
HOUSE RESOLUTION

REQUESTING THAT THE STATE ADOPT AND IMPLEMENT A PAID FAMILY
LEAVE PROGRAM FOR ALL WORKERS BY 2025.

1 WHEREAS, forty-two percent of employees in the State's
2 private sector lack access to a single day of paid leave while
3 those most in need of financial support from paid leave, low
4 wage workers, are least likely to have access to family leave;
5 and
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7 WHEREAS, Hawaii has one of the highest costs of living, the
8 highest percentage of multi-generational households, and fastest
9 growing population of individuals aged sixty-five and older in
10 the United States; and
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12 WHEREAS, almost every worker in Hawaii will face the
13 demands of caring for a newborn, sick children, and a spouse or
14 loved one who has developed a serious health condition at some
15 point in their life; and
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17 WHEREAS, the United States is the only highly developed
18 nation that does not mandate any paid family leave for all
19 workers, and the average paid leave mandated by these other
20 nations is eighteen weeks; and
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22 WHEREAS, the Federal Family and Medical Leave Act of 1993
23 allows twelve weeks of unpaid leave to employees, but only those
24 who have worked at a business that employs fifty or more
25 employees; and
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27 WHEREAS, existing state law offers a modest four-week
28 extension of unpaid leave that is available only to employees of
29 large employers having more than one hundred employees, which
30 fails to cover forty percent of the State's workforce; and
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32 WHEREAS, a lack of access to paid family leave has profound
33 consequences for our working families; financially vulnerable
34 parents and caregivers are forced to choose between their
35 livelihood or the well-being of a loved one; and
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1 WHEREAS, two-thirds of children live in households where
2 both parents work, and a quarter live in households headed by a
3 single parent, leaving no full-time caregiver at home; and
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5 WHEREAS, a 2015 AARP Public Policy Institute study found
6 that 154,000 adults in Hawaii have provided unpaid care to an
7 adult loved one with caregiving hours estimated at 144 million,
8 which translates to \$2,100,0000 in costs; and
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10 WHEREAS, women, as primary caregivers of infants, children,
11 and elderly parents, are affected disproportionately by the lack
12 of paid family leave; and
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14 WHEREAS, analysis of a report provided in 2018 by the
15 National Women's Law Center estimated that the motherhood wage
16 gap or "motherhood penalty" equates to a loss of \$16,000 a year;
17 and
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19 WHEREAS, paid family leave often results in benefits for
20 employers, employees, families and the economy, such as:

- 21 (1) Increased health outcomes for children and mothers;
- 22 (2) Increased bonding between parents and children;
- 23 (3) Increased elderly individuals being able to age in
24 place with family caregiver support;
- 25 (4) Increased employee retention;
- 26 (5) Increased employee productivity and engagement;
- 27 (6) Increased physical wellness;
- 28 (7) Increased gender equity in the workplace; and
- 29 (8) Decreased dependence on public assistance; and
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39 WHEREAS, eight states and the District of Columbia have
40 adopted a state-level paid family leave program that operates
41 under a social insurance system, with employees and/or employers
42 across the state paying into a dedicated insurance fund; and



1 several other states and municipalities are considering adopting
2 a paid family leave program; and
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4 WHEREAS, a comprehensive feasibility and implementation
5 study, the "Paid Family Leave Grant Analysis Report", was
6 published in November 2017; and within six months the
7 Legislature directed the Legislative Reference Bureau to conduct
8 a sunrise analysis to lay the ground work for the establishment
9 of a Hawaii paid family leave framework that would enable
10 employees to access leave benefits to care for family members;
11 and
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13 WHEREAS, the Legislative Reference Bureau published the
14 "Paid Family Leave Program Impact Study" on November 13, 2019;
15 and
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17 WHEREAS, both studies concluded that although states have
18 enacted laws to expand unpaid and job-protection leave, it is
19 not a realistic option in the event of a new biological, foster
20 or adopted child, aging parent, or ailing loved one, and that
21 sustainably-funded paid family leave is needed and affordable;
22 now, therefore,
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24 BE IT RESOLVED by the House of Representatives of the
25 Thirtieth Legislature of the State of Hawaii, Regular Session of
26 2020, that the State is respectfully requested to establish and
27 recognize a goal to adopt and implement a paid family leave
28 program for all workers by 2025; and
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30 BE IT FURTHER RESOLVED that certified copies of this
31 Resolution be transmitted to the Governor, President of the
32 Senate, Speaker of the House of Representatives, Director of the
33 Department of Human Services, and Director of the Department of
34 Labor and Industrial Relations.
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