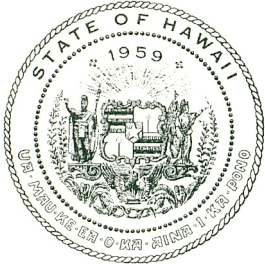


HAWAII
STATE
COMMISSION
ON THE
STATUS
OF
WOMEN



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March 15, 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 SB 2961, SD2, Relating to Family Leave

On behalf of the Hawaii State Commission on the Status of Women, I would like to thank this Committee for hearing this bill and for the opportunity to testify in support of SB 2961, SD2, which would guarantee families' ability to provide care to their loved ones without fearing financial setbacks or potential job loss. 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 2058. 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. The Commission urges this Committee to include amended language regarding employee eligibility. As like any social insurance program, universal eligibility is a necessity in order for a program to remain solvent. No other state has included an eligibility carve out, thereby allowing their paid leave insurance programs to function well.

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 Law only applies to those with 100 or more employees and allows for 4 weeks of unpaid leave. Only 2% of employers in the State must comply with our Hawaii Family Leave Law, thereby applying to only 16% of the workforce.¹

For employees at firms of less than 100 employees, the decision of whether one receives unpaid maternity leave, paternity leave, or leave to take care of an aging and ill parent or spouse is completely dependent on one's employer. Most people working in Hawaii cannot take unpaid leave and still maintain financial stability. It is clear that our current law needs to be revised and updated to provide true benefit to workers. Our labor laws should reflect our changing workplace demographics.

Nationally and locally, the FMLA's coverage is narrow. As it is written, the FMLA excludes two-fifths of the workforce.² The only partial paid leave is our current Temporary Disability Insurance, or TDI program. However, TDI is time limited and semi-privatized. Further, it is not available for new fathers, nor is it available for family caregiving responsibilities. For most family caregivers, there is no expectation of unpaid or paid family leave. A lack of paid leave for employees hurts the state, hurts families' economic stability, and further hurts small businesses which are unable to compete with larger businesses:

- 42% of employees in Hawaii's private sector lack access to even a single day of paid leave.³
- 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 Rhode Island have all passed strong state policies providing partial wage replacement for family and medical leave purposes. Washington State passed a strong paid family leave policy and multiple other municipalities with strong economies across the nation have also passed paid family leave legislation (Philadelphia, Portland and Oakland are recent cities offering paid leave). 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 a worker needs 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.⁴
- 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 SB 2961, SD2, would work in Hawaii:

SB 2961, SD2 would apply to all employees in the state. All employees would pay in to a fund through a small payroll deduction; employers would not. Individual contractors would have the ability to opt in to the program, and could likewise, opt out. 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. Employers would not be paying employees during their leave. By allowing for universal eligibility, the program becomes self sustaining, thereby not relying on any state funds to continue operating. **The Institute for Women's Policy Research determined the average weekly deduction from a worker's wages to be 43 cents.** For less than 2 dollars a month, employees would be able to fund their own leave from work to provide care to family members. This is win-win for businesses and employees.

While other states with TDI have successfully used TDI as a foundation for paid family leave programs, Hawaii's TDI functions differently and would require some updating in order to meet the demands of a paid family leave program. We can look to other states (Colorado, Washington) and municipalities (District of Columbia, Portland, Oakland, Seattle) to examine how they're building out a paid family leave program as a stand alone program vs. building one upon TDI. The Commission respectfully urges you to pass this bill in order to continue the ongoing discussions of how this can be feasible.

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 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.*”⁵

Hawaii has the opportunity to join the rest of the world with this legislation, by passing paid family leave and ensuring a commitment to `ohana. Thank you for this opportunity to provide strong testimony in support.

¹ Research & Economic Analysis Division, DBEDT

² Family Values at Work, Updated FMLA Survey Results

³ National Partnership for Women and Families Fact Sheet, available at:

⁴ Eileen Applebaum and Ruth Milkman, *Leaves That Pay: Employer and Worker Experiences with Paid Family Leave in California* (2011).

⁵ 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.



March 15, 2016

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

From: Jeanne Y. Ohta, Co-Chair

RE: SB 2961SD2 Relating to Family Leave
Hearing: Tuesday, March 15, 2016, 10:30 a.m., Room 309

POSITION: Strong Support with amendments

The Hawai'i State Democratic Women's Caucus writes in strong support of SB 2961 SD2 Relating to Family Leave which would establish a family leave insurance program from employee contributions into a trust fund. HSDW requests that this committee return the language of the bill to the original "one or more employees" for eligibility.

Paid leave makes fiscal sense for small and large businesses because employers are not responsible to pay for the leave time. Paid leave is funded by employees.

We have an economy where many mothers are in the workforce. Nearly 66% of all children in the U.S. have two parents who work or are supported by a single parent. In addition to childcare, by 2020, about 40 percent of the workforce will be providing care for older parents.

It is alarming that nearly 25% of adults in the U.S. have lost or job or been threatened by job loss for leave due to illness and 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. Many grandmothers are also caring for grandchildren.

Women in Hawai'i can apply for TDI after giving birth, but it is time-limited. Fathers are not eligible to apply. In Hawai'i the majority of families are "working families" who cannot afford to take unpaid leave. Access to paid family leave alleviates economic instability for struggling families by ensuring job security.

We need legislation because in Hawai'i, 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.

The Hawai'i State Democratic Women's Caucus is a catalyst for progressive, social, economic, and political change through action on critical issues facing Hawaii's women and girls. It is because of this mission, the Women's Caucus supports this important measure.

We ask the committee to pass this measure and thank the committee for the opportunity to provide testimony.



**Testimony to the House Committee on Labor & Public Employment
Tuesday, March 15, 2016 at 10:30 A.M.
Conference Room 309, State Capitol**

RE: SENATE BILL 2961 SD2 RELATING TO FAMILY LEAVE

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

The Chamber of Commerce Hawaii ("The Chamber") **opposes** SB 2961 SD2, 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, and expands the number of weeks of paid leave from four to twelve weeks of leave under the family leave law. Also appropriates funds to DLIR to implement the program and requires a study to be performed by the department of labor and industrial relations and an actuarial study to be performed by the department of budget and finance.

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 and understand the intent of this bill to allow for paid leave in the workplace. One concern on the bill is the cost and management of the fund, and whether a shortage will lead to a future employer tax. In addition, we do have concerns on the mandatory leave allowed as this will be in addition to any existing employer benefits. This in turn could create adverse effects on business that need to find staffing to cover the employee on leave. We also have some concerns of the economic impact of this new payroll tax.

Thank you for the opportunity to testify.

LABtestimony

From: mailinglist@capitol.hawaii.gov
Sent: Monday, March 14, 2016 10:25 AM
To: LABtestimony
Cc: laurie.field@ppvnh.org
Subject: *Submitted testimony for SB2961 on Mar 15, 2016 10:30AM*

SB2961

Submitted on: 3/14/2016

Testimony for LAB on Mar 15, 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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March 15, 2016

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

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

Re: **SB2961, SD2 – Relating to Family Leave – Support with requested amendment
Hawaii State Capitol, Conference Room 309 – March 15, 2016 – 10:30 AM**

On behalf of Hawaii Children's Action Network (HCAN), formerly Good Beginnings Alliance, we are writing in support of SB2961, SD2 – Relating to Family Leave and are requesting an amendment to add in the original "1 or more employees" for eligibility.

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 SB 2961, SD2, which would establish a Paid Family Leave Insurance Program that requires employees to make contributions into a trust fund to be used to provide employees with family leave insurance benefits to care for a designated person. This bill also creates and appropriation to the Department of Labor and Industrial Relations (DLIR) to implement this program.

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 bill is to ensure access to partial wage replacement for employees needing to provide care for family members. It establishes an employee-funded insurance program to provide partial wage replacement. It does not add another benefit cost to employers, rather, it helps provide an employee (self)-funded benefit which helps employers retain valuable employees.

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 vote to pass this bill.



Date: March 14, 2016

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

From: Jessica Yamauchi, Executive Director, Hawai'i Public Health Institute

Re: **Strong Support for SB 2961, SD2, Relating to Family Leave**

DM: March 15, 2016 at 10:30 am at Capitol Room 309

Thank you for the opportunity to offer testimony in strong support of SB 2961, SD2, Relating to Family Leave.

The Hawai'i Public Health Institute (HIPHI) supports and promotes policy efforts to create a healthy Hawai'i. HIPHI weaves silos into working relationships as an effective network, ensuring that we come together across sectors to advance collaboration and innovation in public health and work towards making Hawai'i the healthiest place on earth.

HIPHI strongly supports SB 2961, SD2 which will establish 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. Paid time off for families to care for a newborn also helps to establish a foundation in breastfeeding. Infant feeding practices can greatly affect later growth and development and can be a protective factor against obesity.¹ The American Academy of Pediatrics and the World Health Organization recommend exclusive breastfeeding for the first six months of life and continued breastfeeding with the addition of other foods until a child is at least twelve months of age.²

"A robust body of evidence suggests that breastfeeding has multiple health benefits for infants, and that paid family leave (and other forms of maternity leave) significantly increases the length of time that mothers breastfeed. In a review and analysis of studies of breastfeeding in developed countries, the U.S. Agency for Healthcare Research and Quality found that full-term infants fed formula are at substantially greater risk than breastfed infants for acute ear infection, eczema, gastrointestinal infection, hospitalization for lower respiratory tract diseases in the first year of

¹ S. Arenz et al., *Breast-feeding and childhood obesity - a systematic review*, 28(10) International Journal of Obesity and Related Metabolic Disorders 1247-56 (2004).

² American Academy of Pediatrics, *AAP Reaffirms Breastfeeding Guidelines*, <https://www.aap.org/en-us/about-the-aap/aap-press-room/pages/AAP-Reaffirms-Breastfeeding-Guidelines.aspx> (last updated February 27, 2012).

life, asthma, childhood obesity, Type 2 diabetes, leukemia, and sudden infant death syndrome (SIDS).”³

California, New Jersey, and Rhode Island have passed similar legislation providing partial wage replacement for family and medical leave purposes. A 2011 study of California’s family and medical leave insurance program estimated that it would save employers \$89 million per year.

Paid family leave is beneficial for everyone. I ask that you support SB 2961, SD2 and pass this measure out of committee.

Thank you for the opportunity to provide testimony.

A handwritten signature in black ink that reads "Jessica Yamauchi". The signature is written in a cursive, flowing style.

Jessica Yamauchi, MA
Executive Director

³ http://www.nccp.org/publications/pdf/text_1059.pdf



March 15, 2016
10:30 AM
Conference Room 309

healthy
mothers

healthy
babies

COALITION
OF HAWAII

To: House Committee Members on Labor & Public Employment
From: Lisa Kimura, Executive Director, Healthy Mothers Healthy Babies Coalition of Hawaii
Re: Testimony in Strong Support of SB 2961 SD2: Paid Family Leave / Family Leave; Insurance

Dear Rep. Nakashima, Chair; Rep. Keohokalole, Vice Chair; and Committee Members on Labor & Public Employment:

Thank you for this opportunity to provide testimony in support of SB 2961 SD2, to allow families the opportunity to receive paid leave for family caregiving responsibilities. Hawaii families frequently find themselves choosing between a paycheck and their family needs during critical periods of life – something no one should be forced to do.

It is important that the current draft of this bill reflect **universal eligibility for all employees, regardless of company size:**

1. An eligibility threshold makes the program unsustainable, will be impossible to enforce/monitor, and will cost employees more money.
2. No social insurance fund premises eligibility on a certain number of employees. Universal coverage is needed for a program like this to operate.
3. Currently NO paid family leave law in the nation provides for a carve-out for businesses at a certain number of employees-- this not only sets a bad precedent for the nation, but it also prevents small business from being able to provide competitive benefits to employees and provides further disincentive to work or run a small business.

We are working 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 Family Leave (PFL) has significant positive effects on maternal and child health, including:

- **Infant and Child Mortality:** International studies suggest that newborn leave is associated with lower infant and child mortality rates.
- **Breastfeeding:** Women are less likely to breastfeed exclusively, and they breastfeed their infants for a shorter period of time the sooner they return to work after giving birth.
- **Child Development:** Early maternal employment (e.g., within the first year of the child's life) is associated with detriments in children's development. Negative effects are worse if mothers return to work early and full-time.
- **Paternal Involvement:** Fathers who take time off for leave spend more time with and are more involved with their children, both around the time of birth and in later months.
- **Maternal Depression and Anxiety:** Generally, shorter leaves are associated with more symptoms of maternal depression or anxiety, and longer leaves are associated with better mental health, with these effects seen as early as 6 weeks postpartum.

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

Paid Family Leave is cost-effective for employers:

- Paid leave makes fiscal sense for small and large businesses 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.

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- **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)

Paid Family Leave is cost-effective for the State:

- Paid leave is **revenue neutral**. As a self-sufficient, employee-funded program, PFL 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% 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.

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*

"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 recoup 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*

“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*

“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*

“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*

“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*

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

– *Heather Sales, Waipahu*

“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, we get one year off.”

– *Anne-Marie Lerch, Honolulu*

“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*

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Hawaii Association for Infant Mental Health
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Dewayne Bettag

Joann Farnsworth

JoAnn Bishop Freed

Chris Jackson

Jodi Johnson

Leilani Kupahu-Marino

Linda Rich

Patria Weston-Lee

Joan Takamori

Senator Keith Agaran, Chair, Senate Judiciary and Labor Committee
Senator Maili Shimabukuru, Vice Chair Judiciary and Labor Committee
Senator Jill Tokuda, Chair Senate Ways and Means Committee
Senator Donovan Dela-Cruz, Vice Chair, WAM
Hawaii State Capitol
Honolulu, HI 96713

Re: SB 2961, Paid Family Leave; Partial Wage Replacement; Appropriation

Dear Senators Keith-Agaran, Shimabukuru, Tokuda, Dela-Cruz and
Committee Members,

I am Joey Keahiolalo, President the Hawaii Association for Infant Mental Health testifying in strong support for SB 2961. This bill provides for 12 weeks of paid leave after birth of a baby, start of a foster care placement, or illness of a child or parent. In Hawaii, both parents have to work in order to afford housing, food and basic necessities. It is very difficult for low income families to take leave to care for a newborn, in case of family illness, or care for an elderly parent. The federal 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 have 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 the recent studies on early brain development highlight the importance of bonding and attachment for normal, healthy development and school readiness. It is very important that at least one parent, usually the mother have time to establish a bond with a newborn infant, a critical step toward healthy, normal child development.

Too many Hawaii families are struggling to make ends meet, given the extremely high cost of living and relatively low wages. This legislation will

provide an important safety net feature for thousands of Hawaii families struggling to survive.

Thank you for the opportunity to testify on this bill

Sincerely,

A handwritten signature in black ink that reads "Joey Keahiolalo". The signature is written in a cursive style with a large initial 'J' and 'K'.

Joey Keahiolalo,
President Hawaii Association for Infant Mental Health



Testimony Presented Before the
House Committee on Labor and Public Employment
March 15, 2016 at 10:30 a.m.

by
Khara Jabola-Carolus, Director
Hawai'i Coalition for Immigrant Rights

S.B. 2961 — RELATING TO FAMILY LEAVE

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

On behalf of the Hawai'i Coalition for Immigrant Rights, the immigration arm of Faith Action for Community Equity (FACE), I would like to thank the joint Committees for this opportunity to testify. The Coalition **strongly supports** S.B. 2961 S.D. 2, which would guarantee universal access to twelve weeks of employee-funded paid family leave. S.B. 2961, if enacted, would also provide a grievance procedure for applicants who have been denied family leave benefits and would allow biological mothers to utilize Temporary Disability Insurance (recovery from childbirth) along with paid family leave benefits (childcare and bonding).

The Hawai'i Coalition for Immigrant Rights is the only organization in the state that coordinates policy advocacy to advance immigrant rights. Through our community work, we know that the absence of paid family leave exacerbates the gender-based and citizenship-based wage gap in Hawai'i. Immigrants are more likely to be poorer and to occupy low-wage jobs than their U.S.-born counterparts, and to be excluded from paid family leave policies by employers who voluntarily offer these benefits to their workers. While U.S.-born women working full-time in Hawai'i are paid 86 cents for every dollar paid to U.S.-born men, non-citizen women face a double pay gap.¹ Non-citizen women in Hawai'i are paid just 53 cents per every dollar paid to U.S.-born men, amounting to a yearly wage gap of over \$23,000.²

The absence of paid family leave exacerbates economic inequality by driving immigrant families deeper into poverty and dependence on public assistance. The state's

¹ National Partnership for Women and Families, *Hawaii Women and the Wage Gap* (Oct. 2015), <http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/9-2015-hi-wage-gap.pdf>.

² Migration Policy Institute, *Hawaii* (2013), <http://www.migrationpolicy.org/data/state-profiles/state/demographics/HI>.

unpaid family leave law is virtually meaningless, covering only 2.2% of employers.³ Hawai‘i’s high cost of living requires a two-wage family, and a two-wage family requires women’s employment, squeezing out time for unpaid caregiving. At \$650-950 per month, the cost of pre-primary childcare in Hawai‘i exceeds the cost of in-state college tuition and is not easily affordable for most families. Women continue to be cast as natural caregivers and are often the partner forced to leave their job entirely or for part-time work in order to care for a new infant or ailing family member. This increases reliance on public assistance and food stamp participation.

Despite the disproportionate benefit to women, paid family leave is not a “women’s issue.” Paid family leave would greatly benefit men by promoting fatherhood and, like dozens of other countries, by giving them the option to stay home to care for a loved one. In Iceland, 90 percent of new fathers take paid family leave.⁴ Studies show that men who take two or more weeks off after the birth of a child are more involved than fathers who take no leave in the direct care of their children nine months later.⁵

Paid family leave also improves health outcomes for children. Newborns whose mothers take longer leaves are more likely to be taken to the pediatrician for regular check-ups and immunizations and more likely to be breastfed. An additional 10 weeks of paid leave for new parents, on average, reduces post-neonatal mortality by up to 4.5 percent.⁶

As a local, underfunded non-profit that currently employs a pregnant staff member, we understand the fear that may be driving small enterprises and the Chamber of Commerce of Hawai‘i to oppose this measure. At first glance, paid family leave does not square perfectly with the short-term needs of capitalism. We urge you; however, to look to businesses both outside of Hawai‘i and within the state — from Booz Allen Hamilton and Nordstrom to Star Market in Kalihi— that offer paid family leave to their workers. These employers know that paid family leave produce benefits in the long-term by increasing worker productivity and morale, avoiding the expensive cost of replacing workers, and allowing for better competition with larger businesses.

We understand the fear of labor unions that oppose this measure based on the employee-based funding mechanism but we must point out that these organizations are misinformed about the facts. In jurisdictions that have implemented paid family leave programs or conducted formal cost analyses, the “burden” to workers would total approximately 42 cents a week, or about \$20

³ Hawaii State Commission on the Status of Women (Jan. 2016).

⁴ European Commission Programme for Employment and Social Solidarity, *The Parental Leave System in Iceland* (Oct. 2008).

⁵ National Partnership for Women and Families, *Children Benefit When Parents Have Access to Paid Leave* (Mar. 2015), <http://www.nationalpartnership.org/research-library/work-family/paid-leave/children-benefit-when-parents.pdf>.

⁶ *Id.*

per year. The financial benefit of twelve paid weeks to workers caring for a new child or sick loved one would dwarf these minor annual subtractions.

Taking care of a newborn child or seriously ill family member is neither vacation time nor sick leave. It may be a labor of love, but it is labor nonetheless. We respectfully urge you to pass S.B. 2961.

Thank you for this opportunity to testify.

Khara Jabola-Carolus

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

FROM: Eldon L. Wegner, Ph.D.,
Hawaii Family Caregiver Coalition (HFCC)

SUBJECT: SB 2961 SD2 Relating to Family Leave

HEARING: 10:30 am Tuesday, March 15, 2016
Conference Room 309, Hawaii State Capitol

POSITION: The Hawaii Family Caregiver Coalition **strongly supports SB 2961 SD2** which proposes a family leave program with partial wage replacement for up to 12 weeks for an employee caring for an ill or disabled person of any age. The program will be totally funded by contributions from the wages of employees into a trust fund administered by the Department of Labor and Industrial Relations. The bill appropriates moneys to establish the trust fund and the program.

RATIONALE:

I am offering testimony on behalf of the Hawaii Family Caregiver Coalition (HFCC), which is a coalition of agencies and individuals committed to addressing the needs and improving the ability family caregivers to provide quality care for their frail and disabled loved ones.

- Family caregivers provide 70% of the care for frail elderly persons and thus bear the major burden and expense of care.
- The majority of family caregivers are also in the workforce and their employment is necessary to support the needs of their families as well as to assure that they will have sufficient social security and savings to support themselves in retirement.
- Although federal and state policies currently enable family caregivers to receive unpaid family leave, employed caregivers in Hawaii currently have no financial assistance when they must take leave to provide care for family members.
- The Trust fund proposed by SB 2961 would enable family caregivers to receive partial wage replacement when taking short periods of leave to deal with crises which occur in their families while making it possible to continue their employment and avoid the negative financial consequences of dropping out of the workforce.
- Paid family leave for caring for family members has been established in growing number of states, with California having 10 years of its successful program. Paid leave is also found in most developed countries We believe that providing a mechanism for this support for family caregiving is feasible and overdue in Hawaii.

I urge you to pass this much needed bill. Thank you for allowing me to offer testimony.

TESTIMONY IN SUPPORT OF SB 2961 RELATING TO FAMILY LEAVE

COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT

Rep. Mark Nakashima, Chair
Jarrett Keohokalole, Vice Chair

Tuesday, March 15, 2016 at 10:30am
Conference Room 309

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

My name is Shay Chan Hodges and I have been a Maui resident for twenty-four years. I have one son who is a graduate of King Kekaulike High School, and is in his first year of college in Pennsylvania and another who is a senior at King Kekaulike.

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 21st 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 in order 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 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.

As you may recall, in July of 2015, U.S. Secretary of Labor Tom Perez came to Hawaii to convene a Roundtable on Paid Family Leave. I flew from Maui to attend the roundtable and participate in filming the event because I believe that paid family leave is critical to Hawaii's future. Mr. Perez spoke about the high numbers of qualified women who drop out of the workforce because the "childcare math" doesn't pencil out, and how this loss of talent impacts the health of the U.S. economy and our nation's ability to compete on a global scale. Furthermore, when women must make the false choice to care for families rather than work outside the home, their wages are reduced in both the short and long-terms, contributing to the gender wage gap. Conversely, when women are supported in the work force, and do not have to choose between economic livelihood and caregiving responsibilities, their earnings increase dramatically.

Currently, women in Hawaii who are employed full time lose a combined total of more than 1.4 billion dollars annually due to the prevailing wage gap, which exists regardless of industry, occupational choice, or educational attainment level. **For families, this wage**

gap can impact the ability to pay for childcare, medical bills, utilities, and even rent. And these losses are not only connected to the care of children -- nor do they only apply to women. Currently, 240,000 Hawaii employees serve as primary caregivers to a family member, and by 2020, an estimated 40% of the workforce will be providing care for older parents. At the Roundtable this summer, union representatives noted the impact of caregiving on Hawaii's multi-generational households.

Our economy depends on all of the people of Hawaii having the ability to contribute both labor and intellectual capital, even if they have to take breaks to care for loved ones. **As Sec. Perez has often stated: "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." The same is true for the care of any family member who requires care.**

In fact, throughout the nation, innovative employers are recognizing the financial value of providing this necessary benefit to their workers. 2015 saw tech companies like Amazon, Facebook, Yahoo, Microsoft, Netflix, Adobe, Zillow and Spotify institute groundbreaking paid leave policies for American employees. And at least twenty-five localities, including New York City and Boston, and jurisdictions in Minnesota, Oregon, and Pennsylvania, are instituting paid leave for municipal workers this year.

As you know, the proposed **SB 2961** would create a trust fund that employees 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.

One concern I have, however, about the current draft of SB2961 is that the number of employees a business must have in order to comply with the law is blank. Please note that any eligibility threshold would make Hawaii's paid family leave program economically unsustainable, would be challenging to monitor, and would increase the cost to employees. That is why social insurance funds and paid family laws nationally do not premise eligibility on a certain number of employees. **Furthermore, such a carve-out would prevent small businesses from being able to offer competitive benefits to employees, providing further disincentives to work at or run a small business.**

In closing, I was very gratified to see so many legislators and business leaders in attendance at the Roundtable with Secretary Perez this summer, many of whom asked crucial questions about implementation of paid leave policies in Hawaii. It is clear that now more than ever, Hawaii's lawmakers, many of whom are caregivers themselves, understand that a thriving economy is only as strong as the families that participate in it.

Given the fact that we work and live in one of the country's most expensive states for families with one of the lowest unemployment rates, I urge you to pass SB 2961 this session.

Mahalo,

Shay Chan Hodges
Haiku, Maui, Hawaii

LABtestimony

From: mailinglist@capitol.hawaii.gov
Sent: Sunday, March 13, 2016 1:31 PM
To: LABtestimony
Cc: mauifaith@gmail.com
Subject: *Submitted testimony for SB2961 on Mar 15, 2016 10:30AM*

SB2961

Submitted on: 3/13/2016

Testimony for LAB on Mar 15, 2016 10:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Faith Ewbank	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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LABtestimony

From: Anthony Lenzer <tlenzer@hawaii.rr.com>
Sent: Monday, March 14, 2016 11:17 AM
To: LABtestimony
Subject: SB 2961 SD 2

TO: Committee on Labor & Public Employment
Rep. Mark M. Nakashima, Chair, Rep. Jarrett Keohokalole, Vice Chair

FROM: Anthony Lenzer, PhD

RE: Support for SB SB 2961 D 2

HEARING: Tuesday, March 15, 2016, 10:30 a.m.
Conference Room 309

Senator Nakashima and Committee Members:

I am testifying in strong support of Senate Bill 2961 SD 2 on behalf of the policy advisory board for elder affairs, also known as PABEA. PABEA is an advisory board to the executive office on aging, and also advocates on behalf of Hawaii's older people. My testimony only reflects the views of PABEA and not necessarily those of the executive office on aging.

Senate Bill 2961 SD 2 creates a state-mandated system of paid family leave for both public and private workers. PABEA believes that paid family leave is an issue which impacts every part of our population, from young mothers caring for infants, to disabled persons, to family members helping frail parents or grandparents. This is a nationwide issue, but of special relevance in Hawaii, where the cost of living is so high. Given this situation, many in Hawaii are forced to work more than one job, and it is typical for both husband and wife to be employed. What happens when a family member becomes ill and requires care? The working family member faces a situation in which he or she must take unpaid leave in order to provide such care, and thereby suffer a serious loss of income. This is because neither federal law nor Hawaii statutes require paid family leave. The Federal and Medical Leave act of 1993 allows 12 weeks of unpaid leave for employees of businesses which employ 50 or more people. About 5% of Hawaii's employers have to comply with the federal law. Our own Hawaii Family Leave Law allows 4 weeks of unpaid leave to employees of businesses that have 100 or more workers. Only about 2% of Hawaii businesses have to comply with this law. The only type of paid leave in Hawaii is partial wage replacement through the TDI system. However, TDI only applies to very limited situations in which home care is needed.

Senate Bill 2961 SD 2 would amend our family leave law to include a wage replacement program for caregivers. Wage replacement would be capped at 66% of wages. Employees would pay for this program, and it would not require contributions from the state or from employers. The law would cover all employees; self-employed persons can opt in. It would allow workers to designate a wide range of persons for whom care might be needed when leaves are taken. Leave provisions include a number of situations in which military personnel and their families are involved. The bill also includes a complaint/grievance procedure for applicants who have been denied family leave benefits.

There are many reasons why paid family leave is necessary, including the following: Hawaii has over 150,000 workers who also served as primary caregivers for a family member; by 2020, about 40% of the workforce will be providing care for older parents; and about 40% of Hawaii's workers do not have access to a single day of leave from work. Paid leave also gives new mothers an opportunity to bond with their infants, which is so important for child growth and development. Finally, paid leave will help families obtain economic security, which in turn results in a more stable and productive workforce. Thus paid leave is a win-win for employees, businesses both large and small, and ultimately the economy of our state.

Finally, I respectfully urge this Committee to restore the wording that would allow all workers to receive PFL benefits, and provide funding for both administrative design of the system, and the actuarial study required by the current version of the bill. Thank you for the opportunity to testify on this important legislation.

LABtestimony

From: mailinglist@capitol.hawaii.gov
Sent: Monday, March 14, 2016 11:04 AM
To: LABtestimony
Cc: yun.yi@homeintheislands.com
Subject: Submitted testimony for SB2961 on Mar 15, 2016 10:30AM

SB2961

Submitted on: 3/14/2016

Testimony for LAB on Mar 15, 2016 10:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Yun Yi	Individual	Support	No

Comments: As a career woman and mother of three, paid family leave has been critical not only so that I might support my family in one of the most expensive to live states in the country but to also continue to pursue a career. I have been fortunate to have been working for Booz Allen Hamilton, which is an international company that offers at least eight weeks of leave. Yet this is not enough. I remember as a first time mom, how much adjustment is needed. We are the ONLY developed country in the world without some sort of leave for our mothers. We are the only country that does not support our families and we wonder why our American values have been shot. This time for a woman to heal and bond with her child is critical so that we might raise loved, nurtured children. The more our families are taken care of, the more our society will grow and be empathetic to the societal issues we have at hand. We need to work together to return to our family values and provide paid family leave. Please support our families, please build this task force to review the benefits because they greatly outweigh any negatives to having this.

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LABtestimony

From: mailinglist@capitol.hawaii.gov
Sent: Monday, March 14, 2016 9:41 AM
To: LABtestimony
Cc: stephandjim@aol.com
Subject: Submitted testimony for SB2961 on Mar 15, 2016 10:30AM

SB2961

Submitted on: 3/14/2016

Testimony for LAB on Mar 15, 2016 10:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Stephanie Austin	Individual	Support	No

Comments: Please support this important bill for all Hawaii families!

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LABtestimony

From: mailinglist@capitol.hawaii.gov
Sent: Monday, March 14, 2016 9:44 AM
To: LABtestimony
Cc: joylin.felix@gmail.com
Subject: Submitted testimony for SB2961 on Mar 15, 2016 10:30AM

SB2961

Submitted on: 3/14/2016

Testimony for LAB on Mar 15, 2016 10:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Joylin Felix	Individual	Support	No

Comments: Aloha! My name is Joylin Felix, and I support the extension of family leave. After having my son, Ha'aheo I was given just 8 weeks maternity leave. I had to choose between keeping my job, and bonding with my 2 month old son. It was sad! I was sad! I feel returning to work so quickly contributed to his speech delay and separation anxiety. Please use Canada's one-year leave as a model. Family first! Mahalo!

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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LATE



DAVID Y. IGE
GOVERNOR

WESLEY K. MACHIDA
DIRECTOR

RODERICK K. BECKER
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER
(OFAM)

STATE OF HAWAII
DEPARTMENT OF BUDGET AND FINANCE
P.O. BOX 150
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND
MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT

**TESTIMONY BY WESLEY K. MACHIDA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE HOUSE COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT
ON
SENATE BILL NO. 2961, S.D. 2**

March 15, 2016
10:30 a.m.

RELATING TO FAMILY LEAVE

Senate Bill No. 2961, S.D. 2, establishes: a family leave insurance program to provide up to 12 weeks per calendar year of paid family leave for a covered individual funded by employee contributions via wage withholdings; and the Family Leave Trust Fund administered by the Department of Labor and Industrial Relations. In addition, Senate Bill No. 2961, S.D. 2, appropriates an unspecified amount in general funds for FY 17 to be expended by the Department of Labor and Industrial Relations for the purposes of this measure. The measure also requires the Department of Budget and Finance (B&F), in collaboration with the Hawaii Commission on the Status of Women, to conduct an actuarial study on the economic impact and operational requirements of the program.

B&F strongly recommends that this measure be deferred until thorough studies in the following areas are completed: 1) actuarial feasibility; 2) economic impact; and 3) operational requirements. Because B&F does not have the expertise to conduct the actuarial study, B&F recommends that an appropriation be made in order to procure a contractor. Further, B&F notes that the study cannot be completed 20 days before the start of the 2017 Regular Session. This family leave insurance program would be a significant social program for Hawaii and prudence must be exercised prior to its implementation.

DAVID Y. IGE
GOVERNOR

SHAN S. TSUTSUI
LIEUTENANT GOVERNOR



LINDA CHU TAKAYAMA
DIRECTOR

LEONARD HOSHIO
DEPUTY DIRECTOR

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Email: dliir.director@hawaii.gov

LATE

March 15, 2016

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

Date: Tuesday, March 15, 2016
Time: 10:30 a.m.
Place: Conference Room 309, State Capitol

From: Linda Chu Takayama, Director
Department of Labor and Industrial Relations (DLIR)

Re: S.B. No. 2961 SD2 Relating to Family Leave

I. OVERVIEW OF PROPOSED LEGISLATION

SB2961 SD2 proposes to amend the Hawaii Family Leave Law, chapter 398, Hawaii Revised Statutes (HRS), to provide for partial wage replacement via an employee-funded family leave trust fund for up to twelve weeks a year. Eligibility for family leave benefits is for employees who have worked at least six months.

The proposal specifies that the amount of family leave benefit contributions by employees equals that of the Temporary Disability Insurance (TDI) law. The benefits also match TDI, which is generally 58% of the average weekly wage, but not more than the limits set by the workers compensation law, generally 66 2/3% of an employee's average weekly wage.

The measure also expands eligibility for care of siblings, military deployments and exigencies. The measure allows for use of TDI then twelve weeks of family leave to bond with a child.

The department believes the measure is not viable and contains numerous problematic provisions.

II. CURRENT LAW

The current Hawaii Family Leave Law (HFLL) allows qualifying employees working for employers with 100 or more employees with four (4) weeks of job-protected,

unpaid leave to care for a sick family member or for the birth or adoption of a child. Except in certain situations, the law also requires an employer who provides sick leave to employees to permit an employee to choose to use up to ten days of accrued and available sick leave for family leave purposes.

There is an exception to the use of sick leave when the employer utilizes sick leave as its TDI plan. In this situation, the employee can only elect to use sick leave that is in excess of the minimum required by TDI. It is possible that the employee has sick leave but cannot use any of it for family leave purposes because the employee has no administratively determined excess sick leave. The law also permits the use of other kinds of leaves as well.

III. **COMMENTS ON THE SENATE BILL**

The department believes the measure is not viable and contains numerous problematic provisions.

- Assuming that the benefit equaled 58% of the weekly wage and the employee earned at the State average weekly wage (currently \$812), the employee would have to contribute 13%* of their salary before taxes to totally fund the leave provided for in the measure. However, there are no qualifiers in the draft, therefore, any employee or designee could take the twelve weeks of benefits upon the effective date of the Act.

* $\$812 \times .58 \times 12 = \$5,652$ (wage replacement)

$\$812 \times 52 = 42,224$ (annual salary) $\$5,652/\$42,224 = 13.38\%$

- DLIR estimates that it would require at least 200 additional staff to administer the program. The Unemployment Insurance Division has approximately one-third of 140 staff dedicated to administering the Unemployment Compensation Trust Fund contributions for approximately 30,000 employers. This measure would require the administration of 600,000 family leave accounts, which is a 1900% increase in the number of administered accounts compared to the unemployment account function.
- Further, Hawaii's Family Leave Law currently allows taking the leave in hourly increments, so in addition to the 1900% increase in accounts, those accounts would be much more complicated to administer. Every time any of 600,000 employees took an hour off the department would have to process the use of that leave. In contrast, the unemployment program processes contributions from employers on a quarterly basis.
- There are no provisions in the measure for employees with more than one job, as is the case in Workers' Compensation law.

- The proposal would necessitate the creation of an information technology system to administer the proposed program. The Unemployment Program estimates that creating a new information program would cost \$40 million to develop. By extrapolation, an information technology program for the purposes of this measure would be more complex and possibly cost \$80 million or more to develop.
- The administrative complexities entailed in operating and managing a program as outlined in the proposal would create an extreme administrative burden as explained above. DLIR notes such a system would require the following sections and functions in addition to one dedicated to the management of the trust fund:

Employee Contribution Section:

- Account Registration
- Report Intake and Processing
- Cashiering, Delinquency, Collection, Monitoring and Compliance
- Trust Fund Monitoring and Compliance
- Appeals

Benefit Section

- Intake of claims
- Claims processing
- In-house adjudication
- Monitoring and compliance
- Processing and disbursement of benefits

- The dispute process outlined in section 7 and 8 potentially involve hundreds of thousands of disputes on an annual basis—any of the approximately 600,000 people in the workforce could complain about any time requested under this proposal and it would require a de novo review by a hearings officer.
- The proposed 398-G Wage withholding requires a redetermination by “the referee” although referee is not defined. Is the intent to have the Employment Security Appeals Referee’s Office (ESARO) redetermine the matter? This would require general funds as ESARO is federally funded.
- The proposed 398-A Designation of a designated person would allow an employee to designate anybody as a person for whom care would be provided. This would add to the already onerous administrative burden. As would the proposed 398-C(3) which permits individuals who are no longer employed to obtain benefits as long as otherwise qualified.

- The bill also proposes that employee contributions to the fund are to be the same as the employee contributions to the TDI fund, however, employees never contribute to a TDI fund. Employers are able to withhold up to one-half the cost but no more than .5% of weekly wages to provide TDI benefits. Many employers choose not to withhold contributions from employees, but instead pay 100% of the cost. Utilizing the TDI thresholds, one half percent of the maximum weekly wage base, currently \$982.36, amounts to a maximum weekly deduction of \$4.91 per employee. This amounts to \$255.32 yearly. At this rate yearly contributions by approximately 27 employees making the \$982.36 weekly rate would be needed to fund the 12 weeks of maximum weekly benefits for this one employee.

Deductions are only allowed when an employee is eligible for TDI benefits. When the TDI law, which covers only disabled employees, was enacted in 1969, 10% of disability cases were estimated to last more than seven days. The proposed family leave insurance program vastly increases the population of those entitled to benefits while reducing the contribution amount, therefore, the financial solvency of the family leave law does not appear to be viable.

- Section 398-A allows an employer to establish a process for the covered individual to designate a designated person. However, since unemployed individuals can claim benefits and since the department, not the employer, will administer claims, it may be prudent for the department to establish the process and for the individual to notify the department of the individual's designated person.
- Section 398-D(c) requires the sharing of information with the TDI program. The TDI program has little to no information to share because TDI claims are processed and paid by private insurers and by self-insured employers.
- Duplication of benefits:
 - To clarify that Hawaii TDI benefits cannot be duplicated, change Section 398-I(1), page 8 line 7, to add "benefits law of this state or of any other state."
 - Section 398-I(3), page 8 line 15, remove all text after "previously incurred." The additional text relates to TDI subrogation rights.
 - Section 398-I(4), page 9 line 11-13, change "any insurer or employer or the trust fund for disability benefits providing such benefits" to the Family Leave Insurance trust fund.
- DLIR notes that any individual covered under the proposal would have the incentive to use the benefits after exhausting unemployment benefits, whether or not they have paid for those benefits through contributions.

- Section 398-23(d), page 16 line 17, change “order” to make as the department pays all benefits due.
- Employees may currently have sick leave in excess of the administratively determined minimum of fifteen days of leave from the first day of illness to use for the purpose of family leave, as drafted, and those employees would still be required to pay into the trust fund.
- The report required by Section 11 to the 2017 Legislature would be after about six months after the effective date. DLIR is also unsure of how to pursue the feasibility of extending family leave benefits to self-employed persons.



LATE

1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

Corey Rosenlee
President
Justin Hughey
Vice President
Amy Perruso
Secretary-Treasurer
Wilbert Holck
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON
LABOR AND PUBLIC EMPLOYMENT

RE: SB 2961 SD2 - RELATING TO FAMILY LEAVE

TUESDAY, MARCH 14, 2016

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Nakashima and Members of the Committee:

The Hawaii State Teachers Association **supports SB 2961, with suggested amendments.**

The Hawaii States Teachers Association is made of 13,500 educators, 80% of which are women. Currently these women have to take sick leave in order to give birth and to take care of their newborn children. If they do not have enough sick leave accrued, they lose pay.

The United States is one of only two countries, the other being Papua New Guinea that does not offer paid maternity leave. We are punishing women for being women, because what happens when these teachers use up all of their sick leave, they have no other sick days to use when they actually get sick. Giving birth is not an illness, and our female teachers are discriminated against because of our current practices.

While we support this bill we suggest that an amendment, **that the employer shall make 50% of the contribution to the family leave trust.**

In other countries around the world, and in some companies in the U.S. the entire leave is paid by the employer. To ask the employee, who maybe be earning the minimum wage, to pay the full share, and to let multi-millionaire companies off the hook completely, is not fair or equitable.



LATE

Testimony to: House Labor Committee
Date: March 15, 2016
Time: 10:30 a.m.
Room: Capitol Room 309
RE: SB 2961, SD 2, Relating to Family Leave

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

I am John Knorek, the Legislative Committee chair for the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”). SHRM Hawaii represents more than 800 human resource professionals in the State of Hawaii.

We are writing to respectfully oppose SB 2961, SD 2, which establishes a family leave insurance program, 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 and appropriates funds to DLIR to implement the program.

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 because of the implementation challenges and administrative burden it would impose, and for the potential of unintended conflict with other leave laws. 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.



The Twenty-Eighth Legislature
Regular Session of 2016

HOUSE OF REPRESENTATIVES
Committee on Labor & Public Employment
Rep. Mark M. Nakashima, Chair
Rep. Jarrett Keohokalole, Vice Chair
State Capitol, Conference Room 309
Tuesday, March 15, 2016; 10:30 a.m.



**STATEMENT OF THE ILWU LOCAL 142 ON S.B. 2961, SD2
RELATING TO FAMILY LEAVE**

The ILWU Local 142 **opposes** S.B. 2961, SD2, 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, expands the number of weeks of paid leave from four to twelve weeks of leave under the family leave law, appropriates funds to DLIR to implement the program, and requires a study to be performed by the Department of Labor and Industrial relations and an actuarial study to be performed by the Department of Budget and Finance.

We wish to make it abundantly clear that we do NOT oppose the expansion of family leave benefits. In fact, we strongly support employees being provided paid leave to care for a newborn child or a seriously ill family member. Caring for *ohana* is a value that is nurtured and promoted among Hawaii residents.

What we DO OPPOSE is the proposal to require employees to pay into a fund to pay for their own leave. Paid leave should be provided by the employer as a cost of doing business. The employer will reap benefits that come from retaining experienced and skilled employees who need not contemplate leaving a job to tend to an ill family member. This frees the employer from the burden of hiring and training new replacement employees. Furthermore, when an employee is relieved of the stress of making the choice between caring for an ill family member or performing his job, the employee is likely to be more loyal and productive, another benefit to the employer.

In addition, expecting the Department of Labor and Industrial Relations to assume the tasks of administering an insurance program, collecting taxes, and paying benefits is highly unrealistic due to the cost and staffing required.

We also have numerous questions about whether the proposal is actuarially sound, what the employee contribution will be, the impact on other employee benefits, how the benefit will be calculated, and more.

We acknowledge the changes to the bill made by the Senate Committee on Ways and Means and the Senate Committee on Judiciary and Labor, but we maintain our objection to the basic premise of requiring all employees to pay into a fund for an employee benefit that should rightfully be a cost of doing business.

Although it is commendable that S.B. 2961, SD2 seeks to address the need for paid family leave, we do not believe this bill is the proper vehicle. The ILWU respectfully requests that this measure be HELD.

Thank you for the opportunity to share our views and concerns.

From: mailinglist@capitol.hawaii.gov
Sent: Monday, March 14, 2016 9:42 PM
To: LABtestimony
Cc: lho@hawaiipublicpolicy.com
Subject: Submitted testimony for SB2961 on Mar 15, 2016 10:30AM

SB2961

Submitted on: 3/14/2016

Testimony for LAB on Mar 15, 2016 10:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Melissa Pavlicek	NFIB Hawaii	Oppose	Yes

Comments: NFIB respectfully opposes this measure. Federal FMLA applies to larger companies (50 or more employees) for a reason: smaller companies would be unduly burdened if they have to keep a job open for 12 weeks even if they are a small person business with fewer than 50 employees. We believe that this bill is unworkable. We appreciate the opportunity to testify and look forward to being a part of the ongoing conversation regarding leave policies.

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.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov



LATE

250 Vineyard Street
Honolulu, Hawaii 96813
(808) 521-9531

FamilyProgramsHawaii.com

TO: *Committee on Labor and Public Employment*
Rep. Mark M. Nakashima, Chair
Rep. Jarrett Keohokalole, Vice Chair

HEARING: Tuesday, March 15, 2016 - 10:30 AM - Conference Room 309

FROM: Judith Wilhoite
Family Advocate
It Takes An Ohana

RE: SB 2961 – Relating to Family Leave

Thank you for the opportunity to testify. I am the Family Advocate for Family Program Hawaii's *It Takes An Ohana* (ITAO) program and a resource caregiver. We strongly support SB 2961.

Linda Houser, an affiliate fellow of the Center for Women and Work and assistant professor at Widener University, authored a Rutgers study commissioned by the National Partnership for Women and Families. That study found that "While we have known for a long time about the maternal and infant health benefits of leave policies, we can now link paid family leave to greater labor force attachment and increased wages for women, as well as to reduced spending by businesses in the form of employee replacement costs, and by governments in the form of public assistance". This same study found, in the year after giving birth, women who take paid leave have been *about 40 percent less likely to receive public aid or food stamps*. That is a huge benefit to everyone!

It is important, as a resource caregiver, to point out that this bill also holds the promise to reduce child abuse and the number of children who entry into foster care by allowing mothers who otherwise would not be able to stay home with their new babies to do so. This time gives the mothers and babies a better chance of creating a strong bond. When bonding occurs, science shows a decrease in harsh, ineffective discipline and parent control tactics, leading to less child abuse.

Please review the table on the next page that shows how the USA compares to the rest of the world when it comes to supporting Ohana. Our hope is that Hawaii will be among the states that lead the country to truly supporting families by offering family leave to all employees in the state.

President Obama 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," We agree wholeheartedly and are thankful for this opportunity to express strong support for SB2961.

We help kids

TABLE 1

The United States—the paid leave outlier

International comparisons of parental leave—weeks of full-time equivalent paid and unpaid leave

	Parental leave		
	Weeks of paid leave, in full-time equivalents	Weeks of unpaid leave	Total weeks of leave (paid and unpaid)
France	22	296	318
Spain	18	294	312
Germany	47	123	170
Sweden	47	116	163
Norway	44	106	150
Austria	16	100	116
United Kingdom	13	67	80
Ireland	21	49	70
Italy	25	44	69
Australia	9	52	61
Greece	34	26	60
Japan	26	32	58
New Zealand	14	40	54
Canada	28	25	53
Denmark	20	32	52
Finland	32	16	48
Belgium	18	25	43
Netherlands	16	26	42
Portugal	18	13	31
United States	0	24	24
Switzerland	11	3	14

Sources: Rebecca Ray, Janet C. Gornick, and John Schmitt, "Parental Leave Policies in 21 Countries: Assessing Generosity and Gender Equality" (Washington, D.C.: Center for Economic and Policy Research, 2008); Commonwealth of Australia, "Australia's Paid Parental Leave Scheme: Supporting Working Australian Families" (2009).

We help kids



From: mailinglist@capitol.hawaii.gov
 Sent: Monday, March 14, 2016 7:41 PM
 To: LABtestimony
 Cc: clee@ywcaoahu.org
 Subject: *Submitted testimony for SB2961 on Mar 15, 2016 10:30AM*

SB2961

Submitted on: 3/14/2016

Testimony for LAB on Mar 15, 2016 10:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Noriko Namiki	YWCA Oahu	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: Monday, March 14, 2016 3:41 PM
 To: LABtestimony
 Cc: annsfreed@gmail.com
 Subject: Submitted testimony for SB2961 on Mar 15, 2016 10:30AM

SB2961

Submitted on: 3/14/2016

Testimony for LAB on Mar 15, 2016 10:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Ann S Freed	Hawaii Women's Coalition	Support	No

Comments: Aloha Chair Nakashima, Vice Chair Keohokalole and members, As in past testimony, we are in strong support of this measure to help caregivers AND employers both of whom are losing under the current laissez faire system. We do not think that some in the union community and some in the business community fully understand the benefits of this insurance plan. This employee-funded plan would cost under 50 cents per week on average. In return, WHEN not if, an employee needs to care for a family member, they do not need to quit their job and the employer need not lose a trained and valued employee. Please pass this bill. It only makes good sense. Ann S. Freed Co-Chair, Hawaii Women's Coalition

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Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov



March 14, 2016

To: Hawaii State House Committee on Labor & Public Employment
Hearing Date/Time: Tuesday, March 15, 2016 (10:30 a.m.)
Place: Hawaii State Capitol, Rm. 309
Re: Testimony of American Association of University Women –
Hawaii in **support of S.B. 2961 S.D. 2**, relating to family
leave

Dear Representative Mark M. Nakashima (Chair), and Representative Jarrett Keohokalole (Vice Chair), and Members of the Committee,

I am grateful for this opportunity to testify in **strong support of S.B. 2961 S.D. 2** supporting family leave for family members needing to spend time in family caretaking.

My testimony is on behalf of the 442 members of the American Association of University Women (AAUW) in Hawaii, who list equal pay (in which family leave plays a strong role) as an important current concern.

AAUW has long advocated for equal pay (e.g., <http://www.aauw.org/resource/the-simple-truth-about-the-gender-pay-gap/>), and members of AAUW in Hawaii are aware of the performance of our state in equal pay. (Native Hawaiian women and Pacific Islands' women are particularly negatively affected in this matter.) Women (because typically women are the family caregivers of infants or the elderly) have their wages negatively impacted by “personal” decisions to look after family members, and it is time for state legislators to implement bills to help these women and their families.

In my examination of testimony already submitted about this bill, I note that social welfare groups point to academic research showing the positive impacts for families, and ultimately businesses (because businesses benefit from a robust economy with healthy, financially-stable families). In contrast business leaders' testimony on this act often promotes scare mongering about the possible effects on businesses, without providing real data demonstrating that these purportedly negative outcomes have occurred in other jurisdictions with similar family leave policies.

Please, legislators, look to the states and nations beyond Hawaii with similar family leave policies, and note the better health and financial wellbeing of families and businesses. Health, social science, and economic data demonstrate that family leave is an important benefit in a healthy society, and please pass S.B. 2961 S.D. 2.

Thank you for the opportunity to testify.

Sincerely

Susan J. Wurtzburg, Ph.D.
Policy Chair

From: Rachel Heckscher <advocacy@ujoin.org>
Sent: Tuesday, March 15, 2016 9:02 AM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii



From: raypublichealth@gmail.com <Rachel Heckscher>

Message:

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

Members of the House Committee on Labor and Public Employment

Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

March 15, 2016

I'm writing in support of SB 2961, and are requesting an amendment to add in the original "1 or more employees" for eligibility.

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 Law only applies to those with 100 or more employees and allows for 4 weeks of unpaid leave. Only 2% of employers in the State must comply with our Hawaii Family Leave Law, thereby applying to only 16% of the workforce.

For employees at firms of less than 100 employees, the decision of whether one receives unpaid maternity leave, paternity leave, or leave to take care of an aging and ill parent or spouse is completely dependent on one's employer. Most people working in Hawaii cannot take unpaid leave and still maintain financial stability. It is clear that our current law needs to be revised and updated to provide true benefit to workers. Our labor laws should reflect our changing workplace demographics.

SB 2961 would apply to all employees in the state. All employees would pay in to a fund through a small payroll deduction; employers would not. Individual contractors would have the ability to opt in to the program, and could likewise, opt out. 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. Employers would not be paying employees during their leave. 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 has the opportunity to join the rest of the world with this legislation, by passing paid family leave and ensuring a commitment to `ohana. Thank you for this opportunity to provide strong testimony in support.

Rachel Heckscher

Health Educator

Wailuku

Hawaii

From: James Gauer <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 6:40 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii



From: jamesjtz@aol.com <James Gauer>

Message:

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

Members of the House Committee on Labor and Public Employment

Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

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James Gauer

Full time student

Honolulu

Hawaii

LATE

From: Kristi Kobayashi <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 6:40 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: kristifk@hawaii.edu <Kristi Kobayashi>

Message:

As a 2nd year MSW student, I am going to be entering the workforce soon. When I do, I want to be able to work toward a paid family leave for when I decide to start a family instead of having to worry about getting back to work right away or having unpaid leave. I have seen how it is a struggle for the women around me to make the decision of work OR family. This should not be an OR but rather an AND. I am in support of this bill and amendment.

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

Members of the House Committee on Labor and Public Employment

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so businesses in Hawaii would not incur a fiscal note. Employers would not be paying employees during their leave. 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 has the opportunity to join the rest of the world with this legislation, by passing paid family leave and ensuring a commitment to `ohana. Thank you for this opportunity to provide strong testimony in support.

Kristi Kobayashi

Kailua

Hawaii

From: Kevin Burgett <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 7:51 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii



From: jarhead_works@yahoo.com <Kevin Burgett >

Message:

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

Members of the House Committee on Labor and Public Employment

Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

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Kevin Burgett

Waianae

From: David Leake <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 6:52 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii



From: dwleake@aol.com <David Leake>

Message:

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

Members of the House Committee on Labor and Public Employment

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David Leake

Kaneohe

Hawaii

From: Wally Wake <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 8:48 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii



From: wakew@hawaii.rr.com <Wally Wake>

Message:

Please consider this testimony.

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

Members of the House Committee on Labor and Public Employment

Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

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Wally Wake

Aiea, Hi

From: Carl Campagna <advocacy@ujoin.org>
Sent: Tuesday, March 15, 2016 12:18 AM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

LATE

From: carl@votecampagna.com <Carl Campagna>

Message:

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

Members of the House Committee on Labor and Public Employment

Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

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Carl Campagna

Honolulu

Hawaii

From: Christina Hazama <advocacy@ujoin.org>
Sent: Tuesday, March 15, 2016 1:31 AM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii



From: christinaleetom@yahoo.com <Christina Hazama >

Message:

I recently had a baby girl, caya, on December 23rd 2015 and we recently bought a new house in the fall 2015. Since my company has no paid maternity leave, I am taking off 3 months of unpaid FMLA to spend with my daughter and breastfeed her. My husband has been the sole provider and paying our mortgage during this time. I return to work in April 2016 and will send our daughter off to a babysitter.

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

Members of the House Committee on Labor and Public Employment

Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

March 15, 2016

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Christina Hazama

Honolulu

From: Krystal Zheng <advocacy@ujoin.org>
Sent: Tuesday, March 15, 2016 6:01 AM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii



From: kzheng75@gmail.com <Krystal Zheng>

Message:

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

Members of the House Committee on Labor and Public Employment

Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

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Krystal Zheng

Honolulu

Hawaii

From: Troy Abraham <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 2:20 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: tabraham08@gmail.com <Troy Abraham>

Message:

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

Members of the House Committee on Labor and Public Employment

Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

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Troy Abraham

Hilo

Hawaii

LATE

From: Claire Bailey <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 2:55 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: cbailey@wcchc.com <Claire Bailey>

Message:

To:
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Representative Jarrett Keohokalole, Vice Chair

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Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

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Claire Bailey

Waianae

Hawaii

From: Curtis And Gail Crabbe <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 3:53 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: crabbe@hawaiian.net <Curtis And Gail Crabbe>

Message:

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

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Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

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Curtis And Gail Crabbe

Self employed

Honolulu

From: Gloria Yoshikawa <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 5:37 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii



From: gyoshikawa@yahoo.com <Gloria Yoshikawa>

Message:

I have used my family leave for the past two years. I was able to take off from work to take my mother to all her doctor appointments, surgeries, follow-up visits until she passed away last year. I was very thankful for this benefit and it eased my mother's mind and well-being. Thank you for supporting Family Leave.

To:
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Gloria Yoshikawa

Haleiwa

Hawaii



From: Mai Hall <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 2:26 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: maikmhall@gmail.com <Mai Hall>

Message:

It also could potentially prevent post-partum depression in mothers and serious mental illness which develops when a parent is not able to be around their child for the critical first few months or years of life. I know, because I have suffered tremendously from PPD because I had to find a different job with flexible hours and go back to work. We cannot afford to keep living like this; sacrificing putting off children because we cannot afford to have them in Hawaii. This shouldn't be an issue we as Hawaiians face living in our home. But it is the reality for many of us.

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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. Employers would not be paying employees during their leave. 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.

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Mai Hall

Honolulu

Hawaii

From: Amy Hart <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 2:32 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: amyhartpcdc@yahoo.com <Amy Hart >

Message:

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

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Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

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Amy Hart

Wahiawa

From: Charles Kessler <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 2:55 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: cekessler@gmail.com <Charles Kessler>

Message:

To:
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Representative Jarrett Keohokalole, Vice Chair

Members of the House Committee on Labor and Public Employment

Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

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Charles Kessler

Long beach

From: Kim Swartz <advocacy@ujoin.org>
Sent: Tuesday, March 15, 2016 10:05 AM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: kswartz@hawaii.edu <Kim Swartz>

Message:

To:
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Representative Jarrett Keohokalole, Vice Chair

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Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

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Kim Swartz

Pearl City

Hawaii

From: Lacy Matsumoto <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 2:54 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: lacy.matsumoto@gmail.com <Lacy Matsumoto>

Message:

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

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Lacy Matsumoto

Honolulu

From: Ashley Lukens <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 2:20 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: alukens@centerforfoodsafety.org <Ashley Lukens>

Message:

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

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Ashley Lukens

Honolulu

Hawaii

From: Georgette Luppino <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 3:38 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: georgetteluppino@hawaii.rr.com <Georgette Luppino>

Message:

It should be a right to have paid family leave! Please make this happen!

To:
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Representative Jarrett Keohokalole, Vice Chair

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Hawaii has the opportunity to join the rest of the world with this legislation, by passing paid family leave and ensuring a commitment to `ohana. Thank you for this opportunity to provide strong testimony in support.

Georgette Luppino

Honolulu, Hawaii



From: Mayumi Levesque <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 2:55 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: mootopia@gmail.com <Mayumi Levesque>

Message:

To:
Representative Mark M. Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

Members of the House Committee on Labor and Public Employment

Re: Testimony in Strong Support of SB 2961, Relating to Family Leave, with requested amendments

March 15, 2016

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Mayumi Levesque

Pearl City

Hawaii



From: Angelina Mercado <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 2:23 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: angelraybpc@gmail.com <Angelina Mercado>

Message:

To:
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Representative Jarrett Keohokalole, Vice Chair

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Angelina Mercado

Director of Advancement

Honolulu

Hawaii

From: Linda Mitsuda <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 2:20 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii



From: linda_mitsuda@notes.k12.hi.us <Linda Mitsuda>

Message:

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Representative Jarrett Keohokalole, Vice Chair

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Linda Mitsuda

Honolulu

Hawaii

From: Dorothy Mahoney <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 3:03 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: kahikilani58@gmail.com <Dorothy Mahoney>

Message:

please support this movement!

To:
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Representative Jarrett Keohokalole, Vice Chair

Members of the House Committee on Labor and Public Employment

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Dorothy Mahoney

Kahuku

Hawaii

From: Sarah Redican <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 2:54 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: smedwell@gmail.com <Sarah Redican>

Message:

This past year after teaching in Hawaii for 8 years, I decided to quit my job after giving birth to my second child because with the sick days I had available, I still had to tap into the family leave act to get any time off, and it just wasn't enough. We need more rights during our maternity leave and should have to use our sick days in order to get paid.

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Sarah Redican

Kailua

Hawaii

From: Teresa Amoy <advocacy@ujoin.org>
Sent: Monday, March 14, 2016 4:20 PM
To: LABtestimony
Subject: Establish Paid Family Leave in Hawaii

From: napua15@yahoo.com <Teresa Amoy>

Message:

Being a mom of two and having to take all of my sick leave and vacation pay and still not have enough to be at home with my newborn for the first three months affects more than just the early bonding it also affects nursing patterns and increases stress on the mother and so much more. I can't have anymore children but I am in strong support of this bill.

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Teresa Amoy

Lihue

Hawaii