

Honolulu, Hawaii

FEB 13 , 2020

RE: H.B. No. 2148

H.D. 1

Honorable Scott K. Saiki
Speaker, House of Representatives
Thirtieth State Legislature
Regular Session of 2020
State of Hawaii

Sir:

Your Committee on Labor & Public Employment, to which was referred H.B. No. 2148 entitled:

"A BILL FOR AN ACT RELATING TO FAMILY LEAVE,"

begs leave to report as follows:

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

Your Committee received testimony in support of this measure from the Department of Human Services; Hawaii State Commission on the Status of Women; Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO; United Public Workers, AFSCME, Local 646, AFL-CIO; International Longshore and Warehouse Union Local 142; Hawaii Children's Action Network Speaks!; American Association of University Women of Hawaii; and one individual. Your Committee received testimony in opposition to this measure from Retail Merchants of Hawaii. Your Committee received comments on this measure from the Department of Labor and Industrial Relations, Chamber of Commerce Hawaii, and Hawaii Food Industry Association.

Your Committee finds that approximately sixty-one thousand children under the age of eighteen live in homes where householders are grandparents or other relatives. Many of Hawaii's multi-generational households consist of grandparents who



are the primary caregivers of their grandchildren. Your Committee also finds that multi-generational households struggle with caregiving responsibilities that are primarily performed by working or employable family members, which can leave families to struggle with the decision to care for a family member with a serious health condition, thus having to forego employment and income. Your Committee finds that this measure recognizes the health care needs of individuals and families and provides economic security to families during difficult life situations.

Your Committee has amended this measure by:

- (1) Defining "sibling" in the Family Leave Law;
- (2) Amending the definition of "child" in the Family Leave Law to include grandchildren;
- (3) Changing its effective date to January 1, 2050, to encourage further discussion; and
- (4) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Labor & Public Employment that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2148, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2148, H.D. 1, and be referred to your Committee on Finance.

Respectfully submitted on
behalf of the members of the
Committee on Labor & Public
Employment,


AARON LING JOHANSON, Chair



