



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

LATE TESTIMONY

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

The Twenty-Ninth Legislature, State of Hawaii
The Senate
Committee on Judiciary and Labor

Testimony by
Hawaii Government Employees Association

March 21, 2017

H.B. 213, H.D. 1 – RELATING TO FAMILY LEAVE

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.B. 213, H.D. 1 which permits an employee to take family leave in order to care for the employee's sibling with a serious health condition or upon the death of an employee's child, spouse, reciprocal beneficiary, sibling or parent.

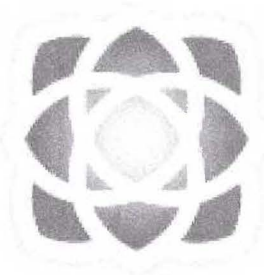
Currently, Chapter 398-3 of the Hawaii Revised Statutes allows for an employee to use four weeks of family leave upon the birth or adoption of a child or to care for a child, spouse, reciprocal beneficiary, or parent with a serious health condition, but does not include care for a sibling. In some cases, an individual may only have a sibling who can provide care during illness. We strongly support legislation that would allow employees the ability to utilize Family Leave to care for all of their family members – parents, spouses, children and siblings.

Additionally, our collective bargaining agreements contain contractual provisions relating to bereavement leave. Should this measure pass, we respectfully request that the benefits provided in our agreements not be diminished, impaired or adversely affected.

Thank you for the opportunity to provide testimony in support of H.B. 213, H.D. 1.

Respectfully submitted,

Randy Perreira
Executive Director



MAUI
CHAMBER OF COMMERCE
VOICE OF BUSINESS

LATE TESTIMONY

**HEARING BEFORE THE SENATE COMMITTEE ON JUDICIARY AND LABOR
HAWAII STATE CAPITOL, SENATE CONFERENCE ROOM 016
TUESDAY, MARCH 21, 2017 AT 9:30 A.M.**

To The Honorable Gilbert S.C. Keith-Agaran, Chair;
The Honorable Karl Rhoads, Vice Chair; and
Members of the Committee on Judiciary and Labor

TESTIMONY IN OPPOSITION TO HB 213 RELATING TO FAMILY LEAVE

Aloha, my name is Pamela Tumpap and I am the President of the Maui Chamber of Commerce representing approximately 600 businesses and 16,000 employees on Maui. I am writing share our opposition to HB 213.

As a representative of businesses on Maui, we believe imposing a law permitting an employee to take family leave to care for the employee's sibling with a serious health condition or upon the death of an employee's child, spouse, reciprocal beneficiary, sibling, or parent would be an extreme burden upon our state's small businesses. This bill would not only be difficult and costly for employers to administer and track, but may also conflict with other leave laws.

We appreciate the opportunity to testify on this matter and therefore ask that this bill be deferred.

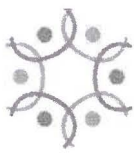
Mahalo for your consideration of our testimony.

Sincerely,

Pamela Tumpap

Pamela Tumpap
President

To advance and promote a healthy economic environment for business, advocating for a responsive government and quality education, while preserving Maui's unique community characteristics.



March 19, 2017

To: Senator Gilbert S.C. Keith-Agaran, Chair
Senator Karl Rhoads, Vice Chair
Committee on Judiciary and Labor

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

Re: **HB 213 HD 1- Relating to Family Leave**
Hawaii State Capitol, Room 016, March 21, 2017, 9:30 AM

On behalf of Hawaii Children's Action Network (HCAN), we are writing to provide COMMENTS on HB 213 SD 1- Relating to Family Leave.

Expanding the definition of family to include siblings as a qualifying family member that the leave can be used to care for is definitely needed, yet In Hawaii, we have multiple generations, hanai family, and many other different caretakers, and these all need to be covered under family leave.

We do also commend the addition of being able to use family leave for a death of a family member as well. As this can be a very difficult time with the need to deal with medical, emotional, and financial issues.

The reality is that Hawaii needs a comprehensive Paid Family Leave law. To make this bill beneficial for the state and families it needs to include the following:

- Universal coverage – all people and employers would participate in the system
- At least 12 weeks of paid leave
- Job Protection – if a person is not guaranteed a job upon completion of the leave, they likely will not take the leave
- Gender Equity – both mothers and fathers need the opportunity to bond with new children and provide caretaking, it is not just “maternity leave”
- Expanded Definition of Family – In Hawaii, we have multiple generations, hanai family, and many other different caretakers for children, these all need to be included
- Wage Replacement – Many families live paycheck to paycheck and would never be able to take time off if unpaid or only a small percentage of their usual wages.

Currently, Hawaii 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 and affects the economic stability for both women and men who are caregivers.

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. Hawaii needs a leave policy that 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.

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.

Hawaii's working families need a comprehensive paid family leave standard. 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 significantly amend this bill.

HCAN is committed to building a unified voice advocating for Hawaii's children by improving their safety, health, and education. 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 2017 Hawai'i Children's Policy Agenda, which can be accessed at <http://www.hawaii-can.org/2017policyagenda>.

Testimony of Attiana Harper
IN SUPPORT OF HB NO 213., RELATING TO FAMILY LEAVE
Twenty-Ninth Legislature, State of Hawaii
March 20, 2017

This bill is extremely important for families all over Hawaii. All employees deserve to know that they are guaranteed four weeks off a year if a child is born or adopted, a sibling or immediate family member is sick, or a death in the family. Employees are required to go through the process of requesting time off and providing evidence of the situation.

There is one section of this bill that needs to be amended. Section five states that the act shall take effect in 2050. That is too long a time to wait for this important bill. There does not seem to be any reasonable explanation for the long waiting period.

From: mailinglist@capitol.hawaii.gov
To: [JDL Testimony](#)
Cc:
Subject: *Submitted testimony for HB213 on Mar 21, 2017 09:30AM*
Date: Monday, March 20, 2017 10:26:29 PM

HB213

Submitted on: 3/20/2017

Testimony for JDL on Mar 21, 2017 09:30AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
John Knorek	SHRM Hawaii	Oppose	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: [JDL Testimony](#)
Cc:
Subject: *Submitted testimony for HB213 on Mar 21, 2017 09:30AM*
Date: Tuesday, March 21, 2017 8:00:56 AM

HB213

Submitted on: 3/21/2017

Testimony for JDL on Mar 21, 2017 09:30AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Suzy Okino	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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