

STAND. COM. REP. NO.

1135

Honolulu, Hawaii

MAR 23 , 2021

RE: H.C.R. No. 104  
H.D. 1

Honorable Scott K. Saiki  
Speaker, House of Representatives  
Thirty-First State Legislature  
Regular Session of 2021  
State of Hawaii

Sir:

Your Committee on Labor & Tourism, to which was referred  
H.C.R. No. 104 entitled:

"HOUSE CONCURRENT RESOLUTION REQUESTING THE DIRECTOR OF LABOR  
AND INDUSTRIAL RELATIONS TO CONVENE A TASK FORCE TO STUDY,  
DESIGN, AND DEVELOP A PAID FAMILY LEAVE PILOT PROGRAM,"

begs leave to report as follows:

The purpose of this measure is to request that the Director  
of Labor and Industrial Relations convene a task force to study,  
design, and develop a Paid Family Leave Pilot Program.

Your Committee received testimony in support of this measure  
from a member of the Hawaii County Council; Pride at Work -  
Hawaii; LGBT Caucus of the Democratic Party of Hawaii; American  
Association of University Women of Hawaii; Planned Parenthood  
Votes Northwest and Hawaii; Hawaii Children's Action Network  
Speaks!; Hawaii Government Employees Association, AFSCME  
Local 152, AFL-CIO; Hawai'i Public Health Institute; Breastfeeding  
Hawaii; and Common Cause Hawaii. Your Committee received comments  
on this measure from the Department of Labor and Industrial  
Relations, Chamber of Commerce Hawaii, and Society for Human  
Resource Management Hawaii.

2021-2602 HCR104 HD1 HSCR HMSO



Your Committee finds that the family leave provided under federal and state laws is mainly unpaid, and as of March 2018, only seventeen percent of workers in the United States had access to paid family leave through their employers. Your Committee further finds that, because of financial constraints, a majority of Hawaii's workforce cannot afford to take unpaid leave for family caregiving purposes.

Your Committee also finds that in December 2019, the Legislative Reference Bureau issued its Paid Family Leave Program Impact Study, which projected the costs and staffing required to establish and maintain a paid family leave system in Hawaii under three social insurance models. However, the study reported that pertinent policy aspects need to be determined regardless of which model is adopted.

Your Committee has amended this measure by:

- (1) Requesting that the task force develop its own goals and objectives for the Paid Family Leave Pilot Program;
- (2) Requesting that the task force appoint a chairperson from among its members;
- (3) Providing that the task force be dissolved on January 31, 2023; 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 & Tourism that is attached to this report, your Committee concurs with the intent and purpose of H.C.R. No. 104, as amended herein, and recommends that it be referred to your Committee on Finance in the form attached hereto as H.C.R. No. 104, H.D. 1.



Respectfully submitted on  
behalf of the members of the  
Committee on Labor & Tourism,



RICHARD H.K. ONISHI, Chair



**Record of Votes of the Committee on Labor & Tourism**

<b>Bill/Resolution No.:</b> <i>HCR 104</i>	<b>Committee Referral:</b> <i>LAT, FIN</i>	<b>Date:</b> <i>03-18-21</i>		
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
<b>The recommendation is to:</b> <input type="checkbox"/> Pass, unamended (as is) <input checked="" type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> Pass short form bill with HD to recommit for future public hearing (recommit)				
<b>LAT Members</b>	<b>Ayes</b>	<b>Ayes (WR)</b>	<b>Nays</b>	<b>Excused</b>
1. <b>ONISHI, Richard H.K. (C)</b>	✓			
2. <b>SAYAMA, Jackson D. (VC)</b>	✓			
3. <b>BELATTI, Della Au</b>	✓			
4. <b>HOLT, Daniel</b>	✓			
5. <b>KOBAYASHI, Dale T.</b>	✓			
6. <b>QUINLAN, Sean</b>				✓
7. <b>TAKAYAMA, Gregg</b>	✓			
8. <b>OKIMOTO, Val</b>	✓			
<b>TOTAL (8)</b>	<i>7</i>	<i>0</i>	<i>0</i>	<i>1</i>
<b>The recommendation is:</b> <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted If joint referral, _____ did not support recommendation. committee acronym(s)				
<b>Vice Chair's or designee's signature:</b> <i>John Szyz</i>				
<b>Distribution:</b> Original (White) – Committee    Duplicate (Yellow) – Chief Clerk's Office    Duplicate (Pink) – HMSO				