



**STATE OF HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

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February 12, 2015

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

Date: February 13, 2015  
Time: 9:30 a.m.  
Place: Conference Room 309, State Capitol

From: Elaine N. Young, Acting Director  
Department of Labor and Industrial Relations (DLIR)

**Re: H.B. No. 9 Relating to Health**

**I. OVERVIEW OF PROPOSED LEGISLATION**

HB 9 creates a new chapter, "Paid Sick Leave", requiring an employer to provide for up to 56 hours of paid sick leave for an employee to use for themselves or the care of another. Employees are eligible for paid sick leave after working 80 hours. The law provides employees would accrue at least 1 hour for each 30 hours worked. Effective July 1, 2015.

The Department supports the intent of the measure and offers comments.

**II. CURRENT LAW**

Hawaii Family Leave Law, chapter 398, Hawaii Revised Statutes (HRS), provides for four weeks of protected leave from a job to care for another and an employee can choose to use accrued and available sick leave for 10 days of the Hawaii Family Leave protected leave.

Disability income for a person's non-occupational injury or illness is provided by the Temporary Disability Insurance (TDI) law, chapter 392, HRS. Employers either purchase an insurance plan, provide their own sick leave, or have a plan that combines the two to meet the requirements of the TDI law.

### **III. COMMENTS ON THE HOUSE BILL**

The new chapter incorporates the protected leave of the Hawaii Family Leave Law, chapter 398, HRS in allowing the use of the sick leave to care for another. The allowances for the type of leave contemplated under this provision are broader than the protected leave under chapter 398 and the similar federal Family Medical Leave Act (FMLA) so an employee may not be protected from retaliatory actions as a result of taking the sick leave contemplated by this provision. Authorized leave under this paid sick leave law allow for absences for the care of another for a less than serious illness, public health emergency declarations, and expands the care to care of a sibling, which is not included in the Hawaii family leave law or the FMLA.

The FLSA definitions of “employee” and “employer” include the Federal, State and county employees. If the intention is to include State and county public employees perhaps using a modified definition of “employee” and “employer” from chapter 398, HRS would be more appropriate.

If it is the intention to have the protected leave of chapter 398, HRS apply to those who take sick leave under this new chapter, the indicated modifications would also need to be made in chapter 398, HRS, or add a retaliatory provision as provided in HB 1047.

The department notes that TDI and sick leave are two different benefits. Sick leave is not TDI, although some employer plans allow for sick leave to be used as their TDI plan. The HB9 sick leave benefits used for the employee's absence from work due to the employee's illness or injury may be covered by the TDI law. In these instances, the department recommends that the TDI law takes precedence and that TDI benefits be paid to the employee, while the HB 9 paid sick leave be allowed to supplement the TDI benefits up to the employee's full wages.

DAVID Y. IGE  
GOVERNOR



JAMES K. NISHIMOTO  
DIRECTOR

RANDY BALDEMOR  
DEPUTY DIRECTOR

**STATE OF HAWAII**  
**DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**  
235 S. BERETANIA STREET  
HONOLULU, HAWAII 96813-2437

February 12, 2015

TESTIMONY TO THE  
HOUSE COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT

For Hearing on Friday, February 13, 2015  
9:30 a.m., Conference Room 309

By

JAMES K. NISHIMOTO  
DIRECTOR, DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

**House Bill No. 9**  
**Relating to Health**

**(WRITTEN TESTIMONY ONLY)**

CHAIRPERSON NAKASHIMA, VICE CHAIR KEOHOKALOLE AND MEMBERS OF  
THE HOUSE COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT:

Thank you for the opportunity to provide testimony on H.B. No. 9.

H.B. 9 requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care.

The Department of Human Resources Development respectfully **OPPOSES** H.B. 9 to the extent that it applies to public sector employees.

Most public sector employees are already afforded generous vacation and sick leave benefits which can be utilized for the purpose of caring for themselves or a family member who is ill or needs medical care. It is therefore unnecessary to include public employees within the scope of this bill.

In addition, this bill would provide paid sick leave to employees who are hired to supplement the Executive Branch's regular workforce (e.g., 89-day hires, part-time intermittent workers, casual hires, event workers, etc.). These employees are typically hired on an as-needed basis. The estimated impact of providing up to seven paid sick leave days to these short-term employees may be in excess of a million dollars.

H.B. 9 also appears to be in conflict with existing law. Act 253, SLH 2000, removed routine human resource policy and management matters from civil service laws and included the enactment of HRS Section 78-23. That section specifically provides that employees "shall be eligible for vacation leave, sick leave, and other leaves of absence, with or without pay, as negotiated under chapter 89 or adjusted under chapter 89C, as applicable." H.B. 9 accordingly attempts to legislate in an area that is required by statute to be a mandatory subject of negotiation.

Given the foregoing, we recommend that H.B. 9 be held or amended to expressly exclude public employees from its coverage.

HAWAII  
STATE  
COMMISSION  
ON THE  
STATUS  
OF  
WOMEN



Chair  
LESLIE WILKINS

COMMISSIONERS:

ELENA CABATU  
JUDY KERN  
MARILYN LEE  
CARMILLE LIM  
AMY MONK  
LISA ELLEN SMITH

Executive Director  
CATHY BETTS, JD

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February 12, 2015

**Testimony in Support of HB 9, Relating to Labor**

**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 9, Relating to Labor

On behalf of the Hawaii State Commission on the Status of Women, I would like to express my strong support of this bill, which would require employers to provide a minimum amount of paid sick leave to employees within the State. Further, this bill would create a notice requirement so that employees know what they are legally entitled to.

If passed, this bill would set a standard practice for allowing earned sick leave. A lack of paid sick leave has a detrimental affect on low-income women and working families. Minority women continue to be paid less on average, and close to 2/3 of low wage workers do not have access to paid sick days.<sup>1</sup> While those who oppose this bill may argue that paid leave is bad for business, the wealth of data proves otherwise. Economies in locations that have paid sick leave are doing very well. More than 2 out of 3 businesses in San Francisco support their city's paid sick days law and 6 out of 7 employers report no negative impact in profit.<sup>2</sup> Having a paid leave policy increases worker loyalty, decreases turnover and ensures a healthy workforce. The Center for American Progress estimates that businesses lose a cumulative 160 billion a year in productivity due to sick workers coming to work when sick.<sup>3</sup>

The Commission recently heard from a community member who was fired for requesting sick leave while she was pregnant. The loss of her job caused her probation to be revoked, so she was placed back in a correctional facility while 5 months pregnant. Being forced into difficult and deplorable decisions is a reality for many people who have no access to paid sick leave. In one study, 23% of adults say they have been threatened with termination or fired for taking time off to take care of a sick family member.<sup>4</sup> For a low-income family, going 3.5 days without wages is equivalent to losing a month's worth of groceries. More so, there are things we should not have to "quantify" in order make the case for earned sick leave— loss of human dignity, the ability to care for a loved one, and a healthy family are just a few. The Commission respectfully urges this Committee to pass HB 9. Thank you for your time.

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<sup>1</sup> National Partnership for Women and Families, *Women of Color Need a Paid Sick Day Standard* (December 2010).

<sup>2</sup> Family Values at Work, Key Evidence in Sick Leave, available <http://familyvaluesatwork.org/wp-content/uploads/2014/08/Earned-Sick-Days-Key-Evidence-August-20142.pdf>, last visited January 27, 2015.

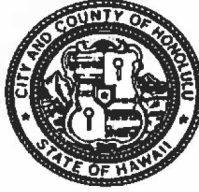
<sup>3</sup> American Sustainable Business Council, *Making the Case for Earned Sick Days*

<sup>4</sup> Tom W. Smith and Jibum Kim, *Paid Sick Days: Attitudes and Experiences*, Public Welfare Foundation (2010), available at <http://www.publicwelfare.org/resources/DocFiles/psd2010final.pdf>.

DEPARTMENT OF HUMAN RESOURCES  
**CITY AND COUNTY OF HONOLULU**

650 SOUTH KING STREET 10<sup>TH</sup> FLOOR • HONOLULU, HAWAII 96813  
TELEPHONE: (808) 768-8500 • FAX: (808) 768-5563 • INTERNET: www.honolulu.gov/hr

KIRK CALDWELL  
MAYOR



CAROLEE C. KUBO  
DIRECTOR  
NOEL T. ONO  
ASSISTANT DIRECTOR

February 13, 2015

The Honorable Mark M. Nakashima, Chair  
and Members of the Committee  
on Labor & Public Employment  
The House of Representatives  
State Capitol, Room 309  
415 South Beretania Street  
Honolulu, Hawaii 96813

Dear Chair Nakashima and Members of the Committee:

SUBJECT: House Bill No. 9  
Relating to Health

House Bill 9 requires employers to provide a minimum amount of paid sick leave to employees, including time for family care. The City and County of Honolulu, Department of Human Resources, respectfully opposes this bill to the extent that it applies to public sector employees.

The City is concerned that House Bill 9 involves a matter that is subject to collective bargaining, and therefore, should not be legislated. Public sector employees are already entitled to generous leave provisions which have been negotiated into the respective collective bargaining agreements. Our employees are given 21 days of sick leave and 21 days of vacation per year, which may be used for purposes described in this bill. In addition, City employees are sufficiently covered by Federal and State laws which afford them time off to care for themselves and their family members.

The City respectfully requests that House Bill 9 be held or amended to exclude public sector employees.

Thank you for the opportunity to testify.

Sincerely,

Handwritten signature of Carolee C. Kubo in cursive.

Carolee C. Kubo  
Director

cc: Mayor's Office



# Chamber of Commerce HAWAII

*The Voice of Business*

**Testimony to the House Committee on Labor & Public Employment  
Friday, February 13, 2015 at 9:30 A.M.  
Conference Room 309, State Capitol**

**RE: HOUSE BILL 9 RELATING TO HEALTH**

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

The Chamber of Commerce of Hawaii ("The Chamber") **opposes** HB 9, which requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care.

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.

The Chamber does not believe that this benefit should not be mandated by legislation. Employers already have to deal with many mandated benefits for employees, which has steadily increased the employer's burden as well as the cost of doing business in Hawaii.

Employers provide sick leave so employees can recover from a health illness or injury. Many employers are quite generous with sick leave benefits. If companies are not allowed to manage their employee's usage of sick leave, it may lead to abuse. This may cause some employers to reduce sick leave time or switch to a PTO system, which will reduce the time a worker may take for vacation and sick leave. For those with a serious health problem, that is a serious setback.

While most workers utilize their sick leave only when ill, there is a percentage of workers who abuse this benefit. CareerBuilder.com reported that 1 in 4 workers consider sick leave to be vacation time. This bill would make it very difficult for employers to manage their employees and the benefits provided.

We respectfully ask that this bill be held in committee. Thank you for the opportunity to testify.





Executive Officers:  
John Schilf, RSM Hawaii - Chairperson  
Derek Kurisu, KTA Superstores - Vice Chair  
Lisa DeCoito, Aloha Petroleum - Treasurer  
John Erickson, Frito-Lay - Secretary  
Lauren Zirbel, Executive Director

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1050 Bishop St. PMB 235  
Honolulu, HI 96813  
Fax : 808-791-0702  
Telephone : 808-533-1292

TO:  
COMMITTEE ON LABOR & PUBLIC EMPLOYMENT  
Representative Mark M. Nakashima, Chair  
Representative Jarrett Keohokalole, Vice Chair

FROM: HAWAII FOOD INDUSTRY ASSOCIATION  
Lauren Zirbel, Executive Director

DATE: February 13,, 2015  
TIME: 9:30am  
PLACE: Conference Room 309

RE: HB9

Position: Oppose

The Hawaii Food Industry Association is comprised of two hundred member companies representing retailers, suppliers, producers, and distributors of food and beverage related products in the State of Hawaii.

Our employers understand that employees will require occasional leave from work due to a legitimate sickness or other reasons, and generally accommodate and work with them.

This “one-size fits all” approach, however, will hinder an employer’s flexibility in providing this benefit and result in additional costs, direct and indirect. Paid sick leave is an expensive benefit for employers to provide and is traditionally earned by full time employees. Providing this type of benefit to part time and hourly employees greatly increases the cost to employers of providing these types of jobs. For many businesses this could mean that they can no longer afford to employ as many people and will have to eliminate much needed jobs. This would be an unnecessary mandate placed on businesses among others that already exist.

Small businesses are especially vulnerable to any increase in costs, especially those who operate on low margins. Passage of this measure may also force many small employers to offset higher costs through lower wages to their employees, fewer work hours, less pay raises, decreased discretionary benefits, and higher health care costs, or even increased costs for consumers. Even worse, for those companies on the “tipping point,” any increase may force them to close shop.

Moreover, for employers that already provide the benefit, this measure adds another layer of administrative burden. Many small businesses do not have the human resources capacity or additional resources to keep up with the regulatory requirements.

Finally this measure adds to the definition of family:

“Any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.”

This is an incredibly broad category open to range of interpretations. The measure does not elaborate on who determines what constitutes “equivalent”, how any dispute would be settled, or how employers can avoid abuse of the benefit which could arise due to this vague definition of family.

At a time when the State is placing an emphasis on jobs and the economy, this measure and any other mandate that creates perceived or real additional costs, will undermine those efforts, hinder economic progress and entrepreneurial activity, and deter business investment in our State.

The passage of this measure and other cost burdens would be unfortunate and devastating for Hawaii’s economic climate.

In light of this, The Hawaii Food Industry Association respectfully requests that this measure be held.

Thank you for the opportunity to testify.



Randy Perreira  
President

# HAWAII STATE AFL-CIO

345 Queen Street, Suite 500 • Honolulu, Hawaii 96813

The Twenty-Eighth Legislature, State of Hawaii  
Hawaii State House of Representatives  
Committee on Labor and Public Employment

Telephone: (808) 597-1441

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Testimony by  
Hawaii State AFL-CIO  
February 13, 2015

## H.B. 9 – RELATING TO HEALTH

The Hawaii State AFL-CIO supports H.B. 9 which requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care.

Many union members working in Hawaii are fortunate to have access to paid sick days. Even a number of employers that do not have a collective bargaining agreement offer generous paid sick days to their employees and we commend them for providing such benefits. Regrettably, not all workers are provided access to paid sick days. In fact, according to the National Partnership for Women and Families, over 170,000 Hawaii workers or nearly 43 percent of the state's private-sector workforce are not able to take paid sick days when they are ill or when their children are ill. As a result, countless employees attend work sick as many of the 170,000 workers are low-wage service sector workers living paycheck to paycheck. This however can be changed for the better.

Supporting H.B. 9 will provide workers who need it the most with a few paid sick days a year. Children who are sick will finally be able to stay at home and recover and sick employees will finally have the opportunity to regain their health allowing them to return to work at full productivity. And most importantly, the spread of illness will be greatly reduced among co-workers, school children and the general public. Hawaii will become a healthier state, a more productive state and of course a state that recognizes the impact of how contagious the flu or other diseases can be to Hawaii residents. A small number of paid sick days a year can go a long way to improving the quality of life for many.

Thank you for the opportunity to testify.

Respectfully submitted,

Randy Perreira  
President



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**  
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

**The Twenty-Eighth Legislature, State of Hawaii  
House of Representatives  
Committee on Labor and Public Employment**

**Testimony by  
Hawaii Government Employees Association  
February 13, 2015**

**H.B. 9 – RELATING TO HEALTH**

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the purpose and intent of H.B. 9, which requires employers to provide a minimum amount of sick leave to employees to care for themselves or a family member who is ill.

The HGEA represents more than 27,000 public-sector employees who enjoy the same benefit of paid sick leave for healthcare. No employee should have to choose between their family's well-being and their job. Taking time off to care for one's illness not only protects the employee, but also protects their families, colleagues, and customers by reducing the chances of spreading illness. Providing employees with a few days of paid sick leave is an investment that not only supports the employee, but our community as a whole.

Thank you for the opportunity to testify in support of H.B. 9.

Respectfully submitted,

Randy Perreira  
Executive Director



**Before the House Committee on Labor  
and Public Employment**

DATE: Friday, February 13, 2015

TIME: 9:30 A.M.

PLACE: Conference Room 309

**Re: HB 9 Relating to Health**

Testimony of Melissa Pavlicek for NFIB Hawaii

We are testifying on behalf of the National Federation of Independent Business (NFIB) in opposition to HB 9 relating to health. NFIB Hawaii respectfully **opposes** this measure.

HB 9 establishes a requirement that employers must provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care.

This bill attempts to design a mechanism to address employee concerns about unavailable leave, yet we are concerned that this bill requires *all* employers regardless of size to participate in the program. We believe the bill could create significant logistical and operational problems and does not promote flexibility. We look forward to engaging in continued conversation and mahalo the legislature for its consideration.



Testimony to the House Committee on Labor and Public Employment  
Friday, February 13, 2015  
9:30 A.M.  
State Capitol - Conference Room 309

RE: HOUSE BILL 9; RELATING TO HEALTH

Aloha Chair Nakashima, Vice Chair Keohokalole, and members of the committee:

We are Melissa Pannell and John Knorek, the Legislative Committee co-chairs for the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”). SHRM Hawaii represents nearly 1,000 human resource professionals in the State of Hawaii.

We are writing to respectfully OPPOSE HB 9. This bill requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care.

Human resource professionals are keenly attuned to the needs of employers and employees. We are the frontline professionals responsible for businesses’ most valuable asset: human capital. We truly have our employers’ and employees’ interests at heart. We respectfully oppose this measure for the impact that it could impose upon the employee/employer relationship, the potential to conflict with other leave laws and the logistical challenges it could impose.

We will continue to review this bill and, if it advances, request to be a part of the dialogue concerning it. Thank you for the opportunity to testify.





February 11, 2015

To: Roy Takumi  
Members of the House Committee on Labor & Public Employment

From: Kelly Segal

Subject: Support of House Bill H.B No. 9, Department of Health;  
Paid Sick Leave

Aloha! My name is Kelly Segal, and I am currently a senior at Kalaheo High School on Oahu. I believe in House Bill H.B No. 9, that all Hawaii employees receive a minimum required amount of paid sick leave. As it stands at the current time, Hawaii employers are not required to offer paid sick leave, except under the Hawaii Temporary Disability Insurance (TDI).

According to the Disability Compensation Division, to be eligible for the TDI, employees must be employed in Hawaii for 14 weeks of which the employee was paid for 20 hours or more and didn't earn less than \$400 in the 52 weeks before the first day of disability.

However employees receiving low-income may not meet the requirements.

The article "Obama Child and Sick Leave Directive More Inclusive For Low-Income Families – Including Men" stated that On January 15th, 2015, President Barack Obama signed a memorandum to allow federal workers to take 6 weeks of paid sick leave to help with a new child or sick relative. Obama also asked Congress to pass the Healthy Families Act of which Americans would get seven days a year of paid sick leave. For this to happen, the Family and Medical Leave Act (FMLA) and other acts will have to be augmented to allow employees not meeting the requirements to be given this mandate.

Elizabeth Sepper, JD, associate professor of law and expert on health law said that more than 44 million American workers don't have a single paid sick day for when they, or their children are ill.

When employees don't have paid sick days, they tend to still come to work when they are sick. This can be very hazardous to other co-workers and customers as well as to their business because nobody wants to get sick.

Environmental microbiologist Kelly Reynolds at the University of Arizona in Tuscon conducted an experiment in which she asked 10 out of 80 people in an office building to volunteer to be artificially inoculated with a surrogate virus (a droplet of water containing the virus being dropped in their hands). After letting the volunteers go about their day in

the workplace, she found that within four hours, 50 percent of surfaces and employees were contaminated with the virus.

If we continue to let employers choose whether or not to withhold paid sick leave from our state, the chances of sick employees coming to work will increase and eventually, everyone in the workplace will be ill and have no other choice but to stay home.

Thank you for your time and consideration. It has been a privilege to get to testify and I truly hope you support House Bill No. 9.

<http://labor.hawaii.gov/wsd/hawaii-family-leave/#coverage>

<http://www.employmentlawfirms.com/resources/employment/family-and-medical-leave/hawaii-sick-leave.htm>

<http://labor.hawaii.gov/dcd/home/about-tdi/>

<http://medicalxpress.com/news/2015-01-obama-child-sick-inclusive-low-income.html>

<http://www.dol.gov/whd/workers.htm>

<http://www.pbs.org/newshour/run-down/how-quickly-do-germs-spread-in-the-office/>



From: mailinglist@capitol.hawaii.gov  
Sent: Thursday, February 12, 2015 11:00 AM  
To: LABtestimony  
Cc: kepalani@gmail.com  
Subject: \*Submitted testimony for HB9 on Feb 13, 2015 09:30AM\*

**HB9**

Submitted on: 2/12/2015

Testimony for LAB on Feb 13, 2015 09:30AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Ginet Hayes	Individual	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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From: mailinglist@capitol.hawaii.gov  
Sent: Thursday, February 12, 2015 11:39 PM  
To: LABtestimony  
Cc: annsfreed@gmail.com  
Subject: Submitted testimony for HB9 on Feb 13, 2015 09:30AM

**HB9**

Submitted on: 2/12/2015

Testimony for LAB on Feb 13, 2015 09:30AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Ann S Freed	Individual	Support	No

Comments: I am in support of this measure to help caregivers. Will benefit employer and employee as a worker who is stressed out or has to quit over caring for a family member will cost an employer more money that provding 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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Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

TESTIMONY BEFORE THE HOUSE COMMITTEE  
ON LABOR & PUBLIC EMPLOYMENT

Wil Okabe  
President  
Joan Kamila Lewis  
Vice President  
Colleen Pasco  
Secretary-Treasurer  
Wilbert Holck  
Executive Director

DATE: FRIDAY, FEBRUARY 13, 2015

RE: H.B. 9 – RELATING TO HEALTH

PERSON TESTIFYING: JOAN LEWIS, VICE PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

The Honorable Chair Mark Nakashima, Honorable Vice Chair Jarrett Keohokalole and Members of the Committee:

Thank you for the opportunity to **support the intent of H.B. 9**, relating to health.

The Hawaii State Teachers Association (HSTA) supports the intent of ensuring that employers provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care. Too many local families are forced to choose between caring for one's health, or that of a loved one, and maintaining full pay.

HSTA also believes that all workers should be provided a safe and healthy workplace. Passage of this bill may help limit the spread of communicable illnesses as well as prevent a loss of productivity in the workforce.

HSTA **supports the intent of H.B. 09**. Thank you for the opportunity to testify.