



Hawaii
Children's Action Network Speaks!
Building a unified voice for Hawaii's children

Hawai'i Children's Action Network Speaks! is a nonpartisan 501c4 nonprofit committed to advocating for children and their families. Our core issues are safety, health, and education.

To: Senate Committee on Labor, Culture and the Arts

Re: **HCR 104, HD1– Requesting the Director of Labor and Industrial Relations to convene a task force on paid family leave**

Hawai'i State Capitol, room 225 and via videoconference

April 9, 2021, 3:00 PM

Dear Chair Taniguchi, Vice Chair Ihara, and committee members,

On behalf of Hawai'i Children's Action Network Speaks!, I am writing in SUPPORT of HCR 104, HD1. This resolution requests the Director of Labor and Industrial Relations to convene a task force to study, design, and develop a paid family leave pilot program.

The United States is the only OECD nation that does not provide paid family leave for its working population.¹ To fill that gap, in just the last five years, six states and the District of Columbia have passed paid family leave laws.² While we would prefer that Hawai'i join them and also pass a paid family leave law, this resolution requesting a task force represents progress towards that goal.

This resolution refers to the Legislative Reference Bureau's 2019 *Paid Family Leave Program Impact Study*, specify the membership of the task force, set a deadline to issue a report, and request that the task force's report include information such as the amount of leave generally taken, recommendations for the structure of the pilot program, estimated costs, and proposed legislation.

Please note that in late 2017, a **comprehensive Hawai'i State Paid Family Leave Analysis Grant Report³ was published that already answers most of the questions that the task force would be asked to consider.** This report was funded by a grant issued to the Hawai'i State Commission on the Status of Women by the U.S. Department of Labor's Women's Bureau. Hawai'i Children's Action Network helped issue the report as well.

The 2017 report includes detailed Hawai'i-specific usage, cost, and administration analyses by national paid family leave experts. In fact, one of the experts spent several weeks in Hawai'i in 2017, visiting state department offices to examine our computer systems and determine the best way to administer such a program in Hawai'i.

Not surprisingly, the 2017 report and some of its authors' other paid family leave research are cited in the 2019 LRB study. **We recommend that the legislature also draw upon the Hawai'i-specific data and analysis in the impressive 2017 report,** as you move towards developing a paid family leave program in Hawai'i.

Thank you,
Nicole Woo, Director of Research and Economic Policy

¹ <https://www.pewresearch.org/fact-tank/2019/12/16/u-s-lacks-mandated-paid-parental-leave/>

² <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/state-paid-family-leave-laws.pdf>

³ https://www.capitol.hawaii.gov/CommitteeFiles/senate/LBR/LBRfiles/DOL_Hawaii-State-Paid-Family-Leave-Analysis-Grant-Report.pdf

DAVID Y. IGE
GOVERNOR

JOSH GREEN
LIEUTENANT GOVERNOR



STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
www.labor.hawaii.gov

ANNE PERREIRA-
EUSTAQUIO
DIRECTOR

JOANN A. VIDINHAR
DEPUTY

March 30, 2021

To: The Honorable Brian T. Taniguchi, Chair,
The Honorable Les Ihara, Jr., Vice Chair, and
Members of the Senate Committee on Labor, Culture and the Arts

Date: Friday, April 9, 2021

Time: 3:00 p.m.

Place: Conference Room 225, State Capitol and via VideoConference

From: Anne Perreira-Eustaquio, Director
Department of Labor and Industrial Relations (DLIR)

Re: H.C.R. No. 104 H.D.1 REQUESTING THE DIRECTOR OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A TASK FORCE TO STUDY, DESIGN, AND DEVELOP A PAID FAMILY LEAVE PILOT PROGRAM

I. OVERVIEW OF PROPOSED LEGISLATION

HCR104 HD1 requests the DLIR to convene a task force to study, design, and develop a Paid Family Leave Pilot Program (PFL Pilot Program) with coverage limited to certain employers and employees to be established and implemented by the DLIR as a trial program that could be expanded to cover all public and private sector workers in the State. The task force is to develop its own goals and objectives for the PFL Pilot Program and to submit a report to the Legislature no later than twenty days prior to the convening of the 2023 Legislature describing the progress made by the task force and its findings and recommendations, including proposed legislation.

The report is to include:

- Data on the amount of leave taken or, if there is no data, the amount of leave deemed generally necessary by health care providers for qualifying reasons that not based on the serious health condition of the employee or the employee's family members;
- Identification of issues related to the establishment and implementation of the PFL Pilot Program;
- Impacts and estimated costs of establishing and implementing the PFL Pilot Program;
- The opportunities and challenges of expanding the PFL Pilot Program to the State's entire workforce; and
- Recommendations for the basic structure of the PFL Pilot Program.

These recommendations include:

- Coverage of employers such as industry sectors and geographic regions;
- Eligibility criteria for employees, such as a minimum amount of time worked, or earnings achieved;
- Benefit amounts and wage replacement ratio;
- Length of leave including the maximum weeks of leave, for bonding and family caregiving;
- Qualifying events;
- Covered family relationships;
- Whether to provide job protection;
- Interaction with the State's Temporary Disability Insurance (TDI) program; and
- The administrative structure and claims management.

The DLIR offers comments on this resolution.

II. CURRENT LAW

Chapter 398, Hawaii Revised Statutes (HRS), requires employers with one hundred or more employees to provide certain employees with up to four weeks of unpaid job-protected leave when the employee has a qualifying reason such as birth or adoption of a child or to care for a child, spouse, reciprocal beneficiary, sibling, grandchild, or parent with a serious health condition.

Chapter 392, HRS, requires employers to provide wage replacement, known as Temporary Disability Insurance, to qualifying employees who are unable to work due to the employee's illness or injury that is not related to work.

III. COMMENTS ON THE HOUSE CONCURRENT RESOLUTION

The Legislature has considered various bills related to paid family leave over numerous sessions and has received testimonies from parties that feel strongly whether paid family leave should be required, the program parameters, and the best format for the program. The DLIR recognizes these competing and divergent interests the members of the taskforce represent will severely impede progress that can be made towards establishing the PFL Pilot Program.

The DLIR therefore recommends the Resolution identify the goal and objectives of the PFL Pilot Program rather than having the Task Force develop them among competing interests. Objectives that identify the targeted population, the level of economic security to be provided, and the length of time the population is to be supported will allow the Task Force to move past the contentious issues and interests its members bring to the table, and will allow them to identify and report on the impacts, costs, issues, opportunities, and challenges related to the implementation and possible expansion of the particular program being proposed

by the Legislature.

If, however, the Legislature decides to have the Task Force develop its own goals and objectives, the DLIR requests that the Director or the Director's designee be designated as the chairperson of the Task Force to allow the DLIR to have direct control and to shape the Pilot Program that the DLIR will be tasked to establish and administer. The DLIR further recommends that a Representative or a Senator be appointed as co-chairperson of this Task Force to help guide it through legislative issues and to help settle the disagreements among Task Force members.

The DLIR also recommends that the Resolution establish the Governance Policy of the Task Force to create guidelines for the Task Force to operate under. At a minimum the Resolution should identify the voting members on the Task Force as well as the authority of the Task Force Chairperson.

To carry out the provisions of this resolution, the DLIR will require the following dedicated personnel and funds (\$304,736) to support the Task Force:

- An excluded state employee (EM-8, \$111,072 - \$184,908) to serve as the chairperson;
- A Temporary Disability Insurance Specialist (SR-24, \$62,136) and a Labor Law Enforcement Specialist (SR-24, \$62,136) to provide program support; and
- Two clerical support staff (SR-10, \$70,392) to provide clerical support.



Chamber of Commerce HAWAII
The Voice of Business

**Testimony to the Senate Committee on Labor, Culture, and the Arts
Friday, April 9, 2021 at 3:00 P.M.
Written Testimony**

**RE: HCR 104, REQUESTING THE DIRECTOR OF LABOR AND INDUSTRIAL
RELATIONS TO CONVENE A TASK FORCE TO STUDY, DESIGN, AND DEVELOP A
PAID FAMILY LEAVE PILOT PROGRAM.**

Chair Taniguchi, Vice-Chair Ihara, Jr., and Members of the Committee:

The Chamber of Commerce Hawaii ("The Chamber") **offers comments** on HCR 104.

The Chamber is Hawaii's leading statewide business advocacy organization, representing about 2,000+ businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of members and the entire business community to improve the state's economic climate and to foster positive action on issues of common concern.

Given the makeup of the task force, we respectfully ask the committee to also consider a representative from a professional employer organization (PEO) into the task force. A PEO offers unique perspective given their depth and knowledge of employer-employee related HR issues. Their experienced value includes but are not limited to the areas of benefits, payroll, retirement, workers' compensation, TDI, and other matters.

Thank you for the opportunity to offer testimony.



House Committee on Finance

Senator Brian T. Taniguchi, Chair
Senator Les Ihara, Jr., Vice Chair
Friday, April 9, 2021 at 3:00 P.M.
Written Testimony

RE: HCR 104, HD 1, REQUESTING THE DIRECTOR OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A TASK FORCE TO STUDY, DESIGN, AND DEVELOP A PAID FAMILY LEAVE PILOT PROGRAM.

Chair Taniguchi, Vice Chair Ihara, Jr., and Members of the Committee:

The Society for Human Resource Management (SHRM) Hawaii **offers comments with suggested amendments** on HCR 104, HD 1.

SHRM Hawaii serves and represents nearly 600 members and employers' statewide and human resource management is a critical component to the success and survival of the many businesses that make up our local economy. HR professionals are responsible for evaluating and balancing the needs of both the employers and employees and caring for businesses' most valuable asset: the working people of our state.

We respectfully request a representative from an employer organization such as the Society of Human Resource Management Hawaii or other human resource management organization. The knowledge and insights in the compliance, internal systems, and processes will be of value in meeting the goals and objectives of the task force.

Thank you for the opportunity to offer testimony.

Kalani Morse
Legislative Affairs Committee Co-Chair

Dailyn Yanagida
Legislative Affairs Committee Co-Chair



Statement Before The
SENATE COMMITTEE ON LABOR, CULTURE AND THE ARTS
Friday, April 9, 2021
3:00 PM
Via Videoconference, Conference Room 225

in consideration of
HCR 104, HD1
REQUESTING THE DIRECTOR OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A TASK FORCE TO STUDY, DESIGN, AND DEVELOP A PAID FAMILY LEAVE PILOT PROGRAM.

Chair TANIGUCHI, Vice Chair IHARA, and Members of the Senate Labor, Culture and the Arts Committee

Common Cause Hawaii provides comments in support of HCR 104, HD1, requesting the director of labor and industrial relations to convene a task force to study, design, and develop a paid family leave pilot program.

Common Cause Hawaii is a nonprofit, nonpartisan, grassroots organization dedicated to reforming government and strengthening democracy - one that works for everyone.

Common Cause Hawaii understands that childcare and vital dependent family care are a significant financial hardship for many of Hawaii's working population. When every employee has access to paid family leave, then benefits will flow to families, communities, and our state as a whole. Democracy cannot thrive, if people must choose between earning a wage (and sometimes not even a living wage) or caring for a loved one; this is simply not a choice.

Thank you for the opportunity to comment in support of HCR 104, HD1. If you have further questions of me, please contact me at sma@commoncause.org.

Very respectfully yours,

Sandy Ma
Executive Director, Common Cause Hawaii



HCR104 HD1

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

Ke Kōmike ‘Aha Kenekoa o ka Limahana, Mo‘omeheu, a me nā Hana No‘eau
Senate Committee on Labor, Culture, and the Arts

Apelila 9, 2021

3:00 p.m.

Lumi 225

The Office of Hawaiian Affairs (OHA) **SUPPORTS** HCR104 HD1, which would convene a task force to build upon numerous previously-completed studies and reports, to implement a paid family leave pilot program for Hawai‘i. OHA has a long history of supporting paid family leave proposals, and most recently supported the Hawai‘i State Commission on the Status of Women’s (Commission’s) Feminist Economic Recovery Plan, which included the institution of paid family leave as a key recommendation for our post-COVID economy.¹ **OHA accordingly appreciates this resolution as a critical next step towards the long-awaited for goal of paid family leave for all of our islands’ ‘ohana.**

OHA has a kuleana to ho‘oulu lāhui aloha – raise our beloved nation – and in doing so, OHA remains steadfast in its duty to mālama the inequities faced by Native Hawaiians, including Native Hawaiian women and their ‘ohana, consistent with our cultural foundation. In furtherance of this kuleana, OHA’s new strategic plan rests on a strategic foundation of ‘Ohana, and includes a strategic direction of Mauli Ola (Health Outcomes), representing our longstanding and continued commitment to improve the health and quality of life of Native Hawaiians. **Paid family leave that allows employees with limited incomes and resources to care for a family member or members who may be injured, infirm, or who otherwise require personal care and assistance, would recognize the value of ‘ohana in Hawai‘i, and promote the health and well-being of Native Hawaiian and all of our islands’ families.** This resolution would help to move Hawai‘i one step closer to actualizing meaningful paid family leave for Hawai‘i’s ‘ohana, benefitting Native Hawaiians, the lāhui, and our islands as a whole.

OHA notes and appreciates that the paid family leave pilot program envisioned in this resolution would also specifically address concerns and recommendations raised and supported by OHA, with respect to the COVID-19 pandemic. For example, in 2018, OHA published a report focused on the health and well-being of Native Hawaiian wāhine

¹ HAWAI‘I STATE COMMISSION ON THE STATUS OF WOMEN, BUILDING BRIDGES, NOT WALKING ON BACKS: A FEMINIST ECONOMIC RECOVERY PLAN FOR COVID-19 (2020).

(the Haumea Report²). Among other information, the Haumea Report identifies many disparities relating to the overall well-being of women and Native Hawaiian wāhine, including connected or intertwined issues involving mental and emotional wellness, physical health, motherhood, and occupational opportunity and wage gaps;¹ these disparities may only exacerbate, or be exacerbated by, the wide-ranging impacts of the COVID-19 pandemic. Meanwhile, as illustrated in the Commission’s feminist economic recovery plan’s recommendations, expanded social support programs including paid family leave may be critical to addressing these disparities as part of our post-COVID recovery effort. **Accordingly, OHA appreciates that this resolution may be particularly critical to addressing or mitigating the unique or heightened harms and threats from the pandemic that women and Native Hawaiian wāhine in particular face and may continue to face in the foreseeable future.**

On a related note, in addition to the studies, reports, and data mentioned within this resolution, OHA does believe that the Commission’s Feminist Economic Recovery Plan and its recommendations would also be of critical value to the proposed task force’s work. A feminist economic recovery approach as described in the Commission’s Plan would more fully and equitably combat the negative effects of COVID-19, and would uplift not only Hawai‘i women, girls, femme people and gender nonconforming people – including Native Hawaiians and people of color – but the entirety of our society as well. Accordingly, OHA does urge the proposed task force to reference and look to the Commission’s Feminist Economic Recovery Plan as critical component of their important work.

Accordingly, we urge the Committee to **PASS** HCR104 HD1. Mahalo for the opportunity to testify on this measure.

² OFFICE OF HAWAIIAN AFFAIRS, HAUMEA: TRANSFORMING THE HEALTH OF NATIVE HAWAIIAN WOMEN AND EMPOWERING WĀHINE WELL-BEING (2018).



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-First Legislature, State of Hawaii
The Senate
Committee on Labor, Culture and the Arts

Testimony by
Hawaii Government Employees Association

April 9, 2021

H.C.R. 104 – REQUESTING THE DIRECTOR OF LABOR
AND INDUSTRIAL RELATIONS TO CONVENE A TASK FORCE TO STUDY, DESIGN,
AND DEVELOP A PAID FAMILY LEAVE PILOT PROGRAM

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.C.R. 104 which requests the Director of the Department of Labor and Industrial Relations to convene a task force to study, design, and develop a paid family leave pilot program. We appreciate the inclusion of two representatives from public sector labor organizations to the task force.

It is commonly accepted knowledge that most workers in Hawaii will utilize family leave at some point in their careers to provide much needed care for a loved one. While we have historically supported the passage of a paid family leave program and recognize that it is long overdue, we must prioritize a thoughtful and systematic approach in the program's creation and implementation. Across the country, nine states and the District of Columbia have enacted paid family and medical leave laws, yet no two paid family leave models are identical. We must collectively consider Hawai'i's existing benefit structures and systems to best formulate a plan that is unique to our state. Although the Legislative Reference Bureau issued a Paid Family Leave Program Impact Study in December 2019, it was limited to providing estimated costs and staffing requirements and did not address a variety of policy issues including benefit amounts and wage replacement ratios, appropriate length of leave, and eligibility. The creation of a Task Force is a steadfast solution that ensures all of the stakeholders have a seat at the table to consider the intricacies and launch a pilot program for a paid family leave program that could be expanded to cover all public and private sector workers in Hawai'i.

Thank you for the opportunity to testify in strong support of H.C.R. 104.

Respectfully submitted,

Randy Perreira
Executive Director

HCR-104-HD-1

Submitted on: 4/6/2021 6:18:35 PM

Testimony for LCA on 4/9/2021 3:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Mike Golojuch, Sr.	Testifying for Rainbow Family 808	Support	No

Comments:

Rainbow Family 808 supports HCR104. Please pass this resolution. Thank you.

Mike Golojuch, Sr., Secretary/Board Member, Rainbow Family 808

HCR-104-HD-1

Submitted on: 4/7/2021 6:10:22 AM

Testimony for LCA on 4/9/2021 3:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Younghi Overly	Testifying for AAUW of Hawaii	Support	No

Comments:

Members of AAUW of Hawaii appreciate this opportunity to testify in support of HCR104 HD1 which would ask the Director of Labor and Industrial Relations to convene a task force to study, design, and develop a paid family leave pilot program.

Mahalo for including community advocacy organizations in the task force, and AAUW of Hawaii recommends that Hawaii Women's Coalition and Hawaii Children's Action Network be included in the task force. The Hawai'i Women's Coalition is a catalyst for progressive, social, economic and political change through action on critical issues facing Hawaii's women and girls. Membership currently include 29 organizations and agencies (private, public, membership) as well as individuals. Hawaii Children's Action Network (HCAN) is a 501(c)(3) nonprofit and the only one in the state of Hawaii solely committed to advocating for children.

According to Aloha United Way, more than half of Hawaii households are struggling to afford basic needs. If these families can barely make ends meet while working full-time, there is no way they could survive without pay. Without paid family leave, many workers will be forced to decide between taking care of a sick keiki or kupuna or livelihood. AAUW works toward greater availability of and access to a high standard of benefits and policies that promote work-life balance including family leave. Without these policies, balancing the responsibilities of work and family can be difficult for employees, negatively impacting productivity, engagement, and wellness. Mahalo again for starting us on the path of paid family leave.

The American Association of University Women (AAUW) of Hawaii is a state-wide organization made up of six branches (Hilo, Honolulu, Kauai, Kona, Maui, and Windward Oahu), and over 3800 members and supporters statewide. As advocates for gender equity, AAUW of Hawaii promotes the economic, social, and physical well-being of all persons.

Younghee Overly, Public Policy Chair, AAUW of Hawaii

HCR-104-HD-1

Submitted on: 4/7/2021 10:42:11 AM

Testimony for LCA on 4/9/2021 3:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Laurie Field	Testifying for Planned Parenthood Alliance Advocates	Support	No

Comments:

Planned Parenthood Alliance Advocates supports HCR 104, HD1. Thank you!



AMERICANS FOR DEMOCRATIC ACTION

OFFICERS	DIRECTORS			MAILING ADDRESS
John Bickel, President	Melodie Aduja	John Miller	Bill South	P.O. Box 23404
Alan Burdick, Vice President	Juliet Begley	Jenny Nomura	Zahava Zaidoff	Honolulu
Dave Nagajji, Treasurer	Stephanie Fitzpatrick	Stephen O'Harrow		Hawaii 96823
Doug Pyle, Secretary	Jan Lubin	Lyn Pyle		

April 7 2021

TO: Chair Taniguchii and members of LCA Committee

RE: HCR 104 HD1 REQUESTING THE DIRECTOR OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A TASK FORCE TO STUDY, DESIGN, AND DEVELOP A PAID FAMILY LEAVE PILOT PROGRAM.

Support for hearing on April 9

Americans for Democratic Action is an organization founded in the 1950s by leading supporters of the New Deal and led by Patsy Mink in the 1970s. We are devoted to the promotion of progressive public policies.

We support HCR 104 HD1as we support Paid Family Leave Insurance.

In 2017 working families on the national level lost \$20.6 billion in wages due to the lack of paid family leave; on the state level, they lost approximately \$2 billion in 2011 when caring for loved ones. These statistics show that lack of paid leave clearly has a negative effect on families and has the potential to force workers, especially those with low incomes, to choose between financial stability and care-giving duties.

Family leave for mothers pays multiple dividends. In a California study, women who took paid family leave were more likely to initiate breastfeeding and continue breastfeeding for longer periods of time than those who did not take paid family leave. Taking the leave decreases the risk of health problems for babies, which includes asthma, diabetes, eczema, and Sudden Infant Death Syndrome. It also decreases a mother's chance at developing breast and ovarian cancer, diabetes, and hypertension after childbirth. Moreover, mothers in a New York survey were more likely to report experiencing depression in the year following the birth of their child if they took less than six weeks of leave and were more likely to report experiencing poor health if they took less than four weeks of leave. It is a testimony to the maternal benefits of paid family leave that women who take paid leave for bonding purposes are 40% less likely to use food stamps than women who return directly to work after

Family leave is important for fathers. As seen in studies from states already providing Paid Family Leave Insurance, a lack of paid leave discourages men, especially fathers, from taking time off to care for family members. Thus, the responsibility of care-giving falls heavily upon women: on a national level, women make up approximately 75% of informal caregivers. Only 22% of women have employers offering paid maternity leave. Some mothers in the state of Hawaii may receive temporary disability insurance after giving birth, but this program solely covers the time needed to recover from complications from childbirth. It also fails to cover families adopting an infant.

We hope the Task Force will look at the studies and advance a program of Paid Family Leave Insurance.

Thank you for your favorable consideration.

Sincerely,
John Bickel, President

HCR-104-HD-1

Submitted on: 4/8/2021 11:41:14 AM

Testimony for LCA on 4/9/2021 3:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Patricia Bilyk	Testifying for Breastfeeding Hawaii	Support	No

Comments:

Breastfeeding Hawaii

PO Box 477 Kaneohe Hawaii 96744

www.breastfeedinghawaii.org

TO: Senator Taniguchi, Chair and Members of the Senate Committee on Labor, Culture & the Arts

DATE/TIME: April 9, 2021 3pm

RE: HCR 104 Requesting the Director of Labor and Industrial Relations to Convene a Task Force to Study, Design and Develop a Paid Family Leave Pilot Program

I am Patricia Bilyk, an Advanced Practice Registered Nurse and Board Member with Breastfeeding Hawaii. I am representing Breastfeeding Hawaii with this testimony.

Breastfeeding Hawaii is a non profit 501c3 organization that promotes, protects and supports breastfeeding families in the State of Hawaii.

Breastfeeding Hawaii **STRONGLY SUPPORTS** HCR 104 and the proposed work of the Community Task Force under the direction of the Director of the Department of Labor and Industrial Relations to create the Paid Family Leave Pilot Program by the next Legislative Session in 2022! We know there is already much information available on Paid Family Leave Programs from other states, cities and the Federal Government plus 2 excellent, Hawaii specific reports with relevant information on HawaiiState employer/employee needs that would be very valuable in Pilot Program development.

Our Organization looks forward to participate with those in our Women's Advisory Organization and the Working Family Coalition to help develop this much needed Program for the businesses, workers and families in Hawaii.

Thank you for putting forth this Resolution which continues the very important conversation of creating a Paid Family Leave Pilot Program in our State.

We strongly encourage this Committee to pass this Resolution out of Committee.

Patricia L Bilyk, APRN, MPH, MSN, IBCLC (Retired)

HCR-104-HD-1

Submitted on: 4/7/2021 10:47:21 AM

Testimony for LCA on 4/9/2021 3:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Nikki-Ann Yee	Individual	Support	No

Comments:

I support HCR 104 because paid family leave supports family well-being and the economy. Now more than ever, more than half of our local families are struggling to make ends meet and our policies need to start reflecting our state values.

HCR-104-HD-1

Submitted on: 4/7/2021 11:11:11 AM

Testimony for LCA on 4/9/2021 3:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Emily Hayne	Individual	Support	No

Comments:

I am testifying in support of HCR104 HD1.

**Zero employees in Hawai'i currently have the legal right to Paid Family Leave.
59% of families with children live paycheck to paycheck.**

- 7 in 10 keiki have both married parents, or their single parent, in the workforce, leaving no full-time caregiver.
- Mothers with paid leave are 39% less likely to receive public assistance after the birth of a child than those without.
- About 40% of the workforce is providing care for older parents — a figure that continues to increase.
- 8 states and the District of Colombia have passed paid family leave laws.

HCR-104-HD-1

Submitted on: 4/7/2021 11:23:10 AM

Testimony for LCA on 4/9/2021 3:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Carla Allison	Individual	Support	No

Comments:

My name is Carla Allison and I strongly support HR104. Paid Family Leave will support the well-being of Hawaii families and our economy. Please support HR104. Thank you.

HCR-104-HD-1

Submitted on: 4/7/2021 3:28:13 PM

Testimony for LCA on 4/9/2021 3:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Christy MacPherson	Individual	Support	No

Comments:

I am in full support of HCR104, HD1. Mahalo for your consideration.

HCR-104-HD-1

Submitted on: 4/7/2021 3:03:33 PM

Testimony for LCA on 4/9/2021 3:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Shay Chan Hodges	Individual	Support	No

Comments:

I support Paid Family Leave -- and you should too!

Paid Family Leave supports family well-being and the economy

Health

- PFL is associated with a 20% decrease in infant mortality
- The availability of family leave insurance benefits leads to increased rates of breastfeeding, which has been shown to have long-term health benefits.
- Increases health equity among different racial and socioeconomic groups
- Kāʻunāʻunā deserve high quality care and currently there are not enough licensed care homes/ care home workers to care for the fast growing population of kāʻunāʻunā here

Economic Security

- Women who take paid parental leave and return to work are 39% less likely to receive public assistance and 40% less likely to receive food stamps than women who do not take paid leave and return to work.
- Women are the primary or co-breadwinners for almost two-thirds of families in the U.S., so a woman's income lost during maternity leave has significant economic impact on her entire family.
- In Hawaii, the majority of families are "working families" who cannot afford to take unpaid leave long enough to cover their caretaking needs—paid family leave alleviates economic instability for struggling families by ensuring job security.

Business Impact

- Family leave insurance helps increase worker retention and loyalty. Workers who have access to family leave benefits are more likely to return to work after their leave is over
- A shared cost (employer/employee), state-run insurance fund, is an affordable solution that takes the burden off small businesses to provide leave and helps them compete against big corporation competitors.

Paid Family Leave is affordable for employers and employees

An actuarial analysis using a simulation model to study the use and cost of family leave insurance for Hawaii found that the annual cost to cover sixteen weeks of leave for a worker making \$48,000 would be around \$58, averaging out to cost about \$1.11 per week.

Funding: 50/50 employer/employee cost split. Employers should have the option of covering the entire insurance premium (estimated to be around \$5/ month for the average worker under a social insurance model), but employers may require employees to contribute up to 50% of the premium cost.

Mahalo!!

HCR-104-HD-1

Submitted on: 4/7/2021 9:42:16 PM

Testimony for LCA on 4/9/2021 3:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Jordan Hocker	Individual	Support	No

Comments:

To whom it may concern,

Paid Family Leave would drastically change the health of the families of Hawaii for the better. Hardworking people, the kind who show up every day to support their families, deserve safety nets. Companies which benefit from their skills and labor labor are the natural candidates to provide them. Family is a cornerstone of our islands culture and I'm asking you to prioritize them.

Thank you.

HCR-104-HD-1

Submitted on: 4/8/2021 10:07:43 AM

Testimony for LCA on 4/9/2021 3:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Kimberly Moa	Individual	Support	No

Comments:

Aloha,

Our ohana supports HCR104. Honestly, the USA is so behind on this issue. Given Hawaii's unique cultural and intergenerational family ties and how our local communities are rooted in values that lift up collectivism over individualism, we should be taking the lead on this issue rather than following the US. Hopefully this leads to something more than just a task force to "study" something that should already be law.

Mahalo