working parents are to our economy -- both in the short and long-term.**

Last summer, as a result of my work collecting interviews and compiling robust research and data, I was invited to attend the **White House Summit on Working Families**. That event, which was attended by President Barack Obama and the First Lady, members of the President's cabinet, business leaders, advocates, union representatives, and diverse workers addressed the need for public policy and private sector supports for caregivers. One of the most empowering aspects of the summit was hearing both the President and the Vice President describe their own personal challenges balancing family and work responsibilities.

More recently, I had the opportunity to join a Google hang-out with Secretary of Labor Tom Perez and a half dozen other writers and policy experts who have been following the Administration's efforts to pass paid family leave legislation nationwide. The hang-out took place two days after **President Obama's State of the Union** speech when he said:

**"Today, we're the only advanced country on Earth that doesn't guarantee paid sick leave or paid maternity leave to our workers."**

Before taking questions at the hang-out, Sec. Perez reported that the Administration was working on several fronts to increase women's and family's economic security, noting that he had recently spoken with about a hundred state legislators about these issues. As a Hawaii resident, I thought it was particularly interesting that Sec. Perez did not believe that a state's "red" or "blue" status was a factor in whether legislation in support of working families was likely to pass. Instead, he noted that those governments that support paid family leave see it as a common sense issue; the policy-makers in question understand that helping working people – and in particular women -- get back to work helps form the foundation of a vibrant economy. Thus, at the State of the Union, the President also said, **"It's time we stop treating child care as a side issue or a women's issue, and treat it like the national economic priority that it is."**

Nationwide, only 11% of employees have access to paid family leave through their employers and female employees are affected disproportionately by this situation. In Hawaii, 247,000 people serve as family caregivers, and of those who need paid leave in our state but do not have access to it, one in three need to care for an aging parent or spouse. The proposed HB 496 would create a trust fund that employees would contribute to which would provide partial wage replacement for up to twelve weeks when needed. Because Hawaii's bill does not require businesses to contribute, nor does it rely on state funds to continue operating, it is a win-win for businesses and employees.

In last week's discussion, Sec. Perez encouraged those of us working to pass paid family leave and paid sick days to make the business case for workplace policies that support families. So I wanted to make sure to emphasize that not only does supporting working families improve the economy for the state as a whole, it also improves the economic landscape for businesses. A 2011 study of California's family leave program estimated that paid family leave saves employers \$89 million a year by improving worker retention and increasing productivity, and a similar Rutgers University study showed cost savings for businesses in New Jersey from decreased turnover, improved productivity, and improved employee morale.

I know that this is not the first time that a family paid leave bill has been introduced to the Hawaii State Legislature, but I believe the time is right for Bill HB 496 to pass. Now more than ever, Hawaii's legislators, many of whom are caregivers themselves, understand that a thriving economy is only as strong as the families that participate in it.

They also understand that the majority of workers are also caregivers at some point in their working lives, and our economy depends on their ability to continue to contribute both labor and intellectual capital, even if they have to take breaks to care for loved ones. I urge you to pass HB 496.

Mahalo,

Shay Chan Hodges  
Maui, Hawaii