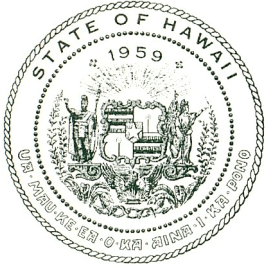


HAWAII
STATE
COMMISSION
ON THE
STATUS
OF
WOMEN



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LESLIE WILKINS

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March 22, 2016

To: Representative Mark 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 HR 33/HCR 69

On behalf of the Hawaii State Commission on the Status of Women, I would like to thank this Committee for hearing these resolutions, which call for a task force to examine the benefits and costs of a state paid family leave program. Paid family leave has been identified as one of the major means to closing the gender wage gap, which is not set to close in Hawaii until 2059. Each year, Hawaii's women lose 1.4 billion dollars annually due to the wage gap. A lack of paid family leave ensures inequality for women, who still disproportionately serve as family caregivers while also serving as the sole or primary breadwinner in 2/3 of working families. In states with paid family leave, there has been an additional increase in men being able to take paid time off to become caregivers, thereby allowing more women to remain in the workforce if they so choose.

This legislature has created family leave and caregiving task forces in the past. 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 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.*"¹²

If passed, this resolution would call for an actuarial and a thorough examination of administrative, technological, and start up costs to implement a state paid family leave program. The Commission supports these resolutions and urges their passage.

¹ 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.



o'ahu

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To: Honorable Mark Nakashima, Chair
Honorable Jarrett Keohokalole, Vice Chair
House Committee on Labor and Public Employment

From: Noriko Namiki, Chief Executive Officer
YWCA O'ahu

Re: Testimony of in support of HR33/HCR69 – Requesting the Convening of a Paid Family Leave Task Force to Examine the Benefits and Costs of a Potential Paid Family Leave Program in Hawaii

Tuesday, March 22, 2016, 10:30 a.m. - Hawaii State Capitol, Rm. 309

Good morning Chair Nakashima, Vice Chair Keohokalole and members of the committee:

On behalf of YWCA O'ahu we thank you for the opportunity to share our testimony in **strong support of HR33 and HCR 69**, which calls for a task force to examine the cost and benefits of a paid family leave program in Hawaii.

Paid family leave would guarantee Hawaii's families' the ability to provide care to their loved ones without fearing financial setbacks or potential job loss. It has also been identified as one of the major means to closing the gender wage gap, which is not set to close in Hawaii until 2059. Each year, Hawaii's women lose 1.4 billion dollars annually due to the wage gap. A lack of paid family leave ensures inequality for women, who still disproportionately serve as family caregivers while also serving as the sole or primary breadwinner in 2/3 of working families. We urge you to support this important first step in addressing the critical needs of Hawaii's women and families.

Thank you for your consideration and for the opportunity to provide testimony on this matter.

From: mailinglist@capitol.hawaii.gov
Sent: Saturday, March 19, 2016 11:58 AM
To: LABtestimony
Cc: laurie.field@ppvnh.org
Subject: *Submitted testimony for HR33 on Mar 22, 2016 10:30AM*

HR33

Submitted on: 3/19/2016

Testimony for LAB on Mar 22, 2016 10:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Laurie Field	Planned Parenthood Votes Northwest and Hawaii	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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Hawaii
Children's Action Network
Building a unified voice for Hawaii's children

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March 22, 2016

To: Rep. Mark M. Nakashima, Chair
Rep. Jarrett Keohokalole, Vice Chair
House Committee On Labor & Public Employment

From: Deborah Zysman, Executive Director
Hawaii Children's Action Network

Re: **HCR 69/HR33- Requesting the Convening of a Paid Family Leave Task Force to Examine the Benefits and Costs of a Potential Paid Family Leave Program in Hawaii - SUPPORT**
Hawaii State Capitol, Conference Room 309 – March 22, 2016 – 10:30 AM

On behalf of Hawaii Children's Action Network (HCAN), formerly Good Beginnings Alliance, we are writing in strong support of HCR 69/HR33- Requesting the Convening of a Paid Family Leave Task Force to Examine the Benefits and Costs of a Potential Paid Family Leave Program in Hawaii.

HCAN is committed to improving lives and being a strong voice advocating for Hawai'i's children. Last fall, HCAN convened input in person and online from more than 50 organizations and individuals that came forward to support or express interest for a number of issues affecting children and families in our state that resulted in the compilation of 2016 Hawai'i Children's Policy Agenda, which can be accessed at <http://www.hawaii-can.org/2016policyagenda>.

HCAN supports these resolutions, which would establish a Paid Family Leave Insurance Task Force to study and provide an actuarial analysis of state family and medical leave programs, including the following:

- Examine state paid family and medical leave programs that offer employees paid family and medical leave through an extension of Temporary Disability Insurance programs;
- Examine state paid family and medical leave programs in states that have enacted but do not use Temporary Disability Insurance as a foundation for the program;

- Gather information on the costs, including administrative start-up, technology build-out, and staffing costs, required to establish a state paid family and medical leave program in Hawaii;
- Work with an economic analysis firm or program to develop an actuarial for the benefits offered by a State paid family and medical leave program; and
- Review past legislative reports on care giving task force and paid leave.

Currently, Hawai'i employees do not have a right to paid medical or family leave. The federal Family Medical Leave Act (which leaves out 40 percent of the state's workforce) provides for unpaid leave with job protection up to 12 weeks for employers with 50 or more employees. The state Family Leave Act applies to employers with 100 or more employees and allows for job protection up to four weeks. This is also unpaid leave.

According to the U.S. Department of Labor, Bureau of Labor Statistics, about 13 percent U.S. workers had access to paid family leave through their employers in 2014. Women are often disproportionately affected, as they are the primary caregivers of infants, children and aging parents. The lack of paid family leave exacerbates the gender wage gap for women but affect the economic stability for both women and men who are caregivers.

Hawai'i has the fastest growing aging population in the nation. Our senior (age 65+) population is expected to grow 81 percent by 2030. Approximately, one in three workers report they need leave to care give for an ill spouse or parent but cannot take the time off.

It's a stark reality when employees face the dire choices of needing to be able to care for newborn children, or sick children, spouses or parents, but also needing to work to sustain their family's income. This bill will enable workers to take a small number of weeks out of the workforce and not have to face the impossible choice between their family member's health and their income or jobs.

The purpose of this legislation is to study and provide recommendations for the provision of partial wage replacement for employees needing to provide care for family members. Other states including California, New Jersey, Rhode Island and Washington and dozens of cities and counties have implemented paid family leave programs and momentum is building to establish similar programs in other states and jurisdictions.

Hawai'i's working families need a paid family leave standard, especially with our growing aging population. Families should not have to risk their family's economic security to meet their care giving obligations.

For these reasons, HCAN respectfully requests that the committee pass HCR 69/HR33- Requesting the Convening of a Paid Family Leave Task Force to Examine the Benefits and Costs of a Potential Paid Family Leave Program in Hawaii.



Chamber of Commerce HAWAII
The Voice of Business

**Testimony to the House Committee on Labor & Public Employment
Tuesday, March 22, 2016 at 10:30 A.M.
Conference Room 309, State Capitol**

LATE

RE: HOUSE CONCURRENT RESOLUTION 69/ HOUSE RESOLUTION 33

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

The Chamber of Commerce of Hawaii ("The Chamber") **supports the intent of HCR 69/HR 33**, which requests the convening of a paid family leave task force to examine the benefits and costs of a potential paid family leave program in Hawaii.

The Chamber is Hawaii's leading statewide business advocacy organization, representing about 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 the convening of a task force to better understand the efforts to set up this program and its effects on business and employees in the state. We ask that the Chamber be included as a member of the task force to provide input from a business organization perspective.

Thank you for the opportunity to provide testimony.