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## A BILL FOR AN ACT

RELATING TO FAMILY LEAVE.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. The legislature finds that Act 109, Session  
2 Laws of Hawaii 2018, (Act 109) directed the legislative  
3 reference bureau to conduct a sunrise analysis to impart the  
4 legislative intent that the State must understand the impacts of  
5 the establishment of a paid family leave program on industry,  
6 consumers, employees, employers, and caregivers prior to  
7 choosing a model or framework that will work best for Hawaii's  
8 workforce. The intent of Act 109 was to lay the groundwork for  
9 the establishment of a paid family leave framework that will  
10 enable employees to access leave benefits during times when they  
11 need to provide care for a family member. Act 109 also  
12 authorized the legislative reference bureau to contract the  
13 services of a consultant without regard to chapter 103D, Hawaii  
14 Revised Statutes, and required the bureau to submit a report on  
15 its findings and recommendations to the legislature by  
16 September 1, 2019.



1           Upon the enactment of Act 109, the legislative reference  
2 bureau proceeded to implement this legislative directive and  
3 subsequently crafted and issued a request for proposals to  
4 conduct the analysis. After the proposal submission deadline  
5 occurred, the legislative reference bureau determined that, to  
6 require that any work product produced by a contractor include  
7 direct consultation with potentially affected state agencies and  
8 to ensure the unbiased objectivity of the contracted work, it  
9 was in the best interest of the State to cancel the original  
10 request for proposals and issue a new, amended request for  
11 proposals. The new request for proposals includes a specific  
12 requirement that the selected contractor directly consult with  
13 potentially affected state agencies. The new request for  
14 proposals also requires that, if the contractor employs or  
15 subcontracts any portion of the analysis to a person or entity  
16 that has an interest in the recommendations or outcome of the  
17 analysis, the contractor must explain how any appearance of  
18 actual or perceived bias would be mitigated by the contractor.

19           Due to the cancelation of the original request for  
20 proposals and the issuance of a new request for proposals, the  
21 legislative reference bureau believes that it will be extremely



1 difficult, given the remaining timeframe and the bureau's  
2 workload during session, for the bureau to sufficiently evaluate  
3 and execute a contract and provide a selected contractor with  
4 adequate time to conduct a thorough analysis by the September 1,  
5 2019, submission deadline. Consequently, the legislative  
6 reference bureau finds that, in order to ensure that the bureau  
7 and any selected contractor are provided with adequate time to  
8 produce a thorough and unbiased analysis as contemplated under  
9 Act 109, additional time is required for the bureau to complete  
10 the task assigned to it under Act 109.

11 The purpose of this Act is to extend the report submission  
12 deadline established under Act 109, Session Laws of Hawaii 2018,  
13 from September 1, 2019, to no later than November 13, 2019.

14 SECTION 2. Act 109, Session Laws of Hawaii 2018,  
15 section 2, is amended by amending subsection (b) to read as  
16 follows:

17 "(b) The legislative reference bureau shall submit a  
18 report of its findings and recommendations, including proposed  
19 legislation, to the legislature no later than [~~September 1,~~  
20 ~~2019-~~] November 13, 2019."



# H.B. NO. 32

1 SECTION 3. Statutory material to be repealed is bracketed  
2 and stricken. New statutory material is underscored.

3 SECTION 4. This Act shall take effect upon its approval.

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INTRODUCED BY:

A handwritten signature in black ink, appearing to read "James A. ...", is written over a horizontal line.

JAN 16 2019



# H.B. NO. 32

**Report Title:**

Family Leave; LRB; Sunrise Analysis; Report; Report Submission  
Deadline

**Description:**

Extends the deadline for the Legislative Reference Bureau to submit the sunrise analysis required by Act 109, Session Laws of Hawaii 2018, from 9/1/2019, to 11/13/2019.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

