



Hawaii
Children's Action Network
Building a unified voice for Hawaii's children

April 5, 2016

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To: Senator Jill Tokuda, Chair
Senator Donovan Dela Cruz, Vice Chair
Senate Committee on Ways and Means

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

Re: **SCR 86/SR 57 SD1 - Requesting the Convening of a Paid Family Leave Task Force to Examine the Benefits and Costs of a Potential Paid Family Leave Program in Hawaii - SUPPORT**
Hawaii State Capitol, Conference Room 211 – April 5, 2016 – 1 PM

On behalf of Hawaii Children's Action Network (HCAN), formerly Good Beginnings Alliance, we are writing in strong support of SCR 86/SR 57 SD1 - Requesting the Convening of a Paid Family Leave Task Force to Examine the Benefits and Costs of a Potential Paid Family Leave Program in Hawaii.

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

HCAN supports SCR 86/SR 57, SD1, which would establish a Paid Family Leave Insurance Task Force to study and provide an actuarial analysis of state family and medical leave programs, including the following:

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

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

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

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

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

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

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

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

For these reasons, HCAN respectfully requests that the committee pass SCR 86/SR 57 SD1 - Requesting the Convening of a Paid Family Leave Task Force to Examine the Benefits and Costs of a Potential Paid Family Leave Program in Hawaii.

From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: amymonk99@hotmail.com
Subject: *Submitted testimony for SCR86 on Apr 5, 2016 13:00PM*
Date: Monday, April 04, 2016 4:34:26 PM

SCR86

Submitted on: 4/4/2016

Testimony for WAM on Apr 5, 2016 13:00PM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Amy Monk	Individual	Support	No

Comments:

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

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From: mailinglist@capitol.hawaii.gov
To: [WAM Testimony](#)
Cc: tabraham08@gmail.com
Subject: *Submitted testimony for SR57 on Apr 5, 2016 13:00PM*
Date: Monday, April 04, 2016 8:24:19 PM

SR57

Submitted on: 4/4/2016

Testimony for WAM on Apr 5, 2016 13:00PM in Conference Room 211

Submitted By	Organization	Testifier Position	Present at Hearing
Troy Abraham	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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