



EXECUTIVE CHAMBERS
HONOLULU

DAVID Y. IGE
GOVERNOR

Testimony of **Ford Fuchigami**
Administrative Director, Office of the Governor

Before the
House Committee on Finance
February 22, 2018
1:30 p.m., Conference Room 308

In consideration of
House Bill No. 2598 HD1
RELATING TO FAMILY LEAVE

Chair Luke, Vice-Chair Cullen, and committee members:

Thank you for the opportunity to provide comments in **Strong Support for House Bill 2598 HD1**.

We believe it is indeed time we implement a paid family leave program which will benefit all workers across the state, but find it is particularly important for those workers and their families who are living paycheck to paycheck.

The Governor's Office appreciates the work done to move this important issue forward and supports the approach taken by this bill to stand up the program so it is prepared to begin collecting payments by July 1, 2020 and begin processing payments by July 1, 2022.

Lastly, the Governor's Office supports the House's efforts in creating an Implementation Board, which is inclusive and representative of various groups and impacted by the bill. This approach is laudable and presents the best option to ensure an open process moving forward. We do, however, respectfully request that the bill be amended to name the Administrative Director, rather than the Chief of Staff, as the Chairperson of the Implementation Board.

We appreciate your attention and will be available to answer your questions, should you have any at this time.

DAVID Y. IGE
GOVERNOR

DOUGLAS S. CHIN
LIEUTENANT GOVERNOR



LEONARD HOSHIJO
DIRECTOR

**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

830 PUNCHBOWL STREET, ROOM 321
HONOLULU, HAWAII 96813

www.labor.hawaii.gov
Phone: (808) 586-8844 / Fax: (808) 586-9099
Email: dllr.director@hawaii.gov

February 22, 2018

To: The Honorable Sylvia Luke, Chair,
The Honorable Ty J.K. Cullen, Vice Chair, and
Members of the House Committee on Finance

Date: Thursday, February 22, 2018
Time: 1:30 p.m.
Place: Conference Room 308, State Capitol

From: Leonard Hoshijo, Director
Department of Labor and Industrial Relations (DLIR)

Re: H.B. NO. 2598 HD1 RELATING TO FAMILY LEAVE

I. OVERVIEW OF PROPOSED LEGISLATION

This proposal amends Chapter 398, Hawaii Revised Statutes (HRS), by establishing the paid family leave special fund. An appropriation of \$1.75 million to the special fund will fund the implementation board as well as a Legislative Reference Bureau actuarial analysis.

Employee payroll deductions and employer contributions would go into the fund to pay for permanent and temporary staff positions, administration, and operational costs to establish paid family leave for all workers in the State.

The bill requires DLIR to adopt rules pursuant to Chapter 91, HRS, to establish paid family leave for all workers in the State by January 1, 2020, and allows DLIR to adopt interim rules exempt from chapter 91.

The measure establishes a paid family leave implementation board within DLIR for administrative purposes, to assist the Department in establishing paid family leave for all workers in the State and to develop an analysis and implementation plan.

DLIR supports the intent of this proposal to provide access to paid family leave and offers comments, including concerns about adequate resources for this complex and important venture.

II. CURRENT LAW

Hawaii Family Leave Law (HFLL) provides four weeks of protected, unpaid leave for employees of employers with 100 or more employees, on the birth or adoption of a child or to care for the employee's child, spouse, reciprocal beneficiary, sibling, or parent with a serious health condition.

Hawaii currently has an existing medical leave law, the Temporary Disability Insurance law (TDI), chapter 392, Hawaii Revised Statutes. The TDI law provides partial wage replacement for an eligible employee's own disability. TDI coverage and benefit payments are primarily processed through private insurance companies and employer self-insurance sick leave policies. Therefore, no employee/employer tax collection infrastructure exists for this benefit program.

III. COMMENTS ON THE HOUSE BILL

DLIR supports the intent and appreciates that this measure recognizes the complicated nature of the request to implement a paid family leave law by creating the paid family leave implementation board. The Department has established dialogue with other states with paid family leave laws to understand how the other states implemented their programs.

A mandate to cover all workers (and their employers) in the State may be premature, and preclude the implementation board from considering costs and benefits in its deliberations. Which workers, of which establishments, vary among the other states.

An implementation board would likely develop appropriation request(s) for the Legislature.

The request to report back to the 2019 Legislature may be ambitious considering the time required to hire a program manager to support the implementation board. It is likely that establishing the position, recruiting and filling will at minimum take six months, or about time the first report is due. Similarly, implementing a program by January 1, 2020, considering other states' experiences who had existing infrastructure to work from or substantial resources, may prove quite challenging.

DLIR is unsure of what would constitute an adequate appropriation for FY2018-2019, however, to implement a paid family leave program with the assistance of the implementation board may require significant appropriation amounts depending on the range of various methods potentially suggested by the board. Washington State's program, which is a social insurance model and being developed from the ground up, is being implemented with an \$82 million general fund loan, has twenty-five staff, plans to increase to fifty soon, and projects a total of 150 staff to run the program

eventually.

DLIR obtained an estimate of \$25-\$30 million for the IT portion of the project from a local vendor to develop the required hardware and software over an initial five-year period. Washington projects spending between \$30 – \$50 million to develop its IT infrastructure over eight years, intending it for use across multiple programs.

When the Legislature considered adopting major workers' compensation reform or the adoption of TDI or Prepaid Healthcare Laws, it has instructed the Legislative Reference Bureau to commission a study, including a detailed actuarial component, before enacting those labor benefits and protections that form part the bedrock of Hawaii's labor protections¹. Therefore, the Department is appreciative that the measure contains a provision for the Legislative Reference Bureau to do a study that includes an actuarial analysis.

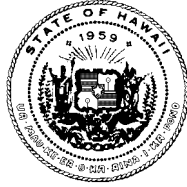
However, the \$250,000 may be insufficient as actuarial analysis are often quite costly. Act 188 (SLH, 2015) required the State Auditor to contract with an actuarial firm that has experience conducting workers' compensation closed claims studies in the United States to perform a study of closed claims in the State's workers' compensation system, however, the \$150,000 was insufficient to procure an actuarial firm. Further, the procurement process is likely to leave little or no time to produce any analysis by the date a report is due to the Legislature in 2019.

Lastly, DLIR suggests that the Legislative Reference Bureau also consider appropriate statutory placement for a paid family leave program.

¹ <http://lrbhawaii.info/lrbrpts/63/63workcomp.pdf>

<http://lrbhawaii.info/lrbrpts/67/tdi.pdf>

<http://lrbhawaii.info/lrbrpts/67/prepaid.pdf>



STATE OF HAWAII
DEPARTMENT OF HUMAN SERVICES
P. O. Box 339
Honolulu, Hawaii 96809-0339

February 21, 2018

TO: The Honorable Representative Sylvia Luke, Chair
House Committee on Finance

FROM: Pankaj Bhanot, Director

SUBJECT: **HB 2598 HD1 – RELATING TO FAMILY LEAVE**

Hearing: Thursday, February 22, 1:30 p.m.
Conference Room 308, State Capitol

DEPARTMENT'S POSITION: The Department of Human Services (DHS) supports establishing and implementing a robust family leave insurance program for all employees in Hawaii, so long as the priorities outlined in the administration's budget are not adversely affected.

PURPOSE: The purpose of the bill is to establish a paid family leave program within the Department of Labor and Industrial Relations (DLIR); lay the groundwork to implement a paid family leave framework of laws and policies; establish a paid family leave implementation board.

In 2016, DHS, through the Hawaii State Commission on the Status of Women, received a competitive grant from the United States Department of Labor (US DOL). The US DOL Paid Leave Analysis grant program was intended to support research and analysis needed to explore, develop, implement, and/or improve paid family and medical leave programs at the State and municipal levels.

Through this grant, the HSCSW completed research in the following categories: economic analysis, eligibility, and benefit modeling; a feasibility and implementation study to carefully examine how a paid leave program could be successfully implemented on the state

level; public polling of Hawaii residents; focus groups of mothers, fathers, family caregivers, unions, small businesses, and large businesses. The research was completed in September 2017 and provides a wealth of data on how successful and financially solvent paid leave programs can be implemented, using Hawaii-specific data and employee information.

HB2598 HD1 provides for another study on paid leave, to be conducted by the Legislative Reference Bureau. DHS appreciates the need for sound data, but points out that all underlying research necessary to implement paid family leave has already been conducted.

Currently, 42% of employees in Hawaii's private sector lack access to even a single day of paid leave. Low wage workers are the least likely to have access to family leave, and hence, are more likely to miss out on critical time with newborns during their first weeks of life. DHS works with the most vulnerable and marginalized populations in our state and we have a vested interest in ensuring individuals are healthy, thriving, and economically secure.

DHS has undertaken a multi-generational approach through its implementation of 'Ohana Nui, recognizing that Hawaii has the highest percentage of multi-generational households, the highest cost of housing, one of the highest costs of living, and the fastest growing population of individuals aged 65 and older.

Our economy is reliant on a female and older workforce, precipitating a need to ensure our work place policies are reflective of this demographic. Paid family leave is associated with better health outcomes for children and mothers; an increase in children receiving well-baby check ups and vaccinations; increased bonding with children; and an increase in elderly individuals being able to age in place with family caregiver support.

In 2008, Act 143 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. Subsequently, the Family Leave Working Group was established as part of the Joint Legislative Committee on Aging to explore wage replacement benefits. This working group endorsed the establishment of a state sponsored long-term care insurance program through employee payroll deductions, similar to a social insurance program. The wealth of data on existing paid family leave programs reveal paid family leave programs function more effectively as social

insurance programs. Privatization of such a program risks harming the program's integrity and fiscal solvency.

Thank you for the opportunity to provide supportive comments on this measure.



HAWAII APPLESEED

CENTER FOR LAW & ECONOMIC JUSTICE

Testimony of Hawai‘i Appleseed Center for Law and Economic Justice

Supporting HB 2598 HD1 – Relating to Family Leave

House Committee on Finance

Scheduled for hearing at Thursday, February 22, 2018, 1:30 PM, in Conference Room 308

Dear Chair Luke, Vice Chair Cullen, and members of the Committee:

Thank you for the opportunity to testify in SUPPORT of **HB 2598 HD1**, which would require the establishment of paid family leave for all workers by January 1, 2020, with payments being processed by July 1, 2022.

Low-wage workers are the least likely to have access to paid family leave, while they need the financial support of paid leave the most. Especially with more and more of our kūpuna needing care, our state needs to create a safety net for families facing serious caregiving responsibilities.

In order for such a program to be truly effective in Hawai‘i, we’d like to point out how important it is for a paid family leave program to follow a social insurance model. A prominent example of a social insurance approach is Social Security. Experts from both the left and the right agree that this is the best way to reduce costs to employers and overall administrative expenses, as well as prevent discrimination against those workers who are mostly likely to take leave.

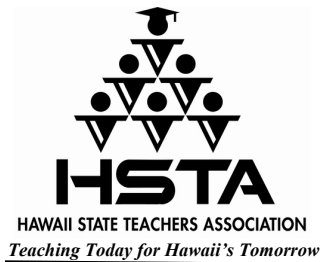
Even the right-leaning American Enterprise Institute has testified in favor of a social insurance program over an employer mandate to purchase private family leave insurance or to self-insure¹:

[T]he idea that companies might be better off with an employer mandate instead of a social insurance program is hard to fathom. While social insurance broadly distributes the costs of providing leave, an employer mandate shifts all of the costs onto the firm, raising implicit labor costs. Firms can respond to this mandate in several ways: One, they may try to self-insure or purchase private insurance products; these will likely be costly and unavailable in many places. Two, they may reduce wages paid for workers that are hired. Three, firms may simply discriminate against people who are more likely to use this leave, particularly women. Since an employer mandate disproportionately raises the expected labor costs of those most likely to use the paid leave, mandating paid leave incentivizes firms to discriminate against women and others likely to take up the policy... A mandate imposes additional costs and distortions that could be much more expensive to the public than social insurance.

We appreciate your consideration of this testimony.

¹ <https://www.aei.org/wp-content/uploads/2017/10/DC-Testimony-Mathur-1.pdf>

The Hawai‘i Appleseed Center for Law and Economic Justice is committed to a more socially just Hawai‘i, where everyone has genuine opportunities to achieve economic security and fulfill their potential. We change systems that perpetuate inequality and injustice through policy development, advocacy, and coalition building.



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

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TESTIMONY BEFORE THE HOUSE COMMITTEE ON
FINANCE

RE: HB 2598, HD 1 - RELATING TO FAMILY LEAVE

THURSDAY, FEBRUARY 22, 2018

COREY ROSENLEE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Luke and Members of the Committee:

The Hawaii State Teachers Association strongly supports HB 2598, HD 1, relating to family leave.

Teachers are fortunate to be covered by a collective bargaining agreement that provides paid sick leave. Over 40 percent of Hawaii's workforce, however, is not afforded the same benefit. As a result, workers are often required to choose between providing for their families by working while sick or enduring a loss of income to recuperate. Families also must decide whether or not to send sick children to school or stay home and lose a day of pay. For low-income families, this financial bind can mean the difference between providing food or going hungry. When children are forced to attend class while ill, moreover, contagions may spread to other students.

It's a chain reaction. Multiple families may be become infected. Entire classes may see their health and learning suffer. Providing paid sick leave that may be extended to family members will break the cycle of illness by allowing families to care for themselves and their children without loss of pay. As this measure moves forward, we urge you to continue mandating establishment of a family leave program no later than 2020, so that working families do not have to wait any longer than necessary for the financial insurance needed to cover medical emergencies and kupuna care.

Sickness should not become a debt sentence. To better care for families living paycheck to paycheck, the Hawaii State Teachers Association asks your committee to support this bill.



1050 Bishop St. PMB 235 | Honolulu, HI 96813
P: 808-533-1292 | e: info@hawaiiifood.com

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Derek Kurisu, KTA Superstores, *Advisor*

TO:
Committee on Finance
Rep. Sylvia Luke, Chair
Rep. Ty J.K. Cullen, Vice Chair

FROM: HAWAII FOOD INDUSTRY ASSOCIATION
Lauren Zirbel, Executive Director

DATE: Thursday, February 22, 2018
TIME: 1:30pm
PLACE: Conference Room 308

RE: HB 2598 Relating to Family Leave

Position: Comments

The Hawaii Food Industry Association is comprised of two hundred member companies representing retailers, suppliers, producers, and distributors of food and beverage related products in the State of Hawaii.

Hawaii is frequently ranked a one of the worst, if not the worst state for doing business. Our member businesses take great pride in feeding Hawaii, but there are many factors that make it a challenge for these companies to continue to serve our communities.

We appreciate that this bill seeks to take a thoughtful approach to this issue and is designed to get input from various stakeholders. We hope that when considering the feasibility and cost of providing paid family leave to all workers in Hawaii the legislature will consider how this will impact the business environment in our state, and bear in mind that drastic increases to labor costs have the potential to eliminate jobs and raise prices.



Fernhurst YWCA
1566 Wilder Avenue
Honolulu, Hawai'i 96822
808.941.2231

Kokokahi YWCA
45-035 Kāne'ohe Bay Drive
Kāne'ohe, Hawai'i 96744
808.247.2124

Laniākea YWCA
1040 Richards Street
Honolulu, Hawai'i 96813
808.538.7061

ywcaoahu.org

To: Hawaii State House Committee on Finance

Hearing Date/Time: Thursday 22, February 21, 2018, 1:30PM
Hawaii State Capitol, Rm. 308

Position Statement Supporting House Bill 2598 HD1

Thank you, Chair Luke, Vice Chair Cullen, and members of the Committee, for the opportunity to testify in strong support of House Bill 2598 HD1, relating to family leave insurance.

House Bill 2598 would create a new family leave program and an implementation board to oversee the development and implementation of the program. The recently completed Department of Labor study on family leave in Hawaii will serve as a great resource as the board makes critical decisions on technology, staffing, and collection and payouts. House Bill 2598 provides a sound, working template for the board. YWCA O'ahu would like to stress the importance of adequate time off to care for family members and feel that 16 weeks is the minimum amount of time our state should consider.

The benefits of paid family leave are proven. We know the positive impact of family leave extend from the worker, to their family, to their business, and into their community. Because women are more likely to serve in a caregiving role, family leave is especially beneficial for them. Women are more likely to return to work after the birth of a child, to stay in their career instead of taking breaks to care for a parent and will have higher net earnings over their lifetime. We also know that businesses will see either a positive or neutral effect from the program. When these major life events happen, a worker will take time off regardless of paid leave, but they may not always come back. Businesses will no longer lose their talented and trained employees because they could not afford to include paid leave in their benefits package. Instead, their workers will be covered through a state program that allows all workers to take necessary time off.

Hawaii's workers and businesses need family leave insurance. A family leave insurance program enables workers to take time off during major life events and helps businesses retain key employees and remain competitive. Thank you for the opportunity to testify in support of House Bill 2598 HD1.

Kathleen Algire
Director, Public Policy and Advocacy
YWCA O'ahu



PROTECTING HAWAII'S OHANA, CHILDREN, UNDER SERVED, ELDERLY AND DISABLED

21 February 2018

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TO: Representative Luke, Chair
Representative Cullen, Vice Chair
Members of the Committee on Finance

FROM: Cynthia J. Goto, Advocacy Consultant with PHOCUSED

SUBJECT: Testimony in Support of HB 2598 HD1: RELATING TO
FAMILY LEAVE

Hearing: Thursday, February 22, 2018
1:30 PM
Conference Room 308

Chair Luke, Vice Chair Cullen, Members of the Committee on Finance,

Thank you for the opportunity to testify in support of HB 2598 HD1. I am Cynthia Goto, advocacy consultant for PHOCUSED.

PHOCUSED is a nonprofit, nonpartisan organization dedicated to increasing the safety for, visibility of, and investment in the children and adults in Hawaii who are marginalized, impoverished, and under-served. Our organization has been a leading voice in advocating for families since our formation, as the membership of PHOCUSED and our Board of Directors represent many of the major health and human service providers and peer organizations dedicated to serving the vulnerable populations across our state. As such, PHOCUSED is proud to support HB 2598 HD1.

This family leave insurance program would provide much needed support for employees who need to take time off to care for their family. Those who are low-income, in particular, are especially vulnerable to loss of wages or employment at a critical time in their families. This bill would provide paid leave from work to care for a new child or sick family member. The vulnerable populations for which PHOCUSED has worked to improve their well-being, fall

PHOCUSED is a membership and advocacy organization for health and human services in Hawaii, which works together with community stakeholders to collectively impact program and policy change for the most vulnerable in our state. Our commitment to the people is reflected in our name – Protecting Hawaii's 'Ohana, Children, Under-Served, Elderly, and Disabled. We are guided by the shared commitment of our members to protect the interests of Hawaii's people and the sector which seeks to provide them with quality programs and services.



PROTECTING HAWAII'S OHANA, CHILDREN, UNDER SERVED, ELDERLY AND DISABLED

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into this group that needs this resource. It allows workers to take adequate time off of work to care for their families without facing financial ruin or jeopardizing their career.

Our organization believes it is especially critical to include the progressive wage replacement to ensure that low-income workers are able to access the program. Those who earn less than half of the average weekly wage should receive 90% of their weekly earnings, while middle-income to higher-income workers should receive 75% or 50% of their weekly earnings, with a weekly cap.

Hawaii's vulnerable populations need family leave as a cost-effective way to keep employees in the work force and also take care of their families. Nearly half of families with children in Hawaii cannot afford basic needs. By 2020, about 40% of the workforce will be providing care for older parents. Paid family leave is needed now.

The majority of families in Hawaii are "working families" who cannot afford to take unpaid leave long enough to cover their care taking needs. Please help our ohana who are struggling to care for their loved ones in their time of need.

Thank you for the opportunity to submit testimony in support of HB 2598 HD1.

PHOCUSED is a membership and advocacy organization for health and human services in Hawaii, which works together with community stakeholders to collectively impact program and policy change for the most vulnerable in our state. Our commitment to the people is reflected in our name – Protecting Hawaii's 'Ohana, Children, Under-Served, Elderly, and Disabled. We are guided by the shared commitment of our members to protect the interests of Hawaii's people and the sector which seeks to provide them with quality programs and services.



healthymothers
healthybabies

COALITION OF HAWAII

To: Finance Committee
Hearing Date/Time: 2/22/2018 1:30am

Re: TESTIMONY IN SUPPORT OF HB2598 HD1 - RELATING TO FAMILY LEAVE

Dear Chair Luke, Vice Chair Cullen, and members of the Committee,

I would like to thank you for the opportunity to testify with comments on HB2598 HD1.

Currently this bill would establish an implementation task force with a goal to establish a system and **we want to ensure policymakers truly support the timely, comprehensive implementation of a program** that provides an adequate amount of leave. **We strongly recommend in optimal 16 weeks of leave**, putting Hawaii at the forefront of the nation with a program that would only cost around \$58 per year (\$1.11 per week) to cover a worker making \$48,000 annually.

As more and more states and jurisdictions pass paid leave laws, we want to ensure that Hawaii tracks very closely behind. Our state typically stays ahead of the curve for health, and **Paid Family Leave is one of the single most effective strategies in impacting the trajectory of public health.**

A thorough actuarial study was conducted in 2017 as part of a U.S. Dept. of Labor grant and family leave experts calculated usage, cost and feasibility of the implementation of a family leave insurance program in Hawaii. The data concluded that family leave insurance is both necessary and cost-effective for workers to take adequate time off to care for their families without facing financial ruin. The benefits to businesses include the retention of employees. Workers who have access to family leave benefits are more likely to return to work after their leave is over, and studies from the Institute for Women's Policy Research determined that the availability of paid leave will not drastically increase the amount of leave taken. The availability of this benefit, however, increases the likelihood that workers who already need this leave will return to their jobs. **The Implementation Board should be comprised of individuals with experience in the subject matter and familiarity with the Hawaii State Paid Family Leave actuarial data. We currently have all of the necessary data to establish paid family leave, and to impede or delay the implementation is a detriment to the families of Hawaii.**

This policy should, above all, **establish a date that the program shall begin disbursing leave benefits and allow for 16 weeks' wage replacement**, a flexible and non-burdensome combination of employee and employer contributions, while providing wage replacement insurance for the birth, adoption, or fostering of a child, including leave for caregiving for a family member's serious health condition(s), and/or a service member's qualifying exigency. Progressive wage replacement for lower-income workers is a critical component to accessing a higher percentage of income in order to afford to take leave.

Additionally, there should be an opt-in for the self-employed, and 100% eligibility, so ALL Hawaii workers have access to a program with the most affordable premiums, and is transferable if people change jobs or industries. We stand in support of HB 2598 HD1 and respectfully urge your Committee to consider our comments. Thank you for the opportunity to provide testimony.

Sincerely,

Lisa Kimura
Executive Director

Healthy Mothers Healthy Babies Coalition of Hawaii | Phone: 808.737.5805

245 N. Kukui St. #102A, Honolulu, HI 96817 | WWW.HMHB-HAWAII.ORG

February 22, 2018

To: Representative Sylvia Luke, Chair
Representative Ty J.K. Cullen, Vice Chair
House Committee on Finance

From: Mandy Finlay, Director of Public Policy
Hawaii Children's Action Network

Re: **HB 2598, HD1 – Relating to Family Leave – SUPPORT, with one requested amendment**
Hawaii State Capitol, Room 308, February 22, 2018, 1:30 PM

Hawaii Children's Action Network (HCAN) writes in support of, with one requested amendment to, HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish a paid family leave program for all workers by 2020, would establish a paid family leave implementation board to assist the Department, and require the Legislative Reference Bureau to conduct a study on implementing paid family leave.

Family leave insurance is a necessary and affordable benefit that promotes worker retention, economic stability for working families, gender equity in the workplace, and positive infant health outcomes. The program developed pursuant to this measure would provide paid family leave benefits to all workers, regardless of employer size, with job protection and a progressive wage replacement scale to enable low-wage workers to receive a higher percentage of their weekly earnings. We would request, however, that the bill be amended to specify that any resulting program must provide at least 16 weeks of paid leave.

Hawaii's workers need this benefit. In a 2017 public poll, 62% of Hawaii respondents reported that they had wanted to take leave in the past in order to care for a new child or family member. Currently, Hawaii employees do not have a right to paid family leave. The federal Family Medical Leave Act (which leaves out 40 percent of the state's workforce) provides for up to 12 weeks of unpaid leave for employers with 50 or more employees. The Hawaii Family Leave Law (HFLL) applies to employers with 100 or more employees and allows up to four weeks. This is also unpaid leave.

Hawaii has the fastest growing aging population in the nation. Our senior (age 65+) population is expected to grow 81 percent by 2030. Approximately 247,000 Hawaii workers serve as the primary caregiver for a family member. Paid family leave would allow these workers to care for their family members without compromising economic stability.

Hawaii's businesses would benefit from paid family leave. Paid family leave helps increase worker retention and loyalty. Workers who have access to family leave benefits are more likely to return to work after their leave is over. In a 10-year study of the California family leave insurance, businesses reported that family leave had either a positive or a neutral effect on their business. Small businesses were less likely to report any negative effects.

Providing paid time off for family caregiving strongly promotes gender equity. Women are often disproportionately impacted by the lack of paid leave, 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 affects the economic stability for both women and men who are caregivers.

Family leave insurance leads to increased financial stability and healthier babies. Mothers who receive paid leave after the birth of a child are 39% less likely to rely on public assistance and 40% less likely to rely on food stamps than women who do not take paid leave at all and return to work, a trend that is present in men as well. Additionally, babies whose parents are able to take leave from work are more likely to breastfeed and receive regular medical checkups and vaccinations.

We know this can work in Hawaii. Top experts in the area of family leave studied usage, cost, and feasibility of implementation of a family leave insurance program for Hawaii. These studies collectively found that family leave insurance is a necessary and cost-effective way for workers to take adequate time off of work to care for their families without facing financial ruin or jeopardizing their career.

The Institute for Women's Policy Research, which houses some of the nation's top experts on family leave, conducted an actuarial analysis using a simulation model to study the use and cost of family leave insurance for Hawaii. The study found that the annual cost to cover sixteen weeks of leave for a worker making \$48,000 would be around \$58. That's only a little over one dollar per week.

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. Providing paid family leave to all workers is an affordable solution to enable workers to take a small number of weeks out of the workforce without having to face the impossible choice between their family member's health and their income or jobs.

For the above reasons, HCAN respectfully requests the Committee to pass this measure.

HCAN is committed to building a unified voice advocating for Hawaii's children by improving their safety, health, and education.



46-063 Emepela Pl. #U101 Kaneohe, HI 96744 · (808) 679-7454 · Kris Coffield · Co-founder/Executive Director

TESTIMONY FOR HOUSE BILL 2598, HOUSE DRAFT 1, RELATING TO FAMILY LEAVE

**House Committee on Finance
Hon. Sylvia Luke, Chair
Hon. Ty J.K. Cullen, Vice Chair**

**Thursday, February 22, 2018, 1:30 PM
State Capitol, Conference Room 308**

Honorable Chair Luke and committee members:

I am Kris Coffield, representing IMUAlliance, a nonpartisan political advocacy organization that currently boasts over 400 members. On behalf of our members, we offer this testimony in strong support of House Bill 2598, HD 1, relating to family leave.

This measure would *finally* establish a family leave insurance program for Hawai'i's workers, with up to 16 weeks of paid time off to address family needs, including keiki and kupuna care. Once effectuated, family leave insurance should also provide progressive wage replacement, allowing low-income workers to receive a higher percentage of their weekly wages (ideally, up to 90 percent) to make the benefit accessible to everyone.

Hawaii's workers need this benefit. In a 2017 public poll, 62 percent of Hawaii respondents reported that they had wanted to take leave in the past in order to care for a new child or family member. Currently, Hawaii employees do not have a right to paid family leave. The federal Family Medical Leave Act (which leaves out 40 percent of the state's workforce) provides for unpaid leave with up to 12 weeks for employers with 50 or more employees. The Hawai'i Family Leave Law (HFLL) applies to employers with 100 or more employees and allows up to four weeks. This is also unpaid leave. Moreover, 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 247,000 Hawaii workers are caregivers for a family member.

This program would help Hawaii's businesses. Family leave insurance increases worker retention and loyalty. Workers who have access to family leave benefits are more likely to return to work after their leave is over. In a 10-year study of the California family leave insurance

program, businesses reported that family leave had either a positive or a neutral effect on their business. Small businesses were less likely than large businesses to report any negative effects.

Providing paid time off for family caregiving strongly promotes gender equity.

Women are often disproportionately impacted by the lack of paid leave, 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 adversely impacts the economic stability of both male and female caregivers.

We know this can work in Hawai'i. Top experts in the area of family leave have studied the usage, cost, and feasibility of implementing a family leave insurance program for the islands. These studies collectively found that family leave insurance is a necessary and cost-effective way for workers to take adequate time off of work to care for their families without facing financial ruin or jeopardizing their careers.

We need a program that is affordable and designed to be revenue-neutral. The Institute for Women's Policy Research, which houses some of the nation's top experts on family leave, conducted an actuarial analysis using a simulation model to study the use and cost of family leave insurance for our state, which found that the annual cost to cover sixteen weeks of leave for a worker making \$48,000 would be roughly \$58—a little over one dollar per week to pay for invaluable financial security.

Finally, **we encourage you to continue specifying in this bill that family leave insurance shall be instituted no later than 2020, thus providing a timely benefit to Hawai'i's workforce.**

Prior to implementing its own family leave insurance program, New York completed an analysis of how to do so in less than two years. There is no reason that Hawai'i should take more time than New York, given our significantly smaller population size.

It's a stark reality when employees face the dire dilemma of needing to care for newborn or sick children, spouses, or parents, while also having to work to sustain their family's income. We must offer a smart, affordable solution that empowers workers to balance performing their jobs with caring for their families.

Mahalo for the opportunity to testify in support of this bill.

Sincerely,
Kris Coffield
Executive Director
IMUAlliance



CARING ACROSS GENERATIONS

Chair Sylvia Luke
Vice Chair Ty J.K. Cullen
House Committee on Finance

Room 308, February 22, 2018, 1:30 PM, Room 308

TESTIMONY IN SUPPORT OF HB 2598, HD1 – Relating to Family Leave

Caring Across Generations in strong support of House Bill 2598, House Draft 1.

Caring Across Generations is a national movement of families, caregivers, people with disabilities and aging Americans working to transform the way we care in this country, calling for policy solutions that enable all of us to live and age with dignity and independence. Caring Across Generations has worked with partners in Hawai'i for years in support of legislation that will help make quality long-term care accessible to everyone.

Paid family leave is a necessary and affordable benefit that assists families to provide care for their loved ones, promotes worker retention, economic stability for working families, gender equity in the workplace, positive infant health outcomes, and reduces caregiver burnout.

Hawaii has the fastest growing aging population in the nation. Our senior (age 65+) population is expected to grow 81 percent by 2030. Approximately 247,000 Hawaii workers serve as the primary caregiver for a family member. Paid family leave would allow these workers to care for their family members without compromising economic stability.

Paid family leave would also compliment our currently existing programs that help family caregivers of the elderly. While the paid family leave program will assist caregivers who need to temporarily leave work due to episodic or crisis situations, the Kupuna Caregivers program could assist working caregivers to return to work quickly while still having access to caregiver assistance.

It is especially critical to include the progressive wage replacement to ensure that low-income workers are able to access the program. Those who earn less than half of the average weekly

wage should receive 90% of their weekly earnings, while middle-income to higher-income workers should receive 75% or 50% of their weekly earnings, with a weekly cap.

Because of the reasons stated above and many others, we are in strong support of House Bill 2598, House Draft 1.

Thank you for considering my testimony.

Sincerely,

Pedro Haro
Hawai'i Advocacy Director
Caring Across Generations
pedro@caringacross.org



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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

The Twenty-Ninth Legislature
House of Representatives
Committee on Finance

Testimony by
Hawaii Government Employees Association

February 22, 2018

H.B. 2598, H.D. 1 – RELATING TO FAMILY LEAVE

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the purpose and intent of H.B. 2598, H.D. 1 which requires the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, establishes a Paid Family Leave Implementation Task Force, mandates the Legislative Reference Bureau to conduct an actuarial analysis, and creates a paid family leave special fund.

It is commonly accepted knowledge that most workers in Hawaii will utilize family leave at some point in their careers to provide much needed care for a loved one. While we have historically supported the passage of a paid family leave program and recognize that it is long overdue, we must prioritize a thoughtful and systematic approach in the program's creation and implementation. No two state paid family leave models are identical and we must collectively consider existing structures and systems to best formulate a plan for Hawaii. The creation of a Paid Family Leave Implementation Task Force, as outlined in the H.D. 1 of H.B. 2598, offers a steadfast solution that ensures all of the stakeholders have a seat at the table to consider the intricacies and long term effects, while at the same time sets firm deadlines to guarantee that the paid family leave program is created no later than 2020.

Thank you for the opportunity to testify in strong support of H.B. 2598, H.D. 1.

Respectfully submitted,

Randy Perreira
Executive Director

The Twenty-Ninth Legislature
Regular Session of 2018

HOUSE OF REPRESENTATIVES

Committee on Finance

Rep. Sylvia Luke, Chair

Rep. Ty J.K. Cullen, Vice Chair

State Capitol, Conference Room 308

Thursday, February 22, 2018; 1:30 p.m.

**STATEMENT OF THE ILWU LOCAL 142 ON H.B. 2598, HD1
RELATING TO FAMILY LEAVE**

The ILWU Local 142 **supports** H.B. 2598, HD1, which requires the Department of Labor and Industrial Relations (DLIR) to establish paid family leave for all workers by January 1, 2020; authorizes the Department to adopt interim rules; establishes the Paid Family Leave Implementation Board to assist DLIR and report to the Legislature; requires the Legislative Reference Bureau to conduct a study, including an actuarial analysis, on aspects of implementing family; and establishes a Paid Family Leave Special Fund with appropriation.

The Implementation Board would bring together appropriate stakeholders, including key legislators, the Director of Labor and Industrial Relations, the Director of Human Resources Development, the Comptroller, the Insurance Commissioner, and representatives from employers of varying sizes, the insurance industry, labor unions, and paid family leave advocates to discuss and determine the best model to implement paid family leave in Hawaii.

The proposed HD1 left the parameters of the new family leave program to the Implementation Board after review of various models. However, the HD1 that was passed by the House Committee on Labor and Public Employment includes a provision that contributions into the Paid Family Leave Special Fund be made by both employer and employee. We oppose open-ended employee contribution to pay for what should be an employer-provided benefit.

Paid family leave, like Temporary Disability Insurance, should be considered an employee benefit, paid for by the employer. Both parties will benefit from paid family leave (i.e., employees will benefit from paid leave to address family responsibilities but employers will also benefit from better productivity and better relations with employees who can take time off with pay when pressing family needs arise). If all employees must contribute to the Fund, most, if not all, employees will want to take advantage of it. Requests for family leave will increase even if the need may not necessarily support it. If it is a strictly employer-paid leave program, employees will be more likely to use it only when the need truly warrants it.

In addition, HD1 does not provide for a limit to the amount being proposed to be contributed by employees. With an open-ended provision for employee contributions, we are concerned that the benefit may be intended to be fully funded by the employee.

The actuarial analysis proposed in HD1 will provide a sound financial basis upon which to determine how much needs to be collected into the Fund and how much can be paid out in benefits. The goal is a paid family leave program that is fair, cost-effective, and sustainable. The Implementation Board, with

support from contracted resources, should be able to assess what model makes sense and whether or not employee contribution should be considered.

With input from all sectors, greater buy-in for the program can be established. Expertise from the departments and the insurance industry can also more readily help to identify workable solutions to allow the Board to accomplish its mission of establishing a sustainable, cost-effective paid family leave program.

The ILWU urges passage of H.B. 2598, HD1 but without any requirement or assumption of employee contributions. Thank you for the opportunity to offer testimony on this measure.

IBEW1260

‘A‘OHE HANA NUI KE ALU ‘IA

February 22, 2018

The Twenty-Ninth Legislature
Hawaii State House of Representatives
Committee on Finance

HB2598 - RELATING TO FAMILY LEAVE

Chair Luke, Vice Chair Cullen and Members of the Committee,

The International Brotherhood of Electrical Workers Local Union 1260, AFL-CIO (IBEW1260), represents more than 3500 members, has advocated for all workers in the State of Hawaii for over seventy-five years and respectfully offers the following testimony in **STRONG SUPPORT** of House Bill 2598 (HB2598).

The majority of Hawaii's working families are not afforded adequate amounts of paid leave causing financial hardship and increased dependency on public assistance during times of illness or caregiving. Therefore, it is incumbent upon the Legislature to ensure a path towards paid family leave which will serve to improve the lives of Hawaii's working families and IBEW1260 respectfully ask the Committee **SUPPORT HB2598**.

Mahalo for the opportunity to testify on this issue.

Respectfully,



Michael M. Brittain
Asst. Business Manager
IBEW1260 / AFL-CIO

Helping Hawai'i Live Well

To: Representative Sylvia Luke, Chair, Representative Ty Cullen, Vice Chair, Members, House Committee on Finance

From: Trisha Kajimura, Executive Director

Re: TESTIMONY IN SUPPORT OF HB 2598 HD1, RELATING TO FAMILY LEAVE

Hearing: February 22, 2018, 1:30 pm, CR 308

Thank you for hearing **House Bill 2598, HD1**, which would enable workers to take paid time off during major life events. This would allow for 16 weeks' wage replacement, a flexible and non-burdensome combination of employee and employer contributions, while providing wage replacement insurance for the birth, adoption, or fostering of a child, including leave for caregiving for a family member's serious health condition(s), and/or a service member's qualifying exigency. With this program, as the bill is written, Hawaii could provide 16 weeks of leave to care for a new child or sick or injured family member, and it would only cost around \$58 per year (\$1.12 per week) to cover a worker making \$48,000 annually.

This policy is designed to provide a progressive wage replacement so that lower-income workers can access a higher percentage of income in order to afford to take leave. Additionally, there is an opt-in for the self-employed, and there are no eligibility carve-outs for the employer's industry or business size, so ALL Hawaii workers have access to a program with the most affordable premiums/contributions, and is transferable if people change jobs or industry.

Mental Health America of Hawaii is a 501(c)3 organization founded in Hawai'i 76 years ago, that serves the community by promoting mental health through advocacy, education and service. We are supporting this measure because maintaining healthy families in Hawaii means that family members occasionally have to take off from work to be caregivers. We believe that workers should be able to access this type of support so that they can have peace of mind while caring for their families and go back to work with less financial burden and work with higher productivity. High levels of stress threaten mental health and we need this policy to help family caregivers

Thank you for considering my **testimony in support of HB 2598 HD1**. Please contact me at trisha.kajimura@mentalhealthhawaii.org or (808)521-1846 if you have any questions.

To: Hawaii State House of Representatives Committee on Finance
Hearing Date/Time: Thursday, Feb. 22, 2018, 1:30 p.m.
Place: Hawaii State Capitol, Rm. 308
Re: Testimony of Planned Parenthood Votes Northwest and Hawaii in strong support of H.B. 2598, HD1

Dear Chair Luke and Members of the Committee,

Planned Parenthood Votes Northwest and Hawaii (“PPVNH”) writes in strong support of H.B. 2598, HD1. PPVNH supports policies that help move us to a society in which it is feasible and commonplace to have family leave insurance and the funding mechanisms that make such leave available to all workers.

Most workers have only limited paid leave to deal with their family health needs, and many have no leave at all. When a new child comes into a family or a serious illness strikes, people need longer periods of time off. Family Leave Insurance (FLI) provides low-cost insurance for all workers, and is a wage replacement program for employees on leave to adopt or give birth to a child, take care of a loved one, or care for themselves.

FLI allows new parents and caregivers to take care of their family with stable, predictable income without becoming dependent on public resources like unemployment insurance or food stamps. Women who have paid leave tend to not only remain in the workforce after pregnancy, but have higher wages over time than those who do not. While it is crucial for women’s economic security and health to have paid family leave, families of all forms need this benefit too. Businesses see improvements in productivity and cost-savings as a result of providing paid family leave for workers.

Thank you for this opportunity to testify in support of this important measure.

Sincerely,

Laurie Field
Hawaii Legislative Director



ACOG
The American College of
Obstetricians and Gynecologists

*American College of
Obstetricians and Gynecologists
District VIII, Hawai'i (Guam & American
Samoa) Section*

TO: House Committee on Finance
Representative Sylvia Luke, Chair
Representative Ty J.K. Cullen, Vice Chair

DATE: Thursday, February 22, 2018, 1:30PM
PLACE: Conference Room 308

FROM: Hawai'i Section, ACOG
Dr. Greigh Hirata, MD, FACOG, Chair
Dr. Chrystie Fujimoto, MD, FACOG, Vice-Chair
Dr. Reni Soon, MD, MPH, FACOG, Legislative Chair
Lauren Zirbel, Community and Government Relations

Re: HB 2598_HD1 – Relating to Family Leave
Position: SUPPORT

HI ACOG **supports HB2598** and other legislative proposals that support Hawai'i's women and families. As a section of the Nation's leading group of physicians dedicated to improving health care for women, the Hawai'i Section of the American College of Obstetricians and Gynecologists (HI ACOG) represents more than 200 obstetrician-gynecologist physicians in our state.

Paid family leave fosters healthier babies

- As obstetricians, we all have had to do what we can to help new mothers and fathers piece together what leave they have to care for their newborns, and adequately recover from childbirth. All too often, mothers and fathers return to work sooner than is medically recommended because they cannot afford not to.
- The newborn period is a critical time of development and babies deserve the chance to bond with both parents if they can.
- Babies whose parents are able to take leave from work are more likely to receive regular medical checkups, vaccinations, and breastfeeding.¹
- Time-off periods after childbirth reduce the risk of postpartum depression in new mothers.²

HB 2598 advances social and economic justice for the people of Hawai'i

- Although some workers may have access to paid leave, it is usually a benefit for the highest-paid workers. 90% of workers have no access to paid family leave that includes caregiving.³
- Low-wage workers, hourly workers, and Native Hawaiians and Pacific Islanders are less likely to be covered under the existing Family and Medical Leave Act.⁴

¹ SB Kamerman. Parental Leave Policies: The Impact on Child Well-being. In P Mossand & M O'Brien, Eds., International Review of Leave Policies and Related Research 2006, 16-21. London, UK: Department of Trade and Industry, 2006. Retrieved from http://www.leavenetwork.org/fileadmin/Leavenetwork/Annual_reviews/2006_annual_report.pdf.

² P Chatterji & S Markowitz. Family Leave After Childbirth and the Health of New Mothers. National Bureau of Economic Research, 2008. Retrieved from <http://www.nber.org/papers/w14156>.

³ Bureau of Labor Statistics, Table 33. Leave Benefits: Access, Private Industry Workers, National Compensation Survey, March 2017 (Department of Labor, 2017), available at <https://www.bls.gov/ncs/ebs/benefits/2011/ownership/private/table21a.pdf>.

⁴ SJ Glynn, H Boushey, & P Berg. 2016. Who Gets Time Off? Predicting Access to Paid Leave and Workplace Flexibility. Washington, DC: Center for American Progress. <https://cdn.americanprogress.org/wp-content/uploads/2016/04/20131209/WhoGetsTimeOff-report-04.20.26.pdf>.

With paid family leave women are more likely to stay in the workforce and less likely to rely on public assistance

- National data consistently shows that access to parental leave makes women more likely to return to work after giving birth.⁵
- Women who are able to take paid leave are 93% more likely to be in the workforce 9-12 months after a child's birth, compared to women who take no leave.⁶
- After California became the first state to offer paid parental leave, research showed that one to three years later, mothers of small children were working more hours and at higher average incomes.⁷
- Women who receive paid leave after the birth of a child are 39% less likely to rely on public assistance and 40% less likely to rely on food stamps than women who do not take paid leave at all and return to work.⁶

HI ACOG is dedicated to the advancement of health for women and their families. It is high time that Hawai'i recognizes that we all benefit when families are allowed to care for each other. Workers in Hawai'i should be able to be with the people they love when they need them the most without risking their economic security. For these reasons, HI ACOG supports HB2598.

Thank you for the opportunity to testify.

⁵ W Han et al. "Public Policies and Women's Employment After Childbearing," National Bureau of Economic Research Working Paper 14660 (2009).

⁶ L Houser & TP Vartanian. Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses, and the Public, 2-12. Retrieved from <http://www.nationalpartnership.org/research-library/work-family/other/pay-matters.pdf>

⁷ M Rossin-Slater, C Ruhm, & J Waldfogel. "The Effects of California's Paid Family Leave Program on Mothers' Leave-taking and Subsequent Labor Market Outcomes." *Journal of Policy Analysis and Management*, 2013, 32: 224-245.



February 22, 2018

To: Representative Sylvia Luke, Chair
Representative Ty Cullen, Vice Chair and
Members of the Committee on Finance

From: Jeanne Y. Ohta, Co-Chair

RE: HB 2598 HD1 Relating to Family Leave
Hearing: Thursday, February 22, 2018, 1:30 p.m., Room 308

POSITION: Support

The Hawai'i State Democratic Women's Caucus writes in support of HB 2598 HD1 Relating to Family Leave. Hawaii's workers and businesses need family leave insurance. A family leave insurance program enables workers to take time off during major life events and helps businesses retain key employees and remain competitive. The Family and Medical Leave Act (FMLA) and Hawaii Family Leave Law (HFLL) leave out a significant portion of Hawaii's workforce, and neither law offers paid time off from work. This means that even those who technically qualify for unpaid family leave under state or federal law may not be able to afford to take adequate time off to meet their family's needs.

Family leave insurance promotes gender equity in the workplace and economic stability for women. Access to paid family leave makes mothers more likely to return to work after the birth of a child, makes women return to work more quickly, and makes women more likely to return to the same or higher wages than they were earning before they gave birth.

Paid family leave encourages women to participate in the workforce. With Hawaii's extremely low unemployment rate, businesses have a shortage of employees. Encouraging additional labor participation is good business and good for Hawaii's economy.

Women who take paid parental leave and return to work are 39% less likely to receive public assistance and 40% less likely to receive food stamps than women who do not take paid leave and return to work. The availability of family leave insurance benefits leads to increased rates of breastfeeding, which has been shown to have long-term health benefits.

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.

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

HB-2598-HD-1

Submitted on: 2/21/2018 8:48:30 AM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Patricia Bilyk	Breastfeeding Hawaii	Support	No

Comments:

HB-2598-HD-1

Submitted on: 2/21/2018 9:01:31 AM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Barbra Pleadwell	YWCA Oahu Advocacy Committee	Support	No

Comments:

Testimony in Support of HB 2598, HD1

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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 Hawaii 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. 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.

HB 2598, HD1 would help working families by requiring the Department of Labor and Industrial Relations to develop a paid family leave program that would provide:

- Universal coverage – all people and employers would participate in the system
- Job Protection – if a person is not guaranteed a job upon completion of the leave, they likely will not take the leave

- Progressive 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.

By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

Barbra Pleadwell



Randy Perreira
President

HAWAII STATE AFL-CIO

345 Queen Street, Suite 500 • Honolulu, Hawaii 96813

Telephone: (808) 597-1441
Fax: (808) 593-2149

The Twenty-Ninth Legislature, State of Hawaii
Hawaii State House of Representatives
Committee on Finance

Testimony by
Hawaii State AFL-CIO

February 22, 2018

H.B. 2598, H.D.1 – RELATING TO FAMILY
LEAVE

The Hawaii State AFL-CIO strongly supports H.B. 2598, H.D.1 which requires the Department of Labor and Industrial Relations to establish paid family leave for all workers by January 1, 2020, Authorizes the DLIR to adopt interim rules, establishes the Paid Family Leave Implementation Board to assist DLIR and report to the Legislature and requires the Legislative Reference Bureau to conduct a study, including an actuarial analysis, on aspects of implementing paid family leave.

The United States is the only industrialized country on the planet that does not provide paid family leave to workers, mothers, fathers, single parents and those who desperately need it. We get to claim that distinction with Papua New Guinea – a distinction we shouldn't be proud about. It is actually an embarrassment that we have to be discussing the importance of why paid family leave matters. But we do. Fortunately, a number of states and counties are moving forward with their own paid family leave measures and hopefully Hawaii moves forward with them. States such as California, Washington, New York and others have adopted paid family leave sending a strong message to the rest of the country that they care about working families. Hawaii can do the same. Passage of H.B. 2598, H.D.1 will show we care about working families and hopefully one day help pave the way towards a nationwide paid family leave measure.

Thank you for the opportunity to testify.

Respectfully submitted,

Randy Perreira
President

House Committee on Finance
Thursday, February 21st, 2018
1:30PM, Room 308

Attention: Representative Sylvia Luke, Chair
Representative Ty J.K. Cullen, Vice Chair

Re: Support for HB2598 HD1

The Labor Caucus of the Democratic Party of Hawai'i strongly supports passage of HB2598 Relating to Family Leave. Each bill proposes a plan to enact a statewide family leave program. Family leave is a critical way of ensuring the wellbeing of our communities. Most workers will be required, at some point in their life, to care for sick child or relative. They ought to have the freedom to do so.

The rising cost of living in Hawai'i has left many workers working longer hours for stagnant wages and just barely getting by. Typically, low wage jobs are bereft of benefits and would require workers struggling to get by to forgo pay in order to care for their family. It is unconscionable that we would tolerate this while businesses receive one of the largest tax breaks in history. No worker should ever have to choose between their family and their paycheck. For these reasons we urge passage of HB2598 HD1.



MOLOKAI CHAMBER OF COMMERCE

P.O. Box 515
Kaunakakai, HI 96748

T 808 646 0928

info@molokaichamber.org

www.molokaichamber.org

February 22, 2018

HOUSE OF REPRESENTATIVES
THE TWENTY-NINTH LEGISLATURE
REGULAR SESSION OF 2018

COMMITTEE ON FINANCE
Rep. Sylvia Luke, Chair
Rep. Ty J.K. Cullen, Vice Chair

Thursday, February 22, 2018
1:30 p.m.
Conference Room 308
State Capitol, 415 South Beretania Street

OPPOSE HB 2598 HD1, RELATING TO FAMILY LEAVE.

Honorable COMMITTEE ON FINANCE Chair Luke, Vice Chair Cullen and Committee Members:

As a representative organization of the neighbor-island of Molokai with dozens of members who employ hundreds of our neighbors, friends and families, we are respectfully submitting testimony to **OPPOSE** HB 2598 HD1.

To echo the position of our partner organization, the Chamber of Commerce of Hawaii, We understand the intent of this bill to allow for paid leave in the workplace and agree that citizens need to balance the needs of work and family. Also, we appreciate the effort to bring different stakeholders together to come up with a paid family leave program. However, we do not support this bill.

With the already significant challenges of operating a business on Molokai and the loss to our island economy as a result of the upcoming closure of one of our largest employers, Mycogen Seeds, many of our businesses will not be able to absorb the increased cost should this measure become signed into law.

If mandated to provide paid family leave, many of our businesses will not be able to expand their operations, maintain their current operational capacity, and may have to reduce the number of employees in order to absorb the costs associated with this measure.

Any increase in the cost of doing business threatens to tip the balance of our economy.

You have the ability to stop this from further crippling our business community and exacerbating the already fragile state of our island economy. We ask that you as legislators be thoughtful in considering the unintended consequences this measure will create. We can't afford another step in the wrong direction. We just can't.

The Molokai Chamber of Commerce respectfully asks that you defer this measure.

Sincerely,

Robert Stephenson, President & CEO



Chamber of Commerce HAWAII

The Voice of Business

**Testimony to the House Committee on Finance
Thursday, February 22, 2018 at 1:30 P.M.
Conference Room 308, State Capitol**

RE: HOUSE BILL 2598 HD1 RELATING TO FAMILY LEAVE

Chair Luke, Vice Chair Cullen, and Members of the Committee:

The Chamber of Commerce Hawaii ("The Chamber") **opposes** HB 2598 HD1, which requires the Department of Labor and Industrial Relations to establish paid family leave for all workers by 1/1/2023. Authorizes the department to adopt interim rules. Establishes the paid family leave implementation task force to assist the department and report to the Legislature. Establishes a paid family leave special fund. Appropriates moneys.

The Chamber is Hawaii's leading statewide business advocacy organization, representing 2,000+ 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 understand the intent of this bill to allow for paid leave in the workplace and agree that citizens need to balance the needs of work and family. Also, we appreciate the effort to bring different stakeholders together to come up with a paid family leave program. However, we do not support this bill.

As many national rankings have shown, the cost of doing and running a business is extremely high. With every additional workplace mandate, the competitive distance is increased, which in turn, affects the ability for employers to sustain and create jobs, as well as provide benefits to employees. While we do not know yet what the program will entail and who will pay for the benefit until the task force meets, we do know that the business community will ultimately be responsible to execute and shoulder at a minimum, some costs.

We need policies that will help Hawaii bring new businesses and support those in existence. Many employers offer paid leave programs as a means for attracting and retaining their workforce especially with our low unemployment rate. Rather than mandating, we suggest encouraging businesses to adopt their own innovative paid leave programs.

The Chamber respectfully asks that this bill be deferred. Thank you for the opportunity to testify.

HB-2598-HD-1

Submitted on: 2/21/2018 1:02:33 PM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Robert Paparelli	The Patisserie Inc	Oppose	No

Comments:

We feel it would be a burden on our business as our business is very competitive with mainland company's who don't have taxes or cost as we do here in hawaii. Please dont support this bill

Thank you

HB-2598-HD-1

Submitted on: 2/21/2018 9:57:10 AM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Lindsey Dymond	Kalapawai Market & Cafes	Oppose	No

Comments:

With unemployment at 2%, competition for quality staff is tougher than ever. Since Hawaii is one of, if not the most expensive state to operate in, rather than forcing economic hardship on the employers through mandated benefits, wages, etc....., we should be making Hawaii an easier place to do business and create jobs. Supply and demand will force more generous wages and benefit packages and will ease wage compression.

Why is Hawaii so expensive for small business?:

- cost of raw materials / COGs
- Mandated medical insurance that raises hourly wage by \$3 per hour
- High rents
- Low vacancy rates
- High Construction costs
- Permit delays during the start up period
- High Costs of energy and other utilities

If increased min wage, family benefits and PTO legislation are passed:

1. More layoffs and hour reductions
2. small businesses close or at least shrink
3. Cost of unskilled labor (which is what min wage is for) becomes artificially too high
4. wage compression
5. Increased operating costs tied to wages...work comp, TDI and other payroll taxes/with holdings

6. Increased administrative costs to manage family and sick leave.
7. Greater wage disparity between FOH & BOH in restaurants caused by elimination of tip credits
8. Fewer resources available for community involvement and donations
9. Reallocation of funds from optional benefit plan (profit sharing, life insurance, vacation) to minimum wage

The vast majority of min wage earners are:

1. Not head of household
2. minors or just starting first jobs
3. live in combined income house holds that gross that exceed the \$70,000 requirement for a 2 bedroom condo
4. Are retired and just working for the free health care.
5. Servers already make an additional \$15-\$30/hr above their minimum wage
6. Other tipped employees make \$10-\$15

THE INCREASED COSTS ASSOCIATED WITH THESE BILLS WILL NOT BE ABLE TO GET PASSED ALONG TO END CONSUMERS AND WILL PRICE SMALL BUSINESSES AND RESTAURANTS OUT OF THE MARKET

Possible ways to lower expenses without tax breaks or credits, etc...

- Tie health insurance premium increases to max at CPI,...current increases are 5-8% annually
- Cap the amount of salary/wages that TDI & Work Comp premiums can be based on
- Pressure HECO and BWS to lower energy and water & sewer rates

- Streamline the building dept to allow new business to open faster without eroding precious free rent periods and start-up capital (all the while collecting more permit fees w/o raising taxes)

- Give permit and other start up preferences to Hawaii owned and based businesses / increase the barrier to entry from mainland and foreign investment (not too sure how to implement)

- focus on educating kids on how to work....maybe even offer more trade classes - fewer and fewer young people (under 21) are entering the job market at the entry level. Example: the Don Dymond scholarship at LJA rewards high school kids who excel at a job and excel in school.

Lower overheads and more business friendly legislation = businesses opening/operating/competing for staff:

1. less vacancy
2. More bank lending on SBA and construction loans
3. more jobs available
4. increased sales for good operators
5. more money circulating locally and at higher velocity
6. growth for vendors, advertisers, insurance companies, etc... = more growth across other sectors serving Hawaii small business
7. More funds available for better maintenance practices and major capital improvements.

Tougher competition for skilled and unskilled labor = more benefit rich employment packages at the lower income levels including: retirement, higher wages, sick pay, vacation pay, family leave, life insurance, etc...

If the business owners don't stay competitive in the labor market by reallocating the savings on overheads, they at least will die on their own swords and not die by legislation

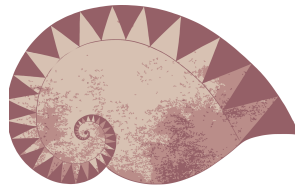
HB-2598-HD-1

Submitted on: 2/21/2018 1:18:06 PM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
MARK WOND	FRIENDLY ISLE AUTO PARTS	Oppose	No

Comments:



Pono Hawai'i Initiative

Josh Frost - President • Kau'i Pratt-Aquino - Secretary • Patrick Shea - Treasurer
Kristin Hamada • Nelson Ho • Summer Starr

Thursday, February 22, 2018

Relating to House Bill 2598 House Draft 1
Testifying in Support

Aloha, Chair Luke, Vice-Chair Cullen, and Members of the House Committee on Finance,

The Pono Hawai'i Initiative (PHI) **supports HB2598 HD1 Relating to Family Leave**, which requires the Department of Labor and Industrial Relations (DLIR) to establish paid family leave for all workers by January 1, 2020. It also authorizes the Department to adopt interim rules and establishes the Paid Leave Implementation Board to assist the DLIR and report to the Legislature. Also, the bill requires the Legislative Reference Bureau to conduct a study, including an actuarial analysis, on aspects of implementing paid family leave, appropriates funds and establishes a Paid Family Leave Special Fund.

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

Our senior population is expected to grow 81% by 2030. Approximately 247,000 Hawai'i workers serve as the primary caregiver for a family member. Paid family leave would allow these workers to care for their family members without compromising economic stability.

Paid family leave helps increase worker retention and loyalty. Workers who have access to paid family leave benefits are more likely to return to work after their leave is over. In a 10-year study of the California family leave insurance, businesses reported that family leave had either a positive or a neutral effect on their business. Small businesses were less likely to report any negative effects.

Women are disproportionately impacted by the lack of paid leave, as they are the primary caregivers of infants, children and aging parents. The lack of paid family leave not only exacerbates the gender wage gap for women but also affects the economic stability for both women and men who are caregivers.

Top experts in the area of family leave studied usage, cost, and feasibility of implementation of a family leave insurance program for Hawai'i. These studies collectively found that family leave insurance is a necessary and cost-effective way for workers to take adequate time off of work to care for their families without facing financial ruin or jeopardizing their career.

Finally, PHI urges the committee to consider amending the bill in two areas. One, inserting language in the bill's preamble, or in the committee report encouraging the adoption of a social insurance model for implementation of a paid family leave program. An expert from testimony to the D.C. City Council on Paid Leave Proposals by AEI (<https://www.aei.org/wp-content/uploads/2017/10/DC-Testimony-Mathur-1.pdf>):

“the social insurance approach makes the provision of paid leave affordable for firms and employees. In a recent report... —the AEI-Brookings Report on Paid Family and Medical Leave—we reached the similar conclusion that providing paid leave through a small hike in the payroll tax would be feasible not only for large employers but also for smaller businesses.”

Two, specifying in the bill a minimum leave period of up to 16 weeks. These amendments will help ensure the most robust and useful paid family leave program.

For all these reasons, please support this bill with our suggested edits.

Mahalo for the opportunity,
Gary Hooser
Executive Director
Pono Hawai'i Initiative, an organization member of the Common Good Coalition

HOUSE COMMITTEE ON FINANCE

Rep. Sylvia Luke, Chair
Rep. Ty Cullen, Vice Chair

From: Bart Dame
Date: Thursday, February 22, 2018
Time: 1:30 p.m.
Place: Conference room 308

HB2598, RELATING TO FAMILY LEAVE

IN SUPPORT

My name is Bart Dame and I am testifying as an individual in SUPPORT of HB2598, which

Requires the Department of Labor and Industrial Relations to establish paid family leave for all workers by January 1, 2020. Authorizes DLIR to adopt interim rules, etc.

Paid Family Leave is an essential benefit for workers who need to be able to take time off to care for other family members. It is regarded as a RIGHT in most advanced societies and it is important this right be extended to Hawaii's working people.

As you are aware, there was another bill, HB2136, which had strong support from a broad coalition of groups in the community and, in this building, became a part of the Women's Legislative Caucus and was sponsored by many members on this committee.

The HB2598, HD1 has incorporated some of the ideas of that bill and this version is stronger than the original in several ways.

I would still urge the legislature, either in this committee or in subsequent meetings, to push for the adoption of a "social insurance" model. I think it is important we NOT follow the model of Temporary Disability Insurance. TDI appropriately forces employers to pay higher premiums if their workers file claims based upon injuries. This correctly creates rational incentives for employers to adopt workplace practices and purchase equipment designed to minimize workplace injuries, thereby reducing the cost of insurance to the employer.

Applying this model to Family Leave Claims would be a mistake, as it would also create economic incentives for employers to minimize the filing of claims. This creates incentives to not hire employees likely to need to use the family leave benefit. In practice, this provides very real incentives to not hire women, particularly women of childbearing years or mothers of children. It also would incentivize discrimination against employees with aging parents or spouses. The "social insurance" model does NOT create such incentives and should be given serious consideration.

Please pass this bill.

Thank you for the opportunity to testify.

FIN-Jo

From: Janet Iwata <gghljgavcvzlax@ujoin.co>
Sent: Tuesday, February 20, 2018 8:41 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: janet.iwata@gmail.com <Janet Iwata>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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 Hawaii 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. 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.

HB 2598, HD1 would help working families by requiring the Department of Labor and Industrial Relations to develop a paid family leave program that would provide:

- Universal coverage – all people and employers would participate in the system
- Job Protection – if a person is not guaranteed a job upon completion of the leave, they likely will not take the leave
- Progressive 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.

By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

Janet Iwata

From: [Ann Marten](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 12:06:23 PM

From: agmarten@yahoo.com <Ann Marten>

Message:

It is time for us to go beyond platitudes about caring about families. If we care about them then we should support them. Paid family leave allows everyone to be care for their children appropriately and with love without sacrificing food and shelter and other necessities. Other countries have done it and found it boosts the economy. Maybe the state can help subsidize tiny mom and pop businesses that really would suffer from this rule. After all, the low wage workers are subsidizing the rest of us by not getting any benefits and keeping our prices low.

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Ann Marten

FIN-Jo

From: Judi Riley <scuobasjluqifha@ujoin.co>
Sent: Tuesday, February 20, 2018 8:51 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: rikeyjam@yahoo.com <Judi Riley >

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Judi Riley

HB-2598-HD-1

Submitted on: 2/20/2018 3:03:23 PM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Joy Marshall	Individual	Support	No

Comments:

FIN-Jo

From: Terri Erwin <lguzmruzdxzzchm@ujoin.co>
Sent: Tuesday, February 20, 2018 7:59 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: terrierwin@gmail.com <Terri Erwin>

Message:

Let's get this done this session!

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Terri Erwin

FIN-Jo

From: Teresa Shook <gvdjgbycgaigsfu@ujoin.co>
Sent: Tuesday, February 20, 2018 7:56 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: tacshook1@gmail.com <Teresa Shook>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

Teresa Shook

FIN-Jo

From: Michelle N Nakagawa <roxhxwfunafwxzw@ujoin.co>
Sent: Tuesday, February 20, 2018 7:56 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: mauigirl@gmail.com <Michelle N Nakagawa >

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Michelle N Nakagawa

Makawao

Hawaii

FIN-Jo

From: Amy Polsky <ymybipxorwbepze@ujoin.co>
Sent: Tuesday, February 20, 2018 8:57 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: amygrl808@gmail.com <Amy Polsky>

Message:

I believe very strongly in paid family leave. It works very well in European countries providing well being for families there.

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

Amy Polsky

FIN-Jo

From: Justin Hughey <xjsgivnvesqvevw@ujoin.co>
Sent: Tuesday, February 20, 2018 8:56 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: hughey2000@aol.com <Justin Hughey>

Message:

Sweden has 480 days. We need something!

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Justin Hughey

HB-2598-HD-1

Submitted on: 2/20/2018 10:19:08 PM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Nicole A Velasco	Individual	Support	No

Comments:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Mahalo,

Nicole Velasco

YWCA Board Member

HB-2598-HD-1

Submitted on: 2/20/2018 11:26:46 PM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Shay Chan Hodges	Individual	Support	No

Comments:

Aloha:

My name is Shay Chan Hodges and this is my fourth year submitting testimony in support of Paid Family Leave – also known as Family Leave Insurance -- in Hawaii.

Though my testimony is similar to prior years, there are some differences:

This year, we have data showing how little a Family Leave Insurance program will cost. In a U.S. Department of Labor–funded study, the Institute for Women’s Policy Research conducted a cost-benefit analysis, detailing four different models for providing paid leave for caregiving and medical needs in Hawaii. The most far-reaching model would cost from \$30–\$60 per employee per year, and would pay for both employee compensation and \$1.7 million in administrative expenses. This option would provide 16 weeks of Family Leave Insurance, with compensation ranging from 50 percent of earnings for higher-wage workers to 90 percent of earnings for minimum-wage employees.

In discussing the results of this study with various Hawaii residents, both parents and employers have said that they’d be willing to take responsibility for the full \$60 per year per person for a Family Leave Insurance program because it is such a low price to pay for such an important benefit.

I recently interviewed both Rep. Beth Fukumoto and Sen. Jill Tokuda for an on-line article in *Slate* about the study and the importance of passing Family Leave Insurance this session. Sen. Tokuda emphasized that, “this could be the year we match data with policy. But we need to muster the political will to do the right thing.” She added that Hawaii residents continue to ask how “government is going to ease my burden. All of us are realizing that there’s so much more that we could lose.”

Rep. Fukumoto echoed her sentiments, noting that “while some millennials are waiting to have children,” others are scrambling to care for them now, and “many are also facing the challenges of caring for *kupuna*.” She also said “there’s a heightened awareness that the rights and benefits that we have taken for granted can be taken away. At the same time, we still have so far to go for workers and families.”

I am glad that Hawaii legislators understand the importance of supporting working families, and as I've mentioned in previous testimonies, Family Leave Insurance is not just a personal or social issue, but an economic imperative.

The following excerpts from my previous testimonies provide data backing up the economic argument for Family Leave Insurance:

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, including ***Lieutenant Governor Shan Tsutsui, 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 some of you may recall, in July of 2015, former 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 economic 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, 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.

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. At

the Roundtable with former Sec. Perez, union representatives noted the impact of caregiving on Hawaii's multi-generational households.

In December of 2016, I spent a month in Stockholm, Sweden, where I met with unions and start-ups to work on strategies for supporting workers and the innovation economy in Europe and the US. In addition to very exciting conversations about strengthening worker rights in the 21st century world of work, intellectual property rights, and the high-tech economy in Hawaii, there were many conversations about the importance of a safety net for families.

As you may know, parents in Sweden receive 480 days of family leave. That's over 68 weeks and doesn't include time off for giving birth, or paid leave for pregnant women who are not able to do their jobs for medical reasons. The leave is shared by both parents.

Last year, Sweden was ranked 1st for business by Forbes Magazine. Meanwhile, the US continued its slide to 23.

Sweden is not just a great place to raise a family. It is considered one of the most innovative countries in the world, based on the caliber of universities, the number of scientific publications and international patent filings. We were fortunate to spend time with one of Sweden's national treasures, the inventor of GPS and the color monitor.

It was clear from our time in Sweden that when families are supported, individuals can be innovative and take risks without jeopardizing their families' health and security. And as we see in our own state, when families are strapped and are basically holding their lives together with scotch tape and paper clips, it is much harder to have the time or resources to be innovative.

If we want to keep up economically, Hawaii needs to step up.

I urge you to pass the Family Leave Insurance bill, which truly supports women, parents, and all caregivers – thereby supporting our residents in creating the economy of the future that this state so sorely needs.

Mahalo.

Shay Chan Hodges

Haiku, Maui, Hawaii

HB-2598-HD-1

Submitted on: 2/21/2018 9:11:01 AM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Matthew Haley	Individual	Support	No

Comments:

Testimony in Support of HB 2598, HD1

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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HB 2598, HD1 would help working families by requiring the Department of Labor and Industrial Relations to develop a paid family leave program that would provide:

- Universal coverage – all people and employers would participate in the system
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- Progressive 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.

By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

FIN-Jo

From: Laurie Chow <eavgebbelmmqzwh@ujoin.co>
Sent: Wednesday, February 21, 2018 10:47 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: lchow62@yahoo.com <Laurie Chow>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Laurie Chow

Kalaheo

Hawaii

FIN-Jo

From: Sharla Ann Sanborn <zhmyvseuuzmoixz@ujoin.co>
Sent: Wednesday, February 21, 2018 10:39 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: sharlam808@gmail.com <Sharla Ann Sanborn>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Sharla Ann Sanborn

wailuku

Hawaii

FIN-Jo

From: Cynthia Okazaki <xjfleppszkadvt@ujoin.co>
Sent: Wednesday, February 21, 2018 10:37 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: cokazaki@hotmail.com <Cynthia Okazaki>

Message:

Please pass this measure out of committee. Thank you

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Cynthia Okazaki

FIN-Jo

From: Yulia Hart <lwmkviydnewulhb@ujoin.co>
Sent: Wednesday, February 21, 2018 10:35 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: yulia.hart@gmail.com <Yulia Hart>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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FIN-Jo

From: Debbie Drummondo <pqzjzsmeyrlqaaa@ujoin.co>
Sent: Wednesday, February 21, 2018 10:35 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: ddrummondo@kphc.org <Debbie Drummondo>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Debbie Drummond

FIN-Jo

From: Katherine Belford <yqnlqeomcwenrgz@ujoin.co>
Sent: Wednesday, February 21, 2018 10:32 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: katherine.belford@gmail.com <Katherine Belford>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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FIN-Jo

From: Jordana Ferreira <dsynmslaxmwnwbn@ujoin.co>
Sent: Wednesday, February 21, 2018 10:32 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: anadroj422@gmail.com <Jordana Ferreira>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Jordana Ferreira

Waianae

Hawaii

FIN-Jo

From: Will Caron <qppzdjujjvwisw@ujoin.co>
Sent: Wednesday, February 21, 2018 10:30 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: willcaronforhawaii@gmail.com <Will Caron>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Will Caron

FIN-Jo

From: Aprilei Ramirez <yqrwzhlyspjfbfg@ujoin.co>
Sent: Wednesday, February 21, 2018 10:23 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: aprilei@hawaii.edu <Aprilei Ramirez>

Message:

Creating this paid family leave option would also allow both parents to fully immerse themselves to play active roles in raising their keiki.

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Aprilei Ramirez

Student/sales associate

Waipahu

FIN-Jo

From: Summer Lee Yadao <xeoscdavdlvttb@ujoin.co>
Sent: Wednesday, February 21, 2018 10:20 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: sumlove808@gmail.com <Summer Lee Yadao>

Message:

As a single mother, who is working 2 jobs, going to college and taking care of all my children's needs, I am definitely not the only one in this situation. Our families, mothers, single parents need help every way possible by everyone in the community. When we take care of each other, we all do better. If we let people in society go by and struggle and feel desperate, they do whatever they need to in order to survive. We should all be willing to do whatever it takes, so that all of us are the best individual, family, community we can be. Please support this bill and any measure supporting families, especially families with those who may not be able to speak for themselves, our babies our children. Mahalo.

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Summer Lee Yadao

FIN-Jo

From: Alohilani Maiava <wkxvzuvhgkjdpp@ujoin.co>
Sent: Wednesday, February 21, 2018 10:11 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: alohilani.maiava@gmail.com <Alohilani Maiava>

Message:

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FIN-Jo

From: Karen Worthington <vbfjrrjfbwvheef@ujoin.co>
Sent: Wednesday, February 21, 2018 10:09 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: karen@karenworthington.com <Karen Worthington>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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FIN-Jo

From: Saw Thinn <wmjqbyzlwfmogeu@ujoin.co>
Sent: Wednesday, February 21, 2018 10:09 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: smthinn@gmail.com <Saw Thinn>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Saw Thinn

Honolulu

Hawaii

FIN-Jo

From: Ashley De Coligny <xsyuxvqerdsmtl@ujoin.co>
Sent: Wednesday, February 21, 2018 10:02 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: ashleyut@hotmail.com <Ashley De Coligny >

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Ashley De Coligny

Kaneohe

Hawaii

FIN-Jo

From: Tracy Bein <gzvzcakizdoxamc@ujoin.co>
Sent: Wednesday, February 21, 2018 8:28 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: ruggiero_2@hotmail.com <Tracy Bein>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Tracy Bein

Behavior Analyst

Kihei

Hawaii

FIN-Jo

From: Malia Hanakahi <rubwkqkuraojfrg@ujoin.co>
Sent: Wednesday, February 21, 2018 8:25 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: sakakimalia@gmail.com <Malia Hanakahi>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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 Hawaii 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.

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HB 2598, HD1 would help working families by requiring the Department of Labor and Industrial Relations to develop a paid family leave program that would provide:

- Universal coverage – all people and employers would participate in the system
- Job Protection – if a person is not guaranteed a job upon completion of the leave, they likely will not take the leave
- Progressive 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.

By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

Malia Hanakahi

Kapolei

Hawaii

FIN-Jo

From: Charles Spence <uhvuwbxdljezkek@ujoin.co>
Sent: Wednesday, February 21, 2018 8:02 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: chuck@mauisunseeker.com <Charles Spence>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Charles Spence

FIN-Jo

From: Kylee Waia'u <yxcaizlyyobhvlb@ujoin.co>
Sent: Wednesday, February 21, 2018 8:00 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: kyleewaiau@yahoo.com <Kylee Waia'u >

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Kylee Waia'u

FIN-Jo

From: Dubonnet Moseley <eosdqnzitzwzktu@ujoin.co>
Sent: Wednesday, February 21, 2018 5:53 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: dubonnetmoseley@hotmail.com <Dubonnet Moseley>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Dubonnet Moseley

FIN-Jo

From: Sarah Milianta Laffin <tirvvvqpkcxmfj@ujoin.co>
Sent: Wednesday, February 21, 2018 5:26 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: s.milianta@gmail.com <Sarah Milianta Laffin>

Message:

971 Ku'ou Street #207 Kapolei, HI 96707

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Sarah Milianta Laffin

FIN-Jo

From: Suzanne Yamamoto <vipfdmcrwabyxdr@ujoin.co>
Sent: Wednesday, February 21, 2018 4:13 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: syamamoto002@hawaii.rr.com <Suzanne Yamamoto >

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Suzanne Yamamoto

FIN-Jo

From: Kallie Keith <igqyjoqunpjbki@ujoin.co>
Sent: Tuesday, February 20, 2018 11:01 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: kalliekeith@yahoo.com <Kallie Keith>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Kallie Keith

FIN-Jo

From: Liana Horovitz <jghvntilwyfzhz@ujoin.co>
Sent: Tuesday, February 20, 2018 10:50 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: horovitz@hawaii.rr.com <Liana Horovitz>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Liana Horovitz

FIN-Jo

From: Melita Charan <bohenjrgkpaxchs@ujoin.co>
Sent: Tuesday, February 20, 2018 10:41 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: kecilhoney@gmail.com <Melita Charan>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Melita Charan

FIN-Jo

From: Angelina Mercado <qupifogbqrxrrql@ujoin.co>
Sent: Tuesday, February 20, 2018 10:29 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: angelraybpc@gmail.com <Angelina Mercado>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Angelina Mercado

Director of Advancement

Honolulu

Hawaii

FIN-Jo

From: Burke Burnett <jfqvdztyljlgje@ujoin.co>
Sent: Tuesday, February 20, 2018 8:24 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: burnett@bishopmuseum.org <Burke Burnett>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Burke Burnett

FIN-Jo

From: Cynthia Fritts <qkzpwkhwjhaiovl@ujoin.co>
Sent: Tuesday, February 20, 2018 8:24 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: light808@me.com <Cynthia Fritts >

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Cynthia Fritts

FIN-Jo

From: Kaleo Waiiau <pgttnwantwdqzd@ujoin.co>
Sent: Tuesday, February 20, 2018 10:23 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: keahavineyard4kaleo@yahoo.com <Kaleo Waiiau>

Message:

Why is this even an issue? Why is it necessary to even have to petition this for your attention? Please make this common law. Thank you.

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Kaleo Waiiau

FIN-Jo

From: Shelley Waiau <bycdrewopnqloqg@ujoin.co>
Sent: Tuesday, February 20, 2018 10:14 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: theycallmemelloshello@yahoo.com <Shelley Waiau>

Message:

Please!

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Shelley Waiau

FIN-Jo

From: Debbie Benton <wmejcwbyyszjibu@ujoin.co>
Sent: Tuesday, February 20, 2018 8:29 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: debbie@rootsmaui.org <Debbie Benton>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Debbie Benton

FIN-Jo

From: Amy Perruso <mgxnmkrssxoshnq@ujoin.co>
Sent: Tuesday, February 20, 2018 9:59 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: amyathomas@hotmail.com <Amy Perruso>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Amy Perruso

Teacher

Honolulu

Hawaii

FIN-Jo

From: Meghan Thibault <tnqlsclvhjydhav@ujoin.co>
Sent: Tuesday, February 20, 2018 9:58 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: meghan_thibault@hotmail.com <Meghan Thibault>

Message:

Get with the times! Canada provides up to a year of paid family leave to be shared between both new parents. It's in the best interest of babies for their growth and development, and in the best interest of families as a whole.

Dear Chair Luke, Vice Chair Cullen, and committee members,

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By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

Meghan Thibault

FIN-Jo

From: Sarah Shewmaker <bwlklfadmgpths@ujoin.co>
Sent: Tuesday, February 20, 2018 9:43 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: sarahshew79@gmail.com <Sarah Shewmaker >

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Sarah Shewmaker

FIN-Jo

From: Nanna Lindberg <qmejzshyyhyhupd@ujoin.co>
Sent: Tuesday, February 20, 2018 9:11 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: nanna.lindberg82@gmail.com <Nanna Lindberg>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Nanna Lindberg

FIN-Jo

From: Vickie Kam <qnekhnhqhrqnhmk@ujoin.co>
Sent: Tuesday, February 20, 2018 9:45 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: vlpkam@yahoo.com <Vickie Kam>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Vickie Kam

FIN-Jo

From: Sheryl Campagna <ieqcldutjxhksai@ujoin.co>
Sent: Tuesday, February 20, 2018 9:11 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: sfcampagna@gmail.com <Sheryl Campagna>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Sheryl Campagna

FIN-Jo

From: Beatrice De Rego <aurqjmknjvhlkx@ujoin.co>
Sent: Tuesday, February 20, 2018 9:30 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: deregob002@hawaii.rr.com <Beatrice De Rego>

Message:

Let's lead the nation in taking care of our ohana!

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Beatrice De Rego

FIN-Jo

From: Renata Laupola Ah Kuoi <hwijpdxoyldnfx@ujoin.co>
Sent: Wednesday, February 21, 2018 10:56 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: renatalaupola@gmail.com <Renata Laupola Ah Kuoi>

Message:

I support this bill 100% because I am one individual whom is struggling paycheck to paycheck and this bill will be helpful in an event if I have to take paid family leave for emergencies this would be a benefit.

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Renata Laupola Ah Kuoi

FIN-Jo

From: Joy Kiili <axusqakmfqooudd@ujoin.co>
Sent: Wednesday, February 21, 2018 11:53 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: wisperhawaii@gmail.com <Joy Kiili>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Joy Kiili

FIN-Jo

From: Shelley Waiau <bycdrewopnqloqg@ujoin.co>
Sent: Tuesday, February 20, 2018 10:14 PM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: theycallmemelloshello@yahoo.com <Shelley Waiau>

Message:

Please!

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Shelley Waiau

FIN-Jo

From: Justina Acevedo Cross <bnniekcnguskmx@ujoin.co>
Sent: Wednesday, February 21, 2018 11:50 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: justinacross@gmail.com <Justina Acevedo Cross>

Message:

With my first child, I lived in California and had the benefit of paid family leave to draw on after he was born. He had some small health challenges in the beginning and the time with him was incredibly important. Without paid leave I'm not sure I would have returned to my job. We need Paid family leave and other family supports in Hawaii. Please help us become the next state with this benefit!

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Justina Acevedo Cross

FIN-Jo

From: Vanessa Tom <crpkwpigiskpjfw@ujoin.co>
Sent: Wednesday, February 21, 2018 11:40 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: vanessat10477@gmail.com <Vanessa Tom>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Vanessa Tom

Aiea

Hawaii

FIN-Jo

From: Timothy Zhu <rebucxdzcvfiilk@ujoin.co>
Sent: Wednesday, February 21, 2018 11:34 AM
To: FINTestimony
Subject: Testimony in Support of HB 2598, HD1

From: iamtimzhu@gmail.com <Timothy Zhu>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Timothy Zhu

HB-2598-HD-1

Submitted on: 2/21/2018 12:51:20 PM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Beth Mathias	Individual	Support	No

Comments:

From: [Jessica Garlock](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 2:30:23 PM

From: jessicagarlock@gmail.com <Jessica Garlock>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Jessica Garlock

From: [Melanie Padgett](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 2:25:13 PM

From: melanieandjamie@live.com <Melanie Padgett >

Message:

Help children get a good start in life by making paid family leave a right in Hawaii. I just got back from Denmark where my daughter and her husband were lucky enough to have their first child. My son in law has 12 weeks 100% paid family leave. Both parents are free to care for their baby with no worries about time and money. It's high time America provided these benefits for families that almost every other country provides their citizens. I want to see Hawaii lead the way so maybe my daughter can come home to have their second child.

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Melanie Padgett

project specialist

Pukalani

Hawaii

From: [Kathleen Gauci](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 2:10:44 PM

From: kt728@hawaii.edu <Kathleen Gauci>

Message:

My name is Kathleen Gauci, Ph.D., and I am submitting personal testimony in support of HB 2598 which would establish a Family Leave Insurance Program to provide all workers with paid time off to address family needs, whether it is to care for a newborn child or an elderly family member. This is highly needed in our state especially with us having the fastest growing aging population in the nation. A public poll shows that the majority of Hawaii respondents reported wanting to take leave in the past to care for a family member. Research has also shown that a Family Leave Insurance program would not only benefit individual workers and their families, it would also benefit businesses and our economy. Having a Family Leave Insurance program would eliminate the need for workers to choose between their family member's health and their income or jobs. I respectfully request the Committee to pass this measure and thank you for the opportunity to share my support for HB 2598.

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Kathleen Gauci

From: [Kaprice Rita](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 2:10:10 PM

From: kaprice04@gmail.com <Kaprice Rita>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Kaprice Rita

From: [Priscila Nakama](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 2:06:27 PM

From: pnakama9@hawaii.edu <Priscila Nakama>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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- Universal coverage – all people and employers would participate in the system
- Job Protection – if a person is not guaranteed a job upon completion of the leave, they likely will not take the leave
- Progressive 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.

By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

Priscila Nakama

From: [Javzandulam Azuma](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 1:50:50 PM

From: javzan.azuma@gmail.com <Javzandulam Azuma>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Javzandulam Azuma

From: [Kenny Lopez](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 1:46:51 PM

From: kennylop@hawaii.edu <Kenny Lopez>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Kenny Lopez

From: [Jeanne Carey](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 1:40:42 PM

From: minns.hana@gmail.com <Jeanne Carey>

Message:

I have worked with families in Hawaii in the DOE for 48 years. In 1980, I was one of the parents who opened a nonprofit day care center in Hana at the old school site to support our families with young children.(it was eventually taken over by Kamehameha Schools). But Hawaii does not have state licensed childcare facilities for infants.People working regular jobs (ie, not high paying), which is the core of our workforce, need paid time off to give baby a good start in life... this is essential for the future well being of our citizenry.

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Jeanne Carey

From: [Charla Ann Kahele](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 1:25:55 PM

From: kahele@sigzane.com <Charla Ann Kahele>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Charla Ann Kahele

From: [Paul Gauci](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 2:04:48 PM

From: paulgauci100@gmail.com <Paul Gauci>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Paul Gauci

From: [Melissa Nakamura](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 2:49:59 PM

From: maknakam@hawaii.edu <Melissa Nakamura>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Melissa Nakamura

From: [Ruth Park](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 2:40:08 PM

From: rpark623@gmail.com <Ruth Park>

Message:

Aloha, my name is Ruth Park and I believe the establishment of Paid Family Leave in Hawaii will not only help the communities that make Hawaii what it is but all the more prove that the state of Hawaii is actively pursuing the best interested of its people. As a working mother, I can testify that paid family leave would be an asset that would change my family's life for the better.

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Ruth Park

From: [Tracyn Nagata](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 2:51:31 PM

From: tsnagata@hawaii.edu <Tracyn Nagata>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Tracyn Nagata

From: [Ken Park](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 2:39:55 PM

From: kpark1976@yahoo.com <Ken Park>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Ken Park

From: [Justin Wamsley](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 2:54:35 PM

From: jwamsley@hawaii.edu <Justin Wamsley>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Justin Wamsley

From: [Tiger Kahaunaele](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 2:40:37 PM

From: tigerkk@hawaii.edu <Tiger Kahaunaele>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Tiger Kahaunaele

From: [A B](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 1:27:50 PM

From: n@aol.com <A B>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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A B

HB-2598-HD-1

Submitted on: 2/21/2018 1:27:51 PM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Gordon Takaki	Individual	Oppose	No

Comments:

I opposed HB2598 HD1.

Sick leave is a benefit for the employee to take care of their own medical issue(s). This bill will create additional burden to employers and may reduce benefits in other ways. Most of our workers do not abuse their sick leave benefit, but there are a few who abuse it. The management of employee sick benefits should be left up to the employer. This bill will make it difficult for employers to manage their employees and business.

LATE

From: [Ivy Barefoot](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 3:28:49 PM

From: ivymbarefoot@gmail.com <Ivy Barefoot>

Message:

Paid family leave is necessary for the holistic well being of all workers in the state of Hawai`i.

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Ivy Barefoot



COMMITTEE ON FINANCE
Rep. Sylvia Luke, Chair
Rep. Ty J.K. Cullen, Vice Chair

LATE

DATE: Thursday, February 22, 2018
TIME: 1:30 P.M.
PLACE: Conference Room 308

STRONG SUPPORT FOR HB 2598 which would create a Paid Family Leave Insurance program in the State of Hawaii

Aloha Chair Luke, Vice Chair Cullen and members,

The Coalition is so happy that this bill is moving forward. We have been in support of this initiative for many years, as it will improve the lives of women substantially.

We note that we are one of the few industrialized countries in the world that has no form of paid family leave insurance. According to a PEW Research Center, the U.S. has the distinction that, among 41 countries, we are the only one to be completely lacking in this regard.

This bill is needed now more than ever. In the absence of coherent policy with respect to America's families coming out of Washington, we must act to shore up the safety net in our state.

To repeat a few points:

- Hawaii has the fastest growing aging population in the nation. Our senior (age 65+) population is expected to grow 81 percent by 2030. Approximately **247,000 Hawaii workers** serve as the primary caregiver for a family member. Paid family leave would allow these workers to care for their family members without compromising economic stability.
- Providing paid time off for family caregiving strongly **promotes gender equity**. Women are often disproportionately impacted by the lack of paid leave, 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 affects the economic stability for both women and men who are caregivers.
- Hawaii's businesses would benefit from paid family leave. Paid family leave helps increase worker retention and loyalty, decreasing the **costs due to turnover**.

Please pass this bill along. Mahalo for the opportunity to testify,

Ann S. Freed Co-Chair, Hawai'i Women's Coalition
Contact: annsfreed@gmail.com Phone: 808-623-5676



From: [Julian Cepeda](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 3:23:23 PM

From: cepedaj@hawaii.edu <Julian Cepeda>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Julian Cepeda



LATE

Testimony to the
House Committee on Finance
February 22, 2018
1:30 p.m.
State Capitol - Conference Room 308

RE: HB 2598 Relating to Family Leave

Aloha Chair Luke, Vice Chair Cullen and members of the committee:

On behalf of the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”), we are writing in opposition to HB 2598, relating to family leave. This bill requires the Department of Labor and Industrial Relations to establish paid family leave for all workers by 1/1/2020. SHRM Hawaii has a longstanding position of support for initiatives that promote flexibility between employer and employee, rather than requirements that do not take into account unique circumstances. This measure also has the potential to create a conflicting patchwork of leave requirements.

Human resource management professionals are responsible for the alignment of employees and employers to achieve organizational goals. HR professionals seek to balance the interests of employers and employees with the understanding that the success of each is mutually dependent. SHRM Hawaii represents more than 800 human resource professionals in the State of Hawaii. We look forward to contributing positively to the development of sound public policy and continuing to serve as a resource to the legislature on matters related to labor and employment laws.

Mahalo for the opportunity to testify.



DAVID Y. IGE
GOVERNOR



LAUREL A. JOHNSTON
DIRECTOR

KEN N. KITAMURA
DEPUTY DIRECTOR

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

**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 (OFAM)

WRITTEN ONLY

TESTIMONY BY LAUREL A. JOHNSTON
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE HOUSE COMMITTEE ON FINANCE
ON
HOUSE BILL NO. 2598, H.D. 1



**February 22, 2018
1:30 p.m.
Room 308**

RELATING TO FAMILY LEAVE

House Bill No. 2598, H.D. 1, proposes to implement a paid family leave system in the State and establish a paid family leave special fund which shall be administered by the Department of Labor and Industrial Relations. The bill is scheduled to take effect upon its approval, provided that select sections shall take effect July 1, 2018.

Because of the impact to employers and employees in the State, the Department of Budget and Finance (B&F) strongly recommends before any statutory measure is enacted that the State have a clear understanding of the issues and costs related to implementing a mandated paid leave system. This measure states the Legislative Reference Bureau shall conduct a study, including an actuarial analysis, on select items addressed in the bill. B&F urges the Legislature to have the Legislative Reference Bureau conduct a thorough study on the paid family leave system proposed in this bill to identify issues and costs before the program is implemented.

Thank you for your consideration of our comments.

LATE

From: [Somer Gilbert](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 5:04:53 PM

From: somthyme@yahoo.com <Somer Gilbert>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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 Hawaii 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. 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.

HB 2598, HD1 would help working families by requiring the Department of Labor and Industrial Relations to develop a paid family leave program that would provide:

- Universal coverage – all people and employers would participate in the system
- Job Protection – if a person is not guaranteed a job upon completion of the leave, they likely will not take the leave
- Progressive 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.

By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

Somer Gilbert

February 21, 2018

LATE

To: Representative Sylvia Luke, Chair
Representative Ty J.K. Cullen, Vice Chair
House Committee on Finance

From: Hua Zan, PhD.

Re: **HB 2598, HD1 – Relating to Family Leave – SUPPORT**
Hawaii State Capitol, Room 308, February 22, 2018, 1:30 PM

My name is Hua Zan. I am an Assistant Researcher in Family Economics at University of Hawaii Manoa-Center on the Family. I am submitting personal testimony **in support of** HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish a paid family leave program for all workers by 2020.

A paid family leave program is necessary to promote family economic security, support labor force attachment, and promote equity for all.

Hawaii's workers and families need this benefit. Currently, Hawaii employees do not have a legal right to paid family leave, and existing statutory protections are not adequate to meet workers' family and financial needs. The federal Family Medical Leave Act and Hawaii Family Leave Law provide *unpaid* leave for workers and exclude small business employees, which leaves out up to a third of the state's workforce. Some employees may be able to cobble employer-provided benefits such as sick days and vacation time when they need to care for a new child or severely ill family member. Although these options are paid benefits, the patchwork of short-term leaves is insufficient to meet family needs.

Paid family leave is an important solution to support work-family balance. To achieve the goals of promoting family economic security, support labor force attachment, and promote equity, the paid family leave program should build on a social insurance model, and provide coverage for all workers with job protection, progressive wage replacement, and sufficient length of leave.

Hawaii's families, businesses, and economy would benefit from paid family leave.

Research from states with the passage of paid family leave laws in the United States and international studies has demonstrated that paid family leave benefits family health, support elder care, and promote gender equity. Increased access to paid leave is linked to improved birth weight, longer periods of breastfeeding, and reduced infant mortality. Paid leave also supports mothers' physical and mental health and fathers' involvement in childrearing, which would benefit parents and children in the long run. Paid family leave would also support elder care in Hawaii and reduce the gender gap in earnings that results from women's disproportionate time spent on childrearing and caregiving.

In addition to the benefits to families, research has shown that paid family leave improves retention, reduces turnover, and improves employee loyalty and productivity, which in turn contributes to the economic growth. The economy also benefits when workers can increase their lifetime earnings and retirement savings instead of relying on public assistance.

A paid family leave program can be affordable in Hawaii.

Studies conducted by top researchers in family leave have shown that family leave insurance in Hawaii can be cost-effective. The actuarial study conducted by the Institute for Women's Policy Research found that the annual cost to cover 16 weeks of leave for a worker making \$48,000 would be around \$58 in Hawaii, which is only a little over one dollar per week.

Given the ohana culture, aging population, and high costs of living in the state, many workers are dealing with the difficult balance act between their jobs and family responsibilities every day. Providing paid family leave to all workers is a necessary and affordable solution to enable workers to take sufficient time off from work without having to lose all of their income or their jobs.

I respectfully request the Committee to pass this measure and thank you for the opportunity to testify on HB 2598, HD1.

From: [Paula Adams](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 4:46:04 PM



From: paulaadams1602@gmail.com <Paula Adams>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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 Hawaii 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. 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.

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Paula Adams



LATE

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Cade Watanabe

Hawaii Alliance for Progressive Action Supports HB 2598, HD1

Dear Chair Luke, Vice Chair Cullen, and committee members,

On behalf the Hawai'i Alliance for Progressive Action (HAPA) I am submitting testimony in support of HB 2598, HD1 to establish a Family Leave Insurance Program.

HAPA is a statewide environmental, social and economic justice organization. HAPA engages over 10,000 local residents annually through our work.

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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 Hawaii 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.

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By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

Mahalo for your consideration.

Best Regards,

Anne Frederick, Executive Director
Hawai'i Alliance for Progressive Action (HAPA)

From: [Joy Perkins](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 4:45:50 PM



From: joy.perkins4@gmail.com <Joy Perkins>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Joy Perkins

Homemaker

Ewa Beach

Hawaii



From: [Jesse Singleton](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 4:11:48 PM

From: jsinglet@hawaii.edu <Jesse Singleton>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Jesse Singleton

From: [Randy Ching](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 6:18:29 PM



From: makikirandy@yahoo.com <Randy Ching>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Randy Ching

Honolulu

Hawaii

LATE

From: [Alan Isbell](mailto:Alan.Isbell)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 8:34:23 PM

From: writenow808@gmail.com <Alan Isbell>

Message:

Surely there is no need to point out the financial straits that beleaguer most in Hawaii. Please support this bill.

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Alan Isbell



From: Jo Ann Farnsworth
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 7:51:52 PM

From: jyfarnsworth@hawaii.rr.com <Jo Ann Farnsworth >

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Jo Ann Farnsworth



**TESTIMONY OF TINA YAMAKI
PRESIDENT
RETAIL MERCHANTS OF HAWAII
February 21, 2018**

Re: HB 2598 HD1 Relating to Family Leave

Good morning Chairperson Luke and members of the House Committee on Finance. I am Tina Yamaki, President of the Retail Merchants of Hawaii and I appreciate this opportunity to testify.

The Retail Merchants of Hawaii (RMH) is a statewide not-for-profit trade organization committed to supporting the retail industry and business in general in Hawaii. The retail industry is one of the largest employers in the state, employing 25% of the labor force.

The Retail Merchants of Hawaii understands the intent of HB 2598 HD1 to require the Department of Labor and Industrial Relations to establish paid family leave for all workers by January 1, 2020, authorizes DLIR to adopt interim rules and establishes the Paid Family Leave Implementation Board to assist DLIR and report to the Legislature.

Employers are already required by law to provide Family Leave to employees that includes protected leave to care for family members who are ill. In addition, this provision would be another added costly mandate to doing business in Hawaii and retailers are already operating on a very thin margin.

Policy makers should be focusing on eliminating obstacles to business growth, job creation and economic stability and not adding additional costs that employers cannot afford.

We respectfully ask that you hold this measure. Mahalo again for this opportunity to testify.

LATE

HB-2598-HD-1

Submitted on: 2/21/2018 8:57:32 PM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Lea Minton	Individual	Support	No

Comments:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in **strong support** of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

As a healthcare worker I witness the struggle women go through as they attempt to balance their checkbook with their body's need to recover from childbirth, chemo treatments, physical therapy, taking care of a disabled child, taking care of a child with cancer or a chronic illness, and taking care of their aging parents. I have had clients who gave birth and had to return to work the next day! I have had clients who work in health care offices who say they have to go back to work within 2 weeks of delivering their baby because the provider didn't find anyone to cover them for maternity care. How is that we are willing to support a woman to grow a human for 9 months so that it can be healthy, and yet neglect her need to heal while caring for her child right after her child is born? How can we continue to expect people to go to work while receiving radiation and chemo treatments in order to still have an income to pay their bills? We need to ensure that we protect the people of Hawaii so that our community is protected and well.

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 Hawaii 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. We know the majority of Hawaii's employers are small businesses, which means that most are exempt from federal and state leave laws. Further, unpaid leave is not a benefit as it forces our community to choose between paying bills or not taking their leave. Currently we only offer an option of self care or attending to the needs of a family member to those financially well enough off and in a big enough company to afford to take

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. 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.

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By creating a comprehensive Paid Family Leave Program, all families and the community will benefit. I urge you to pass this bill and amend it to state paid leave shall be for 16 weeks.



From: [JM](#)
To: [FINTestimony](#)
Subject: H.B. 2598 Testimony- Quinn Recktenwald
Date: Wednesday, February 21, 2018 8:55:59 PM

Dear Chair Luke, Vice Chair Cullen, and Members of the Committee:

I would like to thank the Committee for the opportunity to testify in SUPPORT of H.B. 2598, which would create a family leave program and implementation board for our state.

Almost a year ago, my husband and I were overjoyed to welcome our baby girl, Quinn Recktenwald, to our family. She was a sweet, calming presence in a house filled with boys. She had a quiet, little soul that was content just to be held. Our lives were truly complete. Unfortunately, with this new joy comes the stress of affording to take 'maternity leave'. My employer doesn't have any 'maternity leave' and makes it extremely difficult to qualify for temporary disability, although we can exhaust our sick and vacation time while using the Family and Medical Leave Act. Unfortunately, my sick and vacation time ran out just 6 weeks after Quinn's birth and it was not financially possible for me to go without pay for more than another 2 weeks. For these reasons, along with the pressures that many working moms feel, I had to return to work much sooner than a mother and child are ready to part.

Two short days after returning to work, Quinn became suddenly ill while at daycare. I rushed her to the hospital where she passed away shortly after arriving. Quinn was the victim of Idiopathic Pulmonary Hemorrhage, which comes on suddenly in infants who appear perfectly healthy, causing the lungs to spontaneously fill with blood. While I will never know if I could have saved Quinn, what I do know is that I spent Quinn's last day at work. I didn't get to hold her one last time. Kiss her little cheeks. Rock her to sleep. This will forever haunt me.

These are the things I can't change. What can be changed is the environment that shaped Quinn's last day. At just two months old, Quinn had barely experienced any of life and yet in the eyes of the State, she was old enough to be apart from her family. Without paid family leave, what choice do working families have? We must keep roofs over our head in one of the most expensive housing markets in the country, and keep food on the table in a state with one of the highest costs of living. Truly, what choice do we have?

The State of Hawaii is built on the spirit of Aloha and Ohana. Nothing would honor these values more than family leave for all employees and their families. You have the power to forever change the lives of families here in Hawaii and for generations to come.

Thank you,

Jessica McDonald

From: [Abigail Huliganga](mailto:Abigail.Huliganga)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 9:07:47 PM

LATE

From: huligang@hawaii.edu <Abigail Huliganga>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Abigail Hulganga



From: [Ileana Haunani Ruelas](mailto:Ileana_Haunani_Ruelas)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 9:11:23 PM

From: ileanahaunani@gmail.com <Ileana Haunani Ruelas>

Message:

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Ileana Haunani Ruelas

Waianae

Hawaii

From: Amber Leon Guerrero
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 9:20:08 PM

LATE

From: amberlg@ihshawaii.org <Amber Leon Guerrero >

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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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. 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.

HB 2598, HD1 would help working families by requiring the Department of Labor and Industrial Relations to develop a paid family leave program that would provide:

- Universal coverage – all people and employers would participate in the system
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- Progressive 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.

By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

Amber Leon Guerrero

LATE

HB-2598-HD-1

Submitted on: 2/21/2018 9:47:27 PM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Susan J. Wurtzburg	American Association of University Women, Hawaii	Support	No

Comments:

LATE

From: [Marion Mc Henry](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 10:06:18 PM

From: bob-marion@hawaiiintel.net <Marion Mc Henry>

Message:

I was a single mom raising 3 boys here in Hawaii. My employer offered paid sick and leave days. I really don't know what I would have done without this. I always have felt so badly for young parents and especially any single parents who do not have this. This is a very important piece of legislation. Please pass this bill!

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Marion Mc Henry

Princeville

Hawaii

LATE

HB-2598-HD-1

Submitted on: 2/21/2018 11:30:53 PM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Malia Hayes	Individual	Support	No

Comments:

TESTIMONY IN SUPPORT OF HB 2598
A Bill Relating to Family Leave

LATE

To: The Honorable Sylvia Luke, Chair, and members of the House Committee on Finance

From: Tina Sherman, Campaign Director, MomsRising

Date: February 22, 2018

Hawaii MomsRising members know that the working families should not have to choose between a paycheck and taking care of a newborn or a spouse battling cancer! That is why they want you to support HB 2598, A Bill Relating to Family Leave, that is being heard **today** in the House Finance Committee. Attached you will find stories from MomsRising's members from across the state sharing why paid family and medical leave is important to their family.

Right now in the United States only **15% of workers**--and only **5% of low-wage of workers**-- in the United States have access to paid leave through their employers. This means many families end up cobbling together vacation time and sick days to cover time away from work for caregiving and then cross their fingers that nothing goes wrong. Hawaii families need paid family and medical leave.

Please don't hesitate to let me know if I can be of any assistance on this matter and thank you for all that you do.

HAWAII FAMILIES NEED PAID FAMILY LEAVE

The Family and Medical Leave Act (FMLA) is an important workplace protection, but unfortunately, it does not reflect the many dimensions of American families and lives. FMLA does not cover 40% of the work-force and it guarantees only unpaid leave, which millions cannot afford to take - putting their families at risk for sinking into poverty. In fact, across the country only 14% of workers receive paid leave through their employers. [1]

American families need a paid family and medical leave policy that checks ALL the boxes: It needs to be ACCESSIBLE to all workers, offer a MEANINGFUL length of leave, be AFFORDABLE for workers, employers and the government, be INCLUSIVE in defining family and offer job PROTECTION.

These stories represent some of the experiences people have with paid leave in your state and showcase the need for us to expand FMLA and implement a paid family and medical leave program. ***Please read the following stories from Hawaii and take them to heart. Our families are counting on you.**

Colleen, Waialua

As the mother of two children, I have personal experience. The first time, I went back to work nights and stayed home days for 3 months. I was a mess. Barely sleeping, I walked around like a zombie. The second time, I was able to use some paid vacation time, but money was still tight.

Even though I had been working at my job for years, they had voted paid leave out of the budget right before I gave birth. Many European countries have great solutions. We should look to them as an example.

Wendi, Lahaina

I am a union retiree and in my career was able to take paid leave for helping my husband through terminal cancer, the births of my 2 children and 2 surgeries I had. EVERYONE should have paid leave. Thank you for doing the right thing. It's only HUMAN. Aloha!

Carmen, Honolulu

For over a year I saved all my vacation time and sick time so that when my planned pregnancy happened, I worked all the way up until one week before my due date. When my son was born, I used up all those days I had saved, which only totaled 3 weeks. Then I was on 'unpaid' leave- and the 'lucky' part for me was that my job let me take 3 months off and return to the same position. This wasn't the law, this was just the ethical thing to do. But health insurance was a major problem, since after the birth, I had coverage for only another 3 weeks- the time I was getting 'paid.' So the standard 6 week check up, plus check ups for my son were not covered. We paid out of pocket for those, depleting our savings entirely. When I did return to work, I returned with no savings cushion, no time to take off for sickness or doctor appointments but at least with comfort that my office supported my breastfeeding and pumping schedule- though I had no place to do it so I had to purchase my own cubicle structure to set up around my desk for privacy. Another expense. And this, my friends tell me, makes me lucky. At least I had a job and was able to spend those precious first 12 weeks with my son.



**Working families in the United States
LOSE AT LEAST \$20.6 BILLION
IN WAGES EVERY YEAR
due to a lack of access to
paid family and medical leave**

Source: Sarah Jane Glynn and Danielle Corley, "The Cost of Work-Family Policy Inaction: Quantifying the Costs Families Currently Face as a Result of Lacking U.S. Work-Family Policies" (Washington: Center for American Progress, 2016), available at <https://www.americanprogress.org/issues/women/reports/2016/09/22/143877/the-cost-of-inaction/>.)

Join the conversation on Twitter: @MomsRising would love to hear your hopes and plan for #PaidFamilyLeave. For more stories from your state visit www.MomsRising.org

MomsRising.org | MamásConPoder.org

[1] U.S. Department of Labor, Bureau of Labor Statistics. (2017, September). Employee Benefits in the United States National Compensation Survey: Employee Benefits in the United States, March 2017 (Tables 16 and 32). Retrieved 16 October 2017, from <https://www.bls.gov/ncs/eps/benefits/2017/ebbl0061.pdf>;

Linda, Honolulu

When my father died, my 86 year-old mother was left alone. She'd struggled with her own dementia-related symptoms, but she had been my dad's caregiver. Though I was employed as a teacher, I knew she needed help and provided what I could as a companion, though I was living in my own studio apartment.

Things changed quickly as my mom's dementia worsened, and I soon had to move back home to care for her. My employer did not provide paid family leave then (though it changed its policies in 2017--the year I was, unfortunately, forced to retire), and my advancement as was seriously impacted by the requirements of being a caregiver, since I could not write and publish the research required for tenure. Teaching itself was a full-time job with caregiving duty, though I wanted to "give back" to my mother. My one sibling, a younger sister, was married and lived far from home, pursuing a career as a psychologist.

The university subtracted from my sick leave to provide me time to sell our house in order to pay for my mom to get care home assistance, since I needed to work. In the evenings, I did my best (with visiting caregivers) to both attend to teaching duties and tend to my mother. My family and I have lost much financially, and I have lost professional opportunities because of the strictures of non-existent paid family leave.

I don't regret caring for my Mom, but I do regret that my skills as a teacher and potential scholar were impacted, and my career was cut short. People should not have to give up their lives because they care for their families. And workplaces need to reward competent employees by understanding their commitments as family members who function as single caregivers.

Maya, Honolulu

I was lucky to be a teaching assistant on summer break when my eldest was born, and he never took to the bottle. He was old enough to wait for me when school started again, so I rushed home to feed him, or else my husband would be waiting outside the classroom with him. It was a stressful time, but we somehow managed to raise a sturdy, healthy and cheerful terror. He never got sick, and we think breastfeeding had a lot to do with it. Had I been in the usual 8 to 5 schedule, it wouldn't have been possible to do it. Now with my second I had to choose, and decided to stay home.

Tara, Honolulu

Throughout my official teaching career, I was a working mother. When I took my 1st job, I was 5 months pregnant. Luckily for me, the university had a 6 weeks' break between the fall & spring semesters, during which I conveniently gave birth & got acquainted w/ my baby daughter. Because the subject I taught was uncommon, I always had to carry a full course load & do administrative work for the program.

As I type this at work, I have my 3 month old son sleeping on my boppy pillow sleeping after he fell asleep while nursing. I'm

VERY lucky that my employer lets me bring my son to work with me, but most women are not as lucky. He's just a baby, barely in this world and most are forced to hand them over to non-family caregivers. It's just not right.

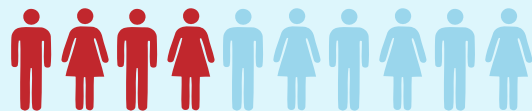
Summer, Pearl City

When it was time for me to return to work...I couldn't get myself to leave my little baby in the care of a stranger, so I quit and haven't been back...I worked a brief stint after my second was born 2 years later and I had to pump in the bathroom, that job didn't last long and I was so happy I could nurse her regularly, WE NEED PAID FAMILY LEAVE for the sake of our children and the future.

Tia, Wahiawa

I was lucky to have paid leave since my first child required constant holding. He had colic and, after a round of MMR, he not only got a high fever but he also started a downward spiral into mental illness that now, he is out of. One thing I want to point out to Congress is that if abortions become almost impossible to get, there are going to be many mothers who will need financial support since the 'father' of the baby usually doesn't stick around when the pregnancy has been caused by rape. Since Congress wants to focus on the rights of the unborn children--what about the rights of the born children to be able to have parents to take care of them?

Only **15%** of American workers – and only **5%** of low-wage workers – have access to paid leave. Fewer than **40%** of employees have access to personal medical leave through their employer.



40% of the workforce isn't eligible for the FMLA because:

- ➔ Their employers have fewer than 50 employees
- ➔ They haven't been working for their employers for at least a year and 1,250 hours

The U.S. guarantees



of paid family & medical leave



82% of voters say they favor a national paid family and medical leave program



From: [Marilou Antonio](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Thursday, February 22, 2018 5:08:26 AM

From: mamalou808@gmail.com <Marilou Antonio>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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 Hawaii 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. 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.

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By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

Marilou Antonio

waipahu

Hawaii

From: [Jason Maga](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Thursday, February 22, 2018 5:06:12 AM



From: jmaga9@yahoo.com <Jason Maga>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

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Jason Maga

GENERAL MANAGER

Honolulu

Hawaii

From: [Erica Yamauchi](mailto:Erica.Yamauchi)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Thursday, February 22, 2018 5:05:09 AM



From: aloha@ericayamauchi.com <Erica Yamauchi>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Erica Yamauchi

LATE

From: [Rebecca Romine](mailto:Rebecca.Romine@gmail.com)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Wednesday, February 21, 2018 11:01:58 PM

From: becca.romine@gmail.com <Rebecca Romine>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Rebecca Romine

From: [Kathleen Lee](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Thursday, February 22, 2018 6:46:07 AM



From: kamamalu66@gmail.com <Kathleen Lee>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Kathleen Lee

LATE

HB-2598-HD-1

Submitted on: 2/22/2018 7:11:30 AM

Testimony for FIN on 2/22/2018 1:30:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Becky Gardner	Individual	Support	No

Comments:

I am writing in strong support of HB2598 HD1, which would establish a paid family leave program in Hawaii.

My name is Becky Gardner. I am a state employee; however, my testimony does not represent any views or position my office may or may not have. It is based upon my personal views alone.

Ironically, it has been during my employment with the state - from 2006 to the present – that I *a/so* found myself in another new role: primary caretaker for several members of my family. After graduating from law school in 2006, I was newly saddled with hefty student loan debt. Making an income was imperative. But so too was caring for my new family.

Had a paid family leave program been in place, I would have invoked these benefits at the birth of both my daughters; and for the treatment period immediately prior to the deaths of both my and mother and grandmother.

As the primary caretaker and sole food source of my newborns, I felt it necessary to take at least 4 months off of work - the maximum amount of family leave possible in Hawaii - because frankly, 4 months is barely the minimum necessary to recover from childbirth, let alone bond with and nurse a newborn baby. Some of my leave was taken under Temporary Disability Insurance (TDI), which to me is so backwards. Why should my “ability” to carry and birth a child be rendered a “disability” to get assistance?

When my mother was unexpectedly diagnosed with uterine cancer, her chemotherapy and other treatments became so prolonged, aggressive, unpredictable, and physically debilitating, I spent 6 months caring for her (while also caring for my one-year-old baby).

When my elderly grandmother passed, I was fortunate to actually already be on family leave for the birth of my 2nd daughter. I was therefore able to help my father provide round-the-clock care for grandmother, while he too was experiencing his own troubling health issues that needed assistance.

I share this, reluctant that I may represent the kind of “high-risk” that both employers and insurance pools would like to avoid. My ‘sandwich generation’ profile, as both

mother, daughter, and granddaughter of vulnerable family members needing care may somehow serve as proof that an investment in me, as an employee, is a liability. A public charge, in a sense, if such a publicly mandated family leave insurance program were in place.

Nevertheless, a mix of biology, culture, and gender norm socialization requires me to balance my professional goals and income potential with my care-taking responsibilities. And this puts me in the company of half our population – other women making similar choices and compromises that relate to their families, careers and earnings.

Not only do I understand this privately, my employment options have actually become ‘choices’ that are imposed on me. I struggle with younger, single, male managers, who are still looked after by their own mothers, who refuse to grant me the flexibility I need to balance these demands. In interviewing for jobs after the birth of my first, I was told, verbatim - by an older, male interviewer - that the demands of a position I was particularly overqualified for would NOT be compatible with the responsibilities carried by a new mother.

Although this was clearly discrimination (and I missed my chance to sue the state), this male employer/interviewer was right. My care-taking responsibilities are always a consideration in the type of work I can do, how much time I can dedicate to it, and whether or not I can count on retaining such employment through these temporary periods when I am called to nurture.

In reviewing testimony on the original draft of this bill, I am both surprised and encouraged by the statistics cited and research that shows the benefits paid family leave has for employers, the workforce, general productivity, and for healthy economics on personal, family, and community levels. The testimonies from the Hawaii State Commission on the Status of Women and from the Hawaii Children’s Action Network are especially compelling. DLIR cites a variety of successful models in other jurisdictions from which Hawaii can learn and shape to best meet our state’s needs.

Paid family leave is especially necessary here in Hawaii, where much of our cultural make-up expects women to be the caretakers in multi-generational homes. This is further exacerbated with our high cost-of-living and housing. Women are left with no other choice but to do it all – and get paid less for doing so.

Because we are so deep in this pattern where women take jobs that pay less, either by choice so they can have this flexibility, or because it is presumed and imposed on them, it does not seem like inequities in employment and pay will go away organically any time soon. Thus, it is necessary for government to step in and institute programs that will provide the security and stability we need.

It is also hugely beneficial for us to encourage more men – through law and policy - to share responsibility as caretakers. I sincerely believe our younger men would greatly appreciate the support so they can take on a greater role in fathering their young

children as well. The research and lessons we've learned from other jurisdictions clearly indicate how healthy and beneficial this will be for everyone.

Please pass HB2598 HD1, not only as a measure to achieve greater fairness and equity in the workplace, but because it improves the economics and vitality of our community.

Thank you.

Becky Gardner



From: [Sabrina Fallejo Uganiza](mailto:Sabrina.Fallejo.Uganiza)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Thursday, February 22, 2018 7:16:43 AM

From: sfallejo@gmail.com <Sabrina Fallejo Uganiza>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Sabrina Fallejo Uganiza



From: [Michelle Gray](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Thursday, February 22, 2018 7:27:31 AM

From: michelleplusnumbers@gmail.com <Michelle Gray>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Michelle Gray

Honolulu

Hawaii



From: [Yvonne Mina](mailto:Yvonne.Mina)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Thursday, February 22, 2018 7:28:25 AM

From: yvonnemina@gmail.com <Yvonne Mina>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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 Hawaii 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. 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.

HB 2598, HD1 would help working families by requiring the Department of Labor and Industrial Relations to develop a paid family leave program that would provide:

- Universal coverage – all people and employers would participate in the system
- Job Protection – if a person is not guaranteed a job upon completion of the leave, they likely will not take the leave
- Progressive 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.

By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

Yvonne Mina

Registered Nurse

Honolulu

LATE



February 21, 2018

Representative Sylvia Luke, Chair
Representative Ty J.K. Cullen, Vice Chair
House Committee on Finance

Re: H.B. 2598, H.D. 1 Relating to Family Leave

Hearing: Thursday, February 22, 2018, 1:30 pm, Room 308

Dear Chair Luke, Vice Chair Cullen and Members of the Committee on Finance:

Hawaii Women Lawyers submits testimony in **strong support** of H.B. 2598, H.D.1. This measure ensures a paid family leave special fund and lays the groundwork to implement a paid family leave framework of law and policies so that all employees can access leave benefits during times when they need to provide care for a family member.

This bill is exceptionally important as Hawaii now is expected to have the highest growth rate (over 80 percent by 2030) of the elderly in the United States. Women are predominantly the primary caregivers of infants, children and their elder family members in our society. The time and money required to provide this care can be staggering. Women caregivers are more likely to either leave the workforce completely, or opt to work part-time, than their male counterparts if they must take over primary caregiver responsibility. This further exacerbates the already existing wage discrepancy for women. Paid family leave is a necessary and cost-effective way for caregivers to take leave from work to care for their families without facing significant financial or career implications.

The mission of Hawaii Women Lawyers is to improve the lives and careers of women in all aspects of the legal profession, influence the future of the legal profession, and enhance the status of women and promote equal opportunities for all.

Hawaii Women Lawyers supports this measure because it moves forward a system to support women who are the predominant primary caregivers of infants, children, and their aging parents. Paid family leave is also likely to encourage loyalty for women to remain in their careers. This measure will begin the necessary steps to frame and implement a sound family leave policy to protect and preserve Hawaii families' health and financial stability. For this reason, we respectfully request that the Committee pass H.B. 2598, H.D.1.

Thank you for the opportunity to testify in strong support of this measure.

P.O. Box 2072 • Honolulu, Hawaii 96805
Email: hawaiiwomenlawyers@gmail.com



From: [Jennel Sesoko](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Thursday, February 22, 2018 8:49:59 AM

From: hellopapergoods@gmail.com <Jennel Sesoko>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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 Hawaii 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. 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.

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By creating a comprehensive Paid Family Leave Program, all families and the community will benefit.

Jennel Sesoko

LATE

From: [Nicki Neimy](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Thursday, February 22, 2018 8:35:59 AM

From: nickisn@hawaii.edu <Nicki Neimy>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Nicki Neimy

1065 Ahua Street
Honolulu, HI 96819
Phone: 808-833-1681 FAX: 839-4167
Email: info@gcahawaii.org
Website: www.gcahawaii.org



GCA of Hawaii

GENERAL CONTRACTORS ASSOCIATION OF HAWAII

Quality People. Quality Projects.

Uploaded via Capitol Website

TO: HONORABLE SYLVIA LUKE, CHAIR, HONORABLE TY CULLEN,
VICE CHAIR AND MEMBERS OF THE HOUSE COMMITTEE ON
FINANCE

LATE

SUBJECT: **COMMENTS REGARDING H.B. 2598, HD1, RELATING TO FAMILY LEAVE.** Requires the Department of Labor and Industrial Relations to establish paid family leave for all workers by January 1, 2020. Authorizes DLIR to adopt interim rules. Establishes the Paid Family Leave Implementation Board to assist DLIR and report to the Legislature. Requires the Legislative Reference Bureau to conduct a study, including an actuarial analysis, on aspects of implementing paid family leave. Establishes a Paid Family Leave Special Fund. Appropriates funds. (HB2598 HD1)

HEARING

DATE: February 22, 2018
TIME: 1:30 PM
PLACE: Conference Room 308

Dear Chair Luke, Vice Chair Cullen and Committee Members,

The General Contractors Association (GCA) is an organization comprised of over 500 general contractors, subcontractors, and construction related firms. The GCA was established in 1932 and is the largest construction association in the State of Hawaii. GCA's mission is to represent its members in all matters related to the construction industry, while improving the quality of construction and protecting the public interest.

H.B 2598, HD1 proposes to require a public and privately funded Paid Family Leave Special Fund – which will be able to study the various issues surrounding Paid Family Leave before implementation or mandating such program – which is a better option than H.B. 1867, a bill recently deferred. The bill also proposes to allow the department to adopt rules that codify paid family leave for all workers in the state, while also allowing temporary rules (exempt from Chapter 91, HRS) to be implemented. GCA would prefer that any interim rules not be exempt from Chapter 91 – to allow public input to any interim administrative rules that may directly impact employers.

GCA remains concerned about some of the guidance of this measure and some of the questions that have come up include: If the fund is established how will they monitor the use of the fund? If everyone will have access to the fund once it's established could it lead to potential abuse? Also how will parties determine access to the funds when there is a shortfall? Some employers already provide sick leave and paid time off that can be used for whatever purpose employees want however this proposal may mandate a paid

family leave fund that all must contribute to? What happens if all employees want to access it since they are paying into it?

It is evident that businesses, even in Hawaii, are turning more and more to technology to replace the traditional employee, part of it may be due to the increased costs associated with employee mandated benefits which make doing business more expensive and less cost effective for the end consumer. GCA requests this Committee to take those instances into consideration before adding more employee mandated benefits.

While GCA understands the intent of this measure, any proposed mandate that could potentially impact the ability for a small business to operate and even hire employees should be studied very carefully before adoption. Particular attention should be considered of certain industries like the construction industry, who for the most part, provide their employees with a sufficient wage and benefits package including vacation, medical, health and welfare and other incentives for retention purposes. Pay for absences due to illness are required under the Temporary Disability Insurance law. Further many employers provide family and medical leave benefits over and above the statutory requirement as an additional benefit.

H.B. 2598, HD1 would allow both employers and employees to further study the matter and compare a medical or family leave program with other states and the federal government. Contractors that do business on federal projects are attempting to comply with the Federal mandates on family and medical leave and if anything request that the policies at the very minimum align with any federal mandates on this matter.

Thank you for the opportunity to share our comments.

MOLOKAI DRUGS, INC.
P.O. Box 558
Kaunakakai, HI 96748-0558
Phone 808-553-5790

LATE

February 21, 2018

Re: Testimony - HB2598 HD1 Relating to Paid Family Leave

Dear Chair Luke, Vice Chair Cullen and members of the House Finance Committee,

I am Kimberly Mikami Svetin, the president of Molokai Drugs, based in Kaunakakai. For 83 years, we have provided pharmacy services for over 7,000 residents on Molokai. We currently have 26 full-time and part-time employees.

We are submitting this written testimony in opposition of HB 2598 HD1 Relating to Paid Family Leave.

We understand the intent of this bill will allow for a paid leave fund in the workplace. Molokai Drugs has supported our full-time and part-time employees in both their personal and professional lives. In over 50 situations over the past 10 years, we have allowed our full-time and part-time employees to take time off to take care of a sick child or other family member. In two of those cases, two of our full-time employees were granted leave (and selected to use their paid vacation) for eight weeks each to take care of family with cancer.

We have a company leave of absence policy that has worked well for our company for many years. Our employees have the option to take their paid vacation leave or to take leave without pay to care for a child and/or a sick family member.

Also, we have had to make decisions over the years on paid leave for our employees. On August 1, 2011, we stopped paid sick leave for our employees due to the increased costs for our company.

If Molokai Drugs is mandated to provide paid family leave and pay into a leave fund, HB2598 HD1 may cause a layoff of at least one of our full-time employees and/or cut benefits for our current employees to absorb the costs associated with this measure.

Mahalo for allowing us to submit comments on HB 2598 HD1.

Sincerely,



Kimberly Mikami Svetin
President
Molokai Drugs, Inc.



2/22/18

Representative Sylvia Luke, Chair
House Committee on Finance
Hawai'i State Capitol, Room 306
Honolulu, HI 96813

Re: HB 2598 Relating to Family Leave

Dear Chair Luke, and Committee Members:

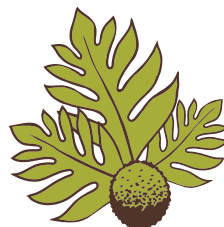
I, Mattson C. Davis oppose Bill HB 2598.

I agree that a business should pay fairly, give family leave and communicate with their staff on schedule well in advance. I just don't think it should be the law. It's not a one size fits all – this is just NOT practical. There are so many businesses, shapes and sizes that can only flourish with a tailored business model catering to their individual needs. If we implement this law it will foster more financial burden and will impose unnecessary regulations on the Restaurant Industry.

I urge that you do not pass this bill and continue to Support the State of Hawaii Restaurant Industry.

Mahalo,

Mattson C. Davis
President





From: [Nitaya Camacho](mailto:Nitaya.Camacho)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Thursday, February 22, 2018 10:03:25 AM

From: nitaya.camacho@live.com <Nitaya Camacho>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Nitaya Camacho

LATE

From: [Hawaii Maternal And Infant Health Collaborative Farnsworth](#)
To: [FINTestimony](#)
Subject: Testimony in Support of HB 2598, HD1
Date: Thursday, February 22, 2018 10:38:08 AM

From: jfarnsworth@hawaii.rr.com <Hawaii Maternal And Infant Health Collaborative Farnsworth>

Message:

Dear Chair Luke, Vice Chair Cullen, and committee members,

I am writing in strong support of HB 2598, HD1, which would require the Department of Labor and Industrial Relations to establish paid family leave for all workers by 2020, with workers receiving benefits by 2022. The measure would also establish the Paid Family Leave Implementation Board to assist the Department, and would require the Legislative Reference Bureau to conduct a study on the implementation of paid family leave.

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Hawaii Maternal And Infant Health Collaborative Farnsworth

Honolulu

Hawaii



MAUI
CHAMBER OF COMMERCE
VOICE OF BUSINESS

LATE

**HEARING BEFORE THE HOUSE COMMITTEE ON FINANCE
HAWAII STATE CAPITOL, HOUSE CONFERENCE ROOM 308
THURSDAY, FEBRUARY 22, 2018 AT 1:30 P.M.**

To The Honorable Sylvia Luke, Chair;
The Honorable Ty J.K. Cullen, Vice Chair; and
Members of Committee on Finance;

TESTIMONY IN OPPOSITION TO HB 2598 RELATING TO FAMILY LEAVE

Aloha, my name is Pamela Tumpap and I am the President of the Maui Chamber of Commerce. I am writing share our opposition to HB 2598 in its current form.

We appreciate the legislature taking a different approach to family leave with this bill and that you are seeking to understand the impacts to businesses with a study and stakeholder input. We feel that the study should also include an economic analysis with input from businesses across Hawaii of various sizes (particularly small businesses). The study should be completed, reviewed, and shared with the business community, legislature, and public before any further action is taken. We ask that a deadline for the study to be completed and publicized be included in the bill and that the date for the Department of Labor and Industrial Relations to implement interim rules be removed as we do not feel this should be left to the DLIR unless there is broad stakeholder agreement on the interim rules after the study is completed.

While we agree with the intent, at this time, we have to oppose this bill because we think a study should be completed first and this is essentially giving the DLIR a blank slate to impose interim rules when the business community and the public do not know what the interim rules may be.

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

Sincerely,

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.