

STAND. COM. REP. NO. 1776

Honolulu, Hawaii

APR 19 2021

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

Honorable Ronald D. Kouchi  
President of the Senate  
Thirty-First State Legislature  
Regular Session of 2021  
State of Hawaii

Sir:

Your Committee on Ways and Means, to which was referred  
H.C.R. No. 104, H.D. 1, S.D. 1, 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 and intent 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 to  
cover employers and employees in the County of Kauai and that  
could eventually be expanded to cover all public and private  
sector workers in the State.

More specifically, this measure requests that the task force:

- (1) Commence its work upon the appointment of a simple  
majority of its members;
- (2) Recommend the basic structure of a paid family leave  
pilot program;
- (3) Examine impacts and estimated costs of establishing and  
implementing the pilot program;



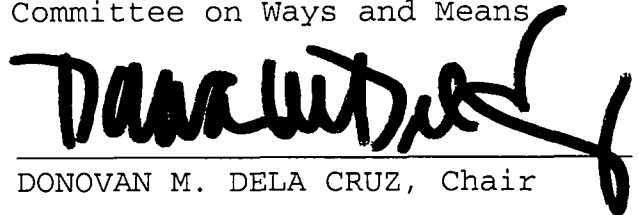
- (4) Examine opportunities and challenges of expanding the pilot program to the State's entire workforce; and
- (5) Report its findings and recommendations to the Legislature no later than twenty days prior to the convening of the Regular Session of 2022.

Your Committee received written comments in support of this measure from the Office of Hawaiian Affairs, Department of Labor and Industrial Relations, Planned Parenthood Alliance Advocates - Hawaii, AAUW of Hawaii, Hawaii Children's Action Network Speaks!, and Breastfeeding Hawaii.

Your Committee finds that most workers will need to take time off from work at some point in their lives to care for a family member. Your Committee also finds that due to financial constraints, a majority of Hawaii's workforce cannot afford to take unpaid leave for family caregiving purposes. Your Committee believes that convening a task force to develop an expandable paid family leave pilot program is a first step toward addressing these issues and alleviating a hardship that affects many of Hawaii's workers.

As affirmed by the record of votes of the members of your Committee on Ways and Means that is attached to this report, your Committee concurs with the intent and purpose of H.C.R. No. 104, H.D. 1, S.D. 1, and recommends its adoption.

Respectfully submitted on  
behalf of the members of the  
Committee on Ways and Means

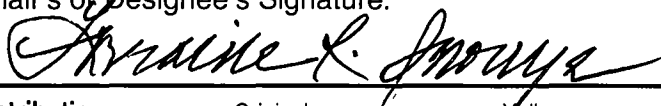


DONOVAN M. DELA CRUZ, Chair



The Senate  
 Thirty-First Legislature  
 State of Hawai'i

**Record of Votes**  
**Committee on Ways and Means**  
**WAM**

|  |                     |                  |          |          |
|--|---------------------|------------------|----------|----------|
| Bill / Resolution No.:*  | Committee Referral: | Date:            |          |          |
| <i>HCR 104, HD1, SD1</i>   | <i>LCA, WAM</i>     | <i>4-15-2021</i> |          |          |
| <input type="checkbox"/> The Committee is reconsidering its previous decision on this measure.<br>If so, then the previous decision was to: _____  |                     |                  |          |          |
| The Recommendation is:<br><input checked="" type="checkbox"/> Pass, unamended 2312 <input type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313 |                     |                  |          |          |
| Members  | Aye                 | Aye (WR)         | Nay      | Excused  |
| DELA CRUZ, Donovan M. (C)  | ✓                   |                  |          |          |
| KEITH-AGARAN, Gilbert S.C. (VC)  | ✓                   |                  |          |          |
| ENGLISH, J. Kalani   | ✓                   |                  |          |          |
| INOUYE, Lorraine R.  | ✓                   |                  |          |          |
| KANUHA, Dru Mamo   | ✓                   |                  |          |          |
| KIDANI, Michelle N.  | ✓                   |                  |          |          |
| MORIWAKI, Sharon Y.  | ✓                   |                  |          |          |
| SHIMABUKURO, Maile S.L.  | ✓                   |                  |          |          |
| TANIGUCHI, Brian T.  | ✓                   |                  |          |          |
| WAKAI, Glenn   | ✓                   |                  |          |          |
| FEVELLA, Kurt  | ✓                   |                  |          |          |
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| <b>TOTAL</b>   | <i>11</i>           | <i>—</i>         | <i>—</i> | <i>—</i> |
| Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted   |                     |                  |          |          |
| Chair's or Designee's Signature:<br>  |                     |                  |          |          |
| <b>Distribution:</b> Original     Yellow     Pink     Goldenrod<br>File with Committee Report     Clerk's Office     Drafting Agency     Committee File Copy   |                     |                  |          |          |

\*Only one measure per Record of Votes