

DAVID Y. IGE  
GOVERNOR

JOSH GREEN  
LIEUTENANT GOVERNOR



SCOTT T. MURAKAMI  
DIRECTOR

LEONARD HOSHIJO  
DEPUTY DIRECTOR

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

830 PUNCHBOWL STREET, ROOM 321

HONOLULU, HAWAII 96813

[www.labor.hawaii.gov](http://www.labor.hawaii.gov)

Phone: (808) 586-8844 / Fax: (808) 586-9099

Email: [dlir.director@hawaii.gov](mailto:dlir.director@hawaii.gov)

February 22, 2019

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

Date: Friday, February 22, 2019

Time: 12:30 p.m.

Place: Conference Room 308, State Capitol

From: Scott T. Murakami, Director  
Department of Labor and Industrial Relations (DLIR)

**Re: H.B. No. 1343 H.D. 1 RELATING TO FAMILY LEAVE**

**I. OVERVIEW OF PROPOSED LEGISLATION**

HB1343HD1 amends sections 398-3(a) and 398-6(c), Hawaii Revised Statutes (HRS), by allowing an employee to take family leave to care for the employee's grandchild with a serious health condition.

DLIR offers comments.

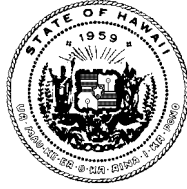
**II. CURRENT LAW**

The Hawaii Family Leave Law (HFLL), Chapter 398, HRS, provides for four weeks of family leave for employees of employers with 100 or more employees, upon the birth of a child of the employee or the adoption of a child, or to care for the employee's child, spouse, reciprocal beneficiary, sibling, or parent with a serious health condition.

**III. COMMENTS ON THE HOUSE BILL**

This measure extends protected leave under the HFLL for an employee to care for their grandchild who has a serious health condition. The Department notes that if the measure is enacted it does not foresee a significant impact on staffing or resources.

DAVID Y. IGE  
GOVERNOR



PANKAJ BHANOT  
DIRECTOR

CATHY BETTS  
DEPUTY DIRECTOR

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

February 20, 2019

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

FROM: Pankaj Bhanot, Director

SUBJECT: **HB 1343 HD 1 - Relating to Family Leave**

Hearing: February 22, 2019, 12:30 p.m.  
Conference Room 308, State Capitol

**DEPARTMENT'S POSITION:** The Department of Human Services (DHS) supports this bill that will provide job protection for employees who must care for their grandchildren with a serious health condition.

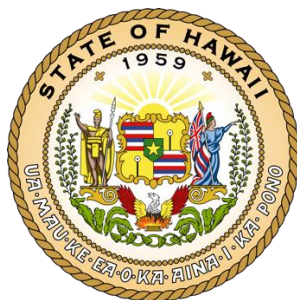
**PURPOSE:** The purpose of the bill is to extend Hawaii family leave to include care for employees' grandchildren. The Committee on Labor & Public Employment defected the effective date. (HB1343 HD1)

DHS recognizes that Hawaii has the highest cost of living, one of the highest costs of housing, and the highest percentage of multi-generational households. Multi-generational caregiving responsibilities are primarily performed by working or employable family members, and families struggle with the decision to care for family members or forego income. The proposal reflects positive responsive change, recognizing Hawaii's multi-generational families may need additional job protections to care for their grandchildren suffering from a serious health condition.

This bill aligns with the department's 'Ohana Nui framework, which employs a multi-generational lens to human services delivery. The approach addresses the needs of children, parents, and grandparents early and concurrently, resulting in better outcomes for the family. Assessing and prioritizing the needs of the entire family to identify interventions and solutions is a major shift from the traditional siloed approach of government services.

DHS appreciates this legislature's focus on expanding unpaid leave for family members and notes that this positive change in our leave laws will reduce certain stressors for caregivers to focus on the needs of their family members.

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



‘O kēia ‘ōlelo hō’ike no ke  
**Komikina Kūlana Olakino o Nā Wāhine**

Testimony on behalf of the  
**Hawai‘i State Commission on the Status of Women**  
Prepared for the House Committee on Finance

In Support of HB1343 HD1  
Friday, February 22, 2019, at 12:30 p.m. in Room 308

Dear Chair Luke, Vice Chair Cullen, and Honorable Members,

The Hawai‘i State Commission on the Status of Women supports HB1343 HD1, relating to family leave. This measure, if passed, would broaden coverage of Hawai‘i’s (unpaid) family leave to include care for employee’s grandchildren.

The Commission recognizes that Hawai‘i ranks first in the nation for multigenerational families, and that there is a growing trend of grandparents acting as primary caregivers for their grandchildren. Currently, Hawai‘i’s family leave law does not allow grandparents to take protected leave to take care of their grandchildren. By allowing grandparents protected leave, this proposal would better align policy with the realities of Hawai‘i’s families. Accordingly, the Commission asks the Committee to pass this measure.

Sincerely,  
Khara Jabola-Carolus  
Executive Director



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**  
AFSCME Local 152, AFL-CIO

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

The Thirtieth Legislature, State of Hawaii  
House of Representatives  
Committee on Finance

Testimony by  
Hawaii Government Employees Association

February 22, 2019

H.B. 157, H.D. 1 – RELATING TO COLLECTIVE BARGAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.B. 157, H.D. 1 which codifies the types of employee information that government agencies must disclose to Exclusive Representatives and requires prompt transmittal of information regarding new hire employees.

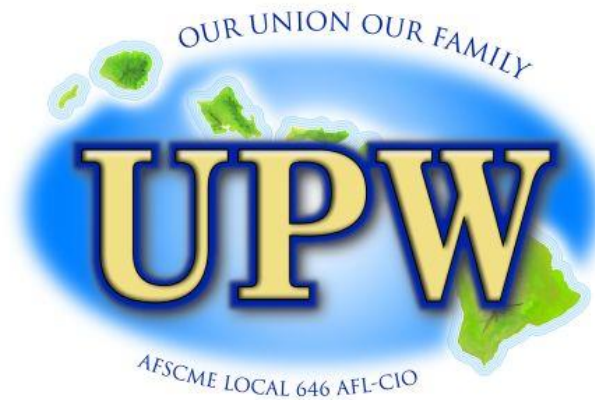
By law, Exclusive Representatives must represent every employee in a bargaining unit, regardless of the employee's membership status. In order to provide timely and responsive service, it is appropriate for all Exclusive Representatives to have pertinent employment information, the ability to physically locate and access employees, and timely transmittals about new employees we must represent. It is important to note that since we represent employees within every jurisdiction of state and county government, the vast majority of Employers already provide us with this comprehensive list of information; therefore, we view this amendment as a housekeeping measure.

Thank you for the opportunity to testify in strong support of H.B. 157, H.D. 1.

Respectfully submitted,



Randy Perreira  
Executive Director



THE HAWAII STATE HOUSE OF REPRESENTATIVES

The Thirtieth Legislature  
Regular Session of 2019

Committee on Finance

Representative Sylvia Luke, Chair  
Representative Ty J.K. Cullen, Vice Chair  
Members of the Committee

Date of Hearing: Friday, February 22, 2019  
Time of Hearing: 12:30 p.m.  
Place of Hearing: Conference Room 308  
State Capitol

TESTIMONY ON HOUSE BILL 1343, HD1 RELATING TO FAMILY LEAVE

By DAYTON M. NAKANELUA,  
State Director of the United Public Workers,  
AFSCME Local 646, AFL-CIO ("UPW")

My name is Dayton M. Nakanelua, State Director of the United Public Workers, AFSCME, Local 646, AFL-CIO (UPW). The UPW is the exclusive bargaining representative for approximately 14,000 public employees, which include blue collar, non-supervisory employees in Bargaining Unit 01 and institutional, health and correctional employees in Bargaining Unit 10, in the State of Hawaii and four counties. The UPW also represents about 1,500 members in the private sector.

The UPW **strongly supports** this bill to extend family leave in the state to include leave to care for grandchildren.

Thank you for the opportunity to submit this testimony.



The Thirtieth Legislature  
Regular Session of 2019

THE HOUSE  
Committee on Finance  
Representative Sylvia Luke, Chair  
Representative Ty J.K. Cullen, Vice Chair  
State Capitol, Conference Room 308  
Friday, February 22, 2019; 12:30 p.m.

**STATEMENT OF THE ILWU LOCAL 142 ON H.B. 1343, H.D.1  
RELATING TO FAMILY LEAVE**

The ILWU Local 142 **supports** H.B. 1343, H.D.1, which extends Hawaii family leave to include care for grandchildren.

It is important to be able to care for family members with serious health conditions including grandchildren. Often, grandchildren rely on their grandparents to take care of them during a time of illness and H.B. 1343, H.D.1 will officially allow them to use family leave for that purpose.

The ILWU Local 142 urges the passage of H.B. 1343, H.D.1. Thank you for the opportunity to offer testimony on this measure.



**HB-1343-HD-1**

Submitted on: 2/20/2019 1:27:04 PM

Testimony for FIN on 2/22/2019 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Younghi Overly	AAUW of Hawaii	Support	No

Comments:

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

Thank you for this opportunity to submit a testimony in support for HB1343 HD1 which would extend family leave to grandparents. Paid Family Leave is vital to our working families. It 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. More and more grandparents are the primary care for their grandchildren and family leave for grandparents are as essential as one for the parents.

Thank you for introducing this bill.

February 20, 2019

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

From: Laura Nevitt, Director of Public Policy  
Hawaii Children's Action Network

Re: **H.B. 1343– Relating to Family Leave**  
**Hawaii State Capitol, Room 308 , February 22, 2019, 12:30 PM**

---

**HCAN is committed to improving lives and being a strong voice advocating for Hawai'i's children. We write in SUPPORT of H.B 1343 which extends Hawaii family leave to include care for grandchildren**

Family Leave is vital to our working families. It 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.

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 unpaid leave with up to 12 weeks 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 caregivers for a family member.

Providing 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.

Grandparents are caregivers too, and in our multi-generational caregiving state, we need to ensure all family members receive job protection for their family's needs.

**For these reasons, HCAN respectfully requests that the committee pass this bill.**

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

**HB-1343-HD-1**

Submitted on: 2/21/2019 8:36:07 AM

Testimony for FIN on 2/22/2019 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Dylan P. Armstrong	Oahu County Democrats	Support	No

Comments:

Aloha Chair Luke, and Members of the Committee on Finance,

I am writing in strong support of House Bill 1343 HD1, Relating to Family Leave.

Comprehensive family leave is a key priority for the Oahu Democrats.

In an age where parents and grandparents all working, sometimes multiple jobs per person, is the 'new normal' for Oahu workers, we must do everything we can to ensure the continuity and stability of the child's well-being in a challenging economy. Family leave is the bedrock that gives our workers flexibility in caring for their primary responsibility--their loved ones.

Because grandparents are both a typical part of our multi-generational households, and also often working well into later years, considering family leave for grandparents is also essential. I thank Representative Kitagawa for her foresight and compassion in promoting a worthy, expanded family leave that makes sense given the socio-economic data for our State.

In summary, the Oahu County Democrats is supportive of HB1343 HD1, as we are advocates for comprehensive family leave for the betterment of our working families. Thank you.

Respectfully,  
Dylan P. Armstrong, Vice Chair  
Oahu County Democrats

**HB-1343-HD-1**

Submitted on: 2/21/2019 12:27:09 PM

Testimony for FIN on 2/22/2019 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Melodie Aduja	O`ahu County Committee on Legislative Priorities of the Democratic Party of Hawai`i	Support	No

Comments:



**MAUI**  
CHAMBER OF COMMERCE  
VOICE OF BUSINESS

**HEARING BEFORE THE HOUSE COMMITTEE ON FINANCE  
HAWAII STATE CAPITOL, HOUSE CONFERENCE ROOM 308  
FRIDAY, FEBRUARY 22, 2019 AT 12:30 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 1343 RELATING TO FAMILY LEAVE**

Aloha, my name is Pamela Tumpap and I am the President of the Maui Chamber of Commerce, with approximately 650 members. I am writing share our opposition to HB 1343.

The Maui Chamber of Commerce supports the Family & Medical Leave Act (FMLA) and encourages the Legislature to conduct a study and analyze the impacts of expanded family leave on businesses before passing a law that goes beyond FMLA. Therefore, we oppose HB 1343 to expand family leave to include care for employees' grandchildren.

In addition, we are concerned that the bill in its current form does not specify that the family leave would only apply for grandparents who are the primary caregivers of their grandchildren.

We appreciate the opportunity to testify on this matter and ask that this bill be deferred until a study is conducted.

Sincerely,

*Pamela Tumpap*

Pamela Tumpap  
President

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

**Chair Sylvia Luke  
Vice Chair Ty Cullen  
House Committee on Finance**

February 22, 2019

**TESTIMONY IN STRONG SUPPORT OF  
HOUSE BILL 1343, HD1 RELATING TO FAMILY LEAVE**

My name is Pedro Haro, and I wish to testify in strong support of House Bill 1343, HD1.

The purpose of HB1343 is to extend family leave in the State to include care for employees' grandchildren.

According to a May 2017 factsheet by grandfamilies.org, there are 61,017 children under 18 in Hawaii that live in homes where the householders are relatives other than parents, with a vast majority of these children (46,913) living with their grandparents with no parent present. In addition, a total of 12,574 grandparents are householders responsible for their grandchildren, with almost 60% of them currently in the workforce.

With Hawaii's older generations staying in the workforce longer and the state's high number of multigenerational households, these statistics illustrate that there are a large number of working Hawaii grandparents who carry the heavy responsibility of raising their grandchildren. However, Hawaii's current family leave law does not allow them to take time off of work to care for those grandchildren when they have a serious health condition.

Extending the State's family leave law to include care for employee's grandchildren will help ensure that all of Hawaii's keiki, whether they live with their parent(s) or grandparent(s), are able to be cared for by their primary caretaker when they are ill. It also allows grandparents the peace of mind that they will be able to take the appropriate time from work to care for their sick grandchildren when it is necessary.

I urge this committee to support House Bill 1343, HD1. Thank you for considering my testimony.

Pedro Haro  
Individual  
[haroarvi@gmail.com](mailto:haroarvi@gmail.com)  
4300 Waialae Avenue, #B1101  
Honolulu, HI 96816

## **Testimony in support of HB1343**

To Whom It May Concern:

I grew up in a multi-generational household for my entire childhood. I know first-hand how significant and important it is for grandparents to be an integral part of the post-partum and post-natal care of both mother and baby. My parents worked full-time jobs to support our family, so my grandparents took care of me, my brother, and my cousins ever since we were babies.

Now that I am a new mother, I cannot begin to explain how critical and essential my parents' help have been during my post-partum recovery for both of my pregnancies. My children are ages three and one, and in the past three years my parents took four weeks off from work to care for me and our family. It was their personal vacation time that they saved up so that they can be with us.

I'm in support of HB1343 because the care my parents provided us during each birth didn't just benefit me, but also my children.

In the first few weeks after giving birth, my parents sacrificially used up all their vacation time to help me and my growing family. I experienced limited mobility in these early weeks due to the physical exertion of giving birth. Pregnancy and childbearing is painful and exhausting. While I was still regaining my strength, it was often hard to walk, sit, lift, and do other everyday tasks without experiencing pain. With everything a mom has to go through after giving birth, caring for a newborn child requires additional support.

I'm so grateful for my mom and dad as they provided me with much needed physical and emotional support during my postpartum recovery. And that care extended to my children as well. During this time, my parents cooked meals, cleaned our home, went grocery shopping, folded laundry, and helped to care for my newborn son and daughter. Caring for a newborn infant is exhausting, and my parents performed so many helpful daily tasks for me and the baby that would be physically difficult for me in those early weeks after giving birth.

My parents have provided my family and I with care and support that I will forever be grateful for. They were there when I needed them the most.

I ask that you that you strongly consider passing HB1343 to include grandparent care in an employee's Family Leave request. The help of grandparents have been indispensable in both my personal upbringing and in the current care of my own children.

With the prevalence of multi-generational households in Hawaii as well as the importance of family in our culture, including grandchildren in the FMLA laws is a step in the right direction in providing a secure and safe upbringing for the next generation.

Sincerely,  
Melissa Kruse





**HB-1343-HD-1**

Submitted on: 2/20/2019 7:52:31 PM

Testimony for FIN on 2/22/2019 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Doris Segal Matsunaga	Individual	Support	No

Comments:

Aloha To Rep. Sylvia Luke, Chair, and Members of the House Finance Committee

As a working grandmother I fully support this bill.

Mahalo,

Doris Segal Matsunaga

'Aiea, Hawaii

**HB-1343-HD-1**

Submitted on: 2/21/2019 12:09:00 AM

Testimony for FIN on 2/22/2019 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Jun Shin	Individual	Support	No

Comments:

To meet the challenges of an aging population, to meet different family situations, please support.

Jun Shin

junshinbusiness729@gmail.com

1561 Kanunu St

808-255-6663

February 20,2019

TO: REP. LISA KITAGAWA and  
State of Hawaii House of Representative

FR: Mr. & Mrs. Melchor/ Esther Rezada

RE: HB 1343 (Expand or Extend Family Leave to GRANDPARENTS)

Aloha,

**I GREATLY SUPPORT THE HB 1343.** Thank you for introducing the subject HB 1343 that expand or extend Family leave to grandparents like me and be given the best opportunities to take care another newborn grand babies in the future and at the same time provide cares physically and emotionally to daughters under postpartum recovery. We had experiences the hardship of applying extended days of family leave especially my wife during the birth of our first and 2<sup>nd</sup> grand babies. But with the introduction of this bill, and hopefully the passing of this bill will greatly help us in the next future birth of our newborn grand babies. The above subject will not only help us a Grandparent but also will help **Hawaii Grandparents** or parents that includes **Military families** with spouse assigned outside the island. We Fil-American still believe in **FAMILY FIRST** or inside the family circles in the care of newborn babies. And we believe **Grandparents** are one of the best early care responder next to the parents when the new baby is born. We brothers and sisters grew under the care and help of our grandparents. And when we became parents, I thank the retired grandparent of our children who provided early baby cares when we are at work. So we greatly appreciated and recognized how helpful are grandparents in a family circle and never used an outside license family care giver. And **now** that we are **Grandparents now**, we like to spent more time to give care to our grandchildren especially during their early months of birth. But unfortunately due to the high cost of living in HAWAII, we cannot afford yet to retire and be a full time early caregiver of our future newborn grand babies or grandchildren.

Presently, **HFLL** allows employee to take care their child or daughter **but not daughter in law** during postpartum recovery and also allow taking care **grandparent** but not **newborn grandbaby or grandchild**. In case **HB1343** is passed and signed into law, you as an employee (**Grandparent**) will be allowed to take a Family Leave to take care you newborn grand baby at the same time take care your **daughter and daughter in law** under postpartum recovery. **So I recommend and support HB1343.**

Much Mahalo,

MELCHOR/ESTHER REZADA (SIGNED ELECTRONICALLY)



**LATE**

**TESTIMONY OF TINA YAMAKI  
PRESIDENT  
RETAIL MERCHANTS OF HAWAII  
February 22, 2019**

**Re: HB 1343 HD 1 Relating to Family Leave**

Good afternoon 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) as founded in 1901 and is a statewide, not for profit trade organization committed to the growth and development of the retail industry 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, however we are opposed to HB 1343 HD1 Relating to Family Leave. This measure extends Hawaii family leave to include care for grandchildren.

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. The biggest impact would be on the smaller businesses.

The legislature should do an independent analysis of the cost and impact measures like this has when extending who is covered under family leave.

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

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

**LATE**

From: Cristen Clark <kycoghbvskedfi@ujoin.co>  
Sent: Thursday, February 21, 2019 4:31 PM  
To: FINtestimony  
Subject: Support HB1343!

From: c3clark@yahoo.com <Cristen Clark>

Message:

Yes please if they are their primary guardian love is priceless. Mahalo

Chairwoman Luke, Vice-Chairman Cullen and members of the Finance Committee,

I write in SUPPORT of H.B 1343 which extends Hawaii family leave to include care for grandchildren

Family Leave is vital to our working families. It 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.

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 unpaid leave with up to 12 weeks 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 caregivers for a family member.

Providing 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.

Grandparents are caregivers too, and in our multi-generational caregiving state, we need to ensure all family members receive job protection for their family's needs.

For these reasons, I respectfully requests that the committee pass this bill.

Cristen Clark

kailua

Hawaii

From: Natalia Perry <kwwaargqcrzhcd@ujoin.co>  
Sent: Friday, February 22, 2019 8:56 AM  
To: FINtestimony  
Subject: Support HB1343!

From: nzeldner@yahoo.com <Natalia Perry>

Message:

Chairwoman Luke, Vice-Chairman Cullen and members of the Finance Committee,

I write in SUPPORT of H.B 1343 which extends Hawaii family leave to include care for grandchildren

Family Leave is vital to our working families. It 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.

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 unpaid leave with up to 12 weeks 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 caregivers for a family member.

Providing 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.

Grandparents are caregivers too, and in our multi-generational caregiving state, we need to ensure all family members receive job protection for their family's needs.

For these reasons, I respectfully requests that the committee pass this bill.

Natalia Perry

Lawai

Hawaii