



‘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 H. Cmtee. on LAB

In Support of SB821 SD1  
Thursday, March 14, 2019, at 9:00 a.m. in Room 309

Dear Chairs Johanson, Vice Chairs Eli, and Honorable Members,

The Hawai‘i State Commission on the Status of Women supports SB821 SD1, which would require any new or substantially modified establishment to provide equal access to diaper changing stations for all parents. The amended proposal also requires existing establishments for public use that have not been substantially modified to provide baby diaper-changing accommodations by July 1, 2022. This measure is important to ensure that parents have access to public accommodations. It also addresses women’s disproportionate responsibility for children’s safety and well-being is no longer nourished by law.

American fathers are much more involved in child care than they were fifty years ago and attitudes among men towards gender and family norms are increasingly egalitarian.<sup>1</sup> Public accommodations should reflect the reality of changing gender roles, and enable men to embrace caregiving.

Further, the Commission is troubled by the total absence of diaper changing stations available in state facilities such as at the Hawai‘i State Capitol. This discourages parents from engaging the Legislative process and endangers the safety of infants who are made to lie on the public bathroom floor for changing.

To increase equal parenting and public health and safety, the Commission respectfully requests that the Committee pass SB821 SD1.

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<sup>1</sup> Parker, K., “Seven Facts About American Dads,” June 13, 2018, <http://www.pewresearch.org/fact-tank/2018/06/13/fathers-day-facts/>.

Mahalo,

Khara Jabola-Carolus  
Executive Director

**SB-821-SD-1**

Submitted on: 3/12/2019 11:09:34 AM

Testimony for LAB on 3/14/2019 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Laurie Field	Planned Parenthood Votes Northwest and Hawaii	Support	No

Comments:



**TESTIMONY OF TINA YAMAKI  
PRESIDENT  
RETAIL MERCHANTS OF HAWAII  
March 14, 2019  
Re: SB 821 SD1 Relating to Gender Equality**

Good morning Chairperson Johanson and members of the House Committee on Labor. 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.

While we understand the intent of this measure, we must respectfully oppose SB 821 SD1 Relating to Gender Equality. This measure would require all places of public accommodation constructed or substantially modified after June 30, 2019, to provide baby diaper-changing accommodations that are equally accessible to men and women. Requires all existing places of public accommodation that have not been substantially modified to provide baby diaper-changing accommodations that are equally accessible to men and women by July 1, 2022.

Businesses are responding to the wants of the customers that patronize their establishments all the while operating on a very thin profit margin. Some retailers have already installed changing stations in the men's room or have family changing rooms. Mandating changing tables in all men's or creating family rooms would put a hardship on many retailers, especially small businesses. Older properties restrooms are often limited in space and may have to be reconfigured to accommodate a changing table. Some are already contending with meeting the Americans with Disabilities Act regulations for handicapped stalls.

Many new construction are already including family changing rooms and changing tables in both the men's and women's restrooms, and/or a separate family room. The close proximity of the effective date would be a burden on those businesses who are already in the permitting process, but whose plans have not yet been approved. Adding in changes once a project has been set would add substantial cost to the project if a bathroom needs to be reconfigured and modified to not only accommodate ADA mandates, but also now for the changing tables or to include an entire separate family room.

This measure may encourage retailers to cancel their renovation plans or no longer allow the public access to the restrooms. As a result we may see far fewer public accessible bathrooms.

We also wonder if all of the state government buildings that are accessed by the public are also going to be included in this measure as government should lead by example.

Government mandates like this does drive up the cost of doing business that in turn drives up the cost of living in Hawaii. Policy makers should be focusing on eliminating obstacles to business growth, job creation and economic stability and not adding additional costs that many employers cannot afford. We urge you NOT to impose another government mandate on business and ask that you **DEFER** this measure.

Mahalo again for this opportunity to testify.

**SB-821-SD-1**

Submitted on: 3/12/2019 6:12:02 PM

Testimony for LAB on 3/14/2019 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Pride Work HI	Pride at Work Hawaii	Support	No

Comments:

Dear Representatives,

Pride@Work Hawaii supports the passage of SB 821 SD1.

Mahalo for the opportunity to testify.

Pride@Work Hawaii



healthymothers  
healthybabies  
COALITION OF HAWAII

To: Committee on Labor and Public Employment  
Hearing Date/Time: 3/14/19 at 9:00am  
Place: Conference room 309, State Capitol

Re: TESTIMONY IN SUPPORT OF SB 821 SD1 - RELATING TO GENDER EQUITY / DIAPER STATIONS

Dear Chair Johanson and Vice Chair Eli and members of the Committee,

Society is evolving and we live in a time and place that men and women are both raising children; single fathers are raising children; and two-father households are raising children, necessitating parity for both men and women to be able to contribute to parenting responsibilities.

Current need:

Dads change diapers, and because not all men's bathrooms offer changing table facilities, this means that men are forced to put their babies on the floors, sinks or countertops in public bathrooms. The current lack of changing tables in men's bathrooms also reinforces the notion that men don't share the burden, often leaving mothers solely responsible for diaper-changing duty when out in public spaces—unless parents opt to change their children outside, or in uncomfortable or unsanitary locations.

Gender Inequality:

Men are currently nowhere close to splitting the childcare workload equally; dads in 2015 spent seven hours a week on childcare—up from 2.5 hours in 1965—while moms spent 15 hours on childcare, according to a Pew Research study. Dads also only put in nine hours of household chores compared to 18 hours for moms. The study also found that "despite changing gender roles, many still perceive mothers as better equipped than fathers to care for children." This bill would help close some of the gender gap in caregiving roles, while positively contributing to quality of life for any parent in need of a changing table for their baby. Changing tables should be accessible to both genders (per each publicly-accessible floor) and building owners or managers should post clear signs directing the public to the location of the nearest available changing table.

Affordability:

Most industrial diaper changing stations cost \$175 or less, and while the financial cost to businesses to install changing tables in both bathrooms is nominal, its benefit is immeasurable. This trend is already popping up in several states (including New York, which recently passed a similar bill) as business owners try to get ahead of building codes and generally try to provide good customer service.

One potential consideration for this bill would be to offer a tax credit for the installation, (similar to a proposed bill in Florida) which provides for two diaper stations up to \$300 each or the cost of the station, whichever is less.

We stand in support of SB 821 and respectfully urge your Committee to pass this bill. 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

**SB-821-SD-1**

Submitted on: 3/11/2019 4:59:15 PM

Testimony for LAB on 3/14/2019 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Michael Golojuch Jr	LGBT Caucus of the Democratic Party of Hawaii	Support	Yes

Comments:

Aloha Representatives,

The LGBT Caucus of the Democratic Party of Hawaii fully supports SB 821 SD 1.

Mahalo for your consideration and hopefully your support & for the opportunity to testify.

Mahalo,

Michael Golojuch, Jr.

Chair

LGBT Caucus of the Democratic Party of Hawaii

**SB-821-SD-1**

Submitted on: 3/13/2019 10:28:13 PM

Testimony for LAB on 3/14/2019 9:00:00 AM



<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Ann S Freed	Individual	Support	No

Comments:



**SB-821-SD-1**

Submitted on: 3/14/2019 5:24:44 AM

Testimony for LAB on 3/14/2019 9:00:00 AM

**LATE**

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Leimomi Khan	Individual	Support	No

Comments:

Support. Balanced legislation that provides for equality as well as a sensitivity to business concerns.