

STAND. COM. REP. NO.

1073

Honolulu, Hawaii

MAR 24 2017

RE: H.B. No. 213
H.D. 1
S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Twenty-Ninth State Legislature
Regular Session of 2017
State of Hawaii

Sir:

Your Committee on Judiciary and Labor, to which was referred
H.B. No. 213, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO FAMILY LEAVE,"

begs leave to report as follows:

The purpose and intent of this measure is to:

- (1) Allow an employee to use family leave to care for the employee's sibling with a serious health condition or upon the death of the employee's child, spouse, reciprocal beneficiary, sibling, or parent; and
- (2) Specify certification requirements for when family leave is taken for the death of the employee's child, spouse, reciprocal beneficiary, sibling, or parent.

Your Committee received testimony in support of this measure from the Hawaii State Commission on the Status of Women; ILWU Local 142; LGBT Caucus of the Democratic Party of Hawaii; United Public Workers, AFSCME, Local 646, AFL CIO; Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO; and four individuals. Your Committee received testimony in opposition to this measure from the Hawaii Food Industry Association, Hawaii Restaurant Association, Retail Merchants of Hawaii, Maui Chamber of Commerce, Society for Human Resource Management-Hawaii Chapter,



Il Gelato Hawaii, and one individual. Your Committee received comments on this measure from the Department of Labor and Industrial Relations, Policy Advisory Board for Elder Affairs, and Hawaii Children's Action Network.

Your Committee finds that employees are currently entitled to four weeks of family leave during the calendar year upon the birth or adoption of an employee's child or to care for the employee's child, spouse, reciprocal beneficiary, or parent with a serious health condition. Your Committee also finds that employees may need to be absent from work in order to care for a sibling with a serious health condition or upon the death of an employee's child, spouse, reciprocal beneficiary, sibling, or parent.

Your Committee has amended this measure by:

- (1) Inserting an effective date of January 7, 2059, to encourage further discussion; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the record of votes of the members of your Committee on Judiciary and Labor that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 213, H.D. 1, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 213, H.D. 1, S.D. 1, and be referred to your Committee on Ways and Means.

Respectfully submitted on
behalf of the members of the
Committee on Judiciary and
Labor,


GILBERT S.C. KEITH-AGARAN, Chair



The Senate
Twenty-Ninth Legislature
State of Hawai'i

Record of Votes
Committee on Judiciary and Labor
JDL

Bill / Resolution No.:* HB213, HD1	Committee Referral: JDL, WAM	Date: 3/21/17		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is: <input type="checkbox"/> Pass, unamended 2312 <input checked="" type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
KEITH-AGARAN, Gilbert S.C. (C)	✓			
RHOADS, Karl (VC)	✓			
GABBARD, Mike	✓			
KIM, Donna Mercado			✓	
THIELEN, Laura H.	✓			
TOTAL	4	0	1	0
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: <i>Karl Rhoads</i>				
Distribution: Original Yellow Pink Goldenrod File with Committee Report Clerk's Office Drafting Agency Committee File Copy				

*Only one measure per Record of Votes