



HCR104 HD1 SD1

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 ke Ki‘ina Hana a me nā Kumuwaiwai
Senate Committee on Ways and Means

Apelila 15, 2021

10:00 a.m.

Lumi 211

The Office of Hawaiian Affairs (OHA) **SUPPORTS** HCR104 HD1 SD1, which would convene a task force to build upon numerous previously-completed studies and reports, to develop a paid family leave pilot program for Kaua‘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 a critical component of their important work.

Accordingly, we urge the Committee to **PASS** HCR104 HD1 SD1. 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).

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 DIRECTOR

April 14, 2021

LATE

To: The Honorable Donovan M. Dela Cruz, Chair,
The Honorable Gilbert S.C. Keith-Agaran, Vice Chair, and
Members of the Senate Committee on Ways and Means

Date: Thursday, April 15, 2021
Time: 10:00 a.m.
Place: Conference Room 211, State Capitol

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

Re: H.C.R. No. 104 HD1 SD1 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 Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee,

The department supports this measure that requests the Director to convene a task force to study, design, and develop a paid family leave program for the County of Kauai. The department appreciates the consideration of its previous testimony, and believes that the objectives and membership of the task force will assist in accomplishing the measure's intent.

HCR-104-SD-1

Submitted on: 4/13/2021 11:26:38 AM

Testimony for WAM on 4/15/2021 10:00:00 AM

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

Comments:

Planned Parenthood Alliance Advocates - Hawaii supports HCR 104. Thank you!

HCR-104-SD-1

Submitted on: 4/13/2021 1:02:34 PM

Testimony for WAM on 4/15/2021 10:00:00 AM

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 SD1 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



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 Ways and Means

Re: **HCR 104, HD1, SD1 – Requesting the Director of Labor and Industrial Relations to convene a task force on paid family leave**

Hawai'i State Capitol, room 211 and via videoconference

April 15, 2021, 10:00 AM

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, and committee members,

On behalf of Hawai'i Children's Action Network Speaks!, I am writing in SUPPORT of HCR 104, HD1, SD1, with suggested amendments. 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 Hawai'i should join them and start a sorely-needed paid family leave program for our hard-working families.

This SD1 differs in important ways from prior versions of this resolution, especially by limiting the pilot program to only Kaua'i. **We respectfully request that your committee revert this resolution to its original version.**

We are concerned that the cost of a paid family leave insurance program limited only to the small population of Kaua'i would be extremely high for the employer and employees. **As with any type of insurance program, the larger the size of the risk pool, the lower the cost per person.**

An insurance program for Kaua'i's population of only 72,000 will result in much higher per person costs than a program for the entire state, which has a population nearly 20 times larger than Kaua'i. **As a result, we are concerned that piloting a paid family leave insurance program only on Kaua'i would not provide useful or accurate estimates of the costs, benefit amounts, and wage replacement ratios for a statewide program.**

Mahalo for the opportunity to provide this testimony. Please pass this resolution with our suggested amendments.

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>

HCR-104-SD-1

Submitted on: 4/14/2021 10:37:55 PM

Testimony for WAM on 4/15/2021 10:00:00 AM



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 Dela Cruz, Chair and Members of the Senate Ways and Means Committee

RE: HCR 104 HD1 SD1 Requesting the Director of The Department of Labor and Industrial Relations to Convene a Task Force to Study, Design and Develop a Paid Family Leave Program

DATE: April 15, 2021 10am

i am Patricia Bilyk, an advance practice registered nurse and Board Member from Breastfeeding Hawaii. I am representing Breastfeeding Hawaii today with this testimony.

Breastfeeding Hawaii is a 501c3 organization whose mission is to protect, promote and support breastfeeding women and their families in the State of Hawaii. Every day we work with working breastfeeding women who need to return to work after the birth of their baby well before they establish a relationship with their infant and a breast milk supply because they do not have any paid leave. This is a travesty as a Society and State!

We stand in STRONG SUPPORT of the original Resolution HCR 104 creating a Paid Family Leave Pilot Program for the ENTIRE STATE OF HAWAII. As the testimony from Hawaii Children's Action Network stated, there are too many issues having such a program only on Kauai.

Please revert HCR 104 to its original form and pass it out of this Committee, with appropriate funding to make Paid Family Leave happen for the families of Hawaii by 2022!

Patricia L. Bilyk, APRN, MPH, MSN