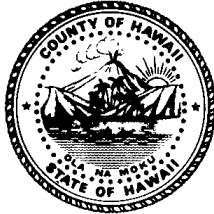


**HEATHER L. KIMBALL**

Council Member

*Chair, Committee on Governmental Operations,  
Relations and Economic Development  
Council District 1*



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**HAWAI'I COUNTY COUNCIL**

*County of Hawai'i  
Hawai'i County Building  
25 Aupuni Street, Suite 1402  
Hilo, Hawai'i 96720*

March 17, 2021

**House Committee on Labor & Tourism**

Representative Richard H.K. Onishi

Representative Jackson D. Sayama

**RE: SUPPORT of HCR 104/HR 86 relating to Paid Family Leave**

Aloha Chair Onishi, Vice-Chair Sayama and Esteemed Members of LAT,

I am writing to express my SUPPORT for House Concurrent Resolution 104 and House Resolution 86, both pertaining to paid family leave. Paid family leave increases the health, economic security and general welfare of working parents and their families. For instance, without the ability to take time off of work to care for family members, parents are forced to make a choice between being fired from their jobs, having a sick child go uncared for at home alone or sending their sick child to school or day care and potentially infecting others. The COVID-19 pandemic has highlighted the consequences of a system that does not fully support working families.

Although HCR 104 and HR 86 are not paid family leave bills, they are nonetheless important steps towards figuring out a system of support that will work for Hawai'i and I urge you to pass these resolutions.

Thank you for recognizing the importance of paid family leave in strengthening and supporting working families and our economy.

Mahalo nui loa,

A handwritten signature in cursive script that reads "Heather L. Kimball".

Heather L. Kimball

Hawai'i County Council, District 1

**HR-86**

Submitted on: 3/16/2021 6:42:24 PM

Testimony for LAT on 3/18/2021 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Younghi Overly	AAUW of Hawaii	Support	No

Comments:

Members of AAUW of Hawaii appreciate this opportunity to testify in support of HR86 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 to Chair Onishi for introducing this resolution, 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 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  
House of Representatives  
Committee on Labor and Tourism

Testimony by  
Hawaii Government Employees Association

March 18, 2021

H.C.R. 104/H.R. 86 – 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 and H.R. 86 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 and H.R. 86.

Respectfully submitted,

Randy Perreira  
Executive Director



# Chamber of Commerce HAWAII

*The Voice of Business*

**Testimony to the House Committee on Labor & Tourism  
Thursday, March 18, 2021 at 9:00 A.M.  
Written Testimony**

**RE: HCR 104 / HR 86, 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 Onishi, Vice-Chair Sayama, and Members of the Committee:

The Chamber of Commerce Hawaii ("The Chamber") **offers comments** on HCR 104 and HR 86.

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.

The impact study<sup>1</sup> on paid family leave released in November 2019 and revised in December 2019 brought to light concerns on what exactly a possible paid family leave program in Hawaii would look like and cost. As abbreviated in HCR 104 and HR 86, establishing a program is estimated to reflect "start-up" costs for only the administrative system.

However, it lacks estimated costs that would be imposed on employers and businesses, depending on which model the state adopts. The "start-up" costs do not reflect the actual benefits and the primary driver of differences between state modeled claims cost funding levels is the maximum number of weeks of benefit under each state program which could run into tens of millions of dollars on the backs of businesses and employers.

Finally, it is also important to note that many businesses offer paid leave programs as a means for attracting and retaining their workforce. We need policies that will help Hawaii bring new businesses and support those in existence by encouraging businesses to adopt their own innovative paid leave programs.

Thank you for the opportunity to offer testimony.

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<sup>1</sup> [https://lrb.hawaii.gov/wp-content/uploads/2019\\_PaidFamilyLeaveProgramImpactStudy.pdf](https://lrb.hawaii.gov/wp-content/uploads/2019_PaidFamilyLeaveProgramImpactStudy.pdf)



## House Committee on Labor & Tourism

Representative Richard H.K. Onishi, Chair  
Representative Jackson D. Sayama, Vice Chair  
Thursday, March 18, 2021 at 9:00 A.M.  
Written Testimony

**RE: HCR 104 / HR 86, 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 Onishi, Vice Chair Sayama, and Members of the Committee:

The Society for Human Resource Management (SHRM) Hawaii **offers comments with suggested amendments** on HCR 104 and HR 86.

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.

SHRM Hawaii respectfully requests a representative of an employer organizations such as the Society of Human Resource Management Hawaii. A representative of an employer organization would offer valuable insights into human resource compliance, internal systems, and processes to help shape the objectives and goals of the resolution.

Thank you for the opportunity to offer testimony.

Kalani Morse  
Legislative Affairs Committee Co-Chair

Dailyn Yanagida  
Legislative Affairs Committee Co-Chair





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University of Hawai'i at Hilo,  
Department of Kinesiology and  
Exercise Sciences*

*Garret Sugai  
Kaiser Permanente*

Date: March 17, 2021

To: Representative Richard H.K. Onishi, Chair  
Representative Jackson D. Sayama, Vice Chair  
Members of the Labor and Tourism Committee

Re: Support for HCR 104/HR 86, Requesting the Director of Labor and Industrial Relations to Convene a Task Force to Study, Design, and Develop a Paid Family Leave Pilot Program.

Hrg: February 18, 2021 at 9:00 AM via videoconference

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The Obesity Prevention Task Force, convened by the Hawai'i Public Health Institute,<sup>i</sup> is in **Support of HCR 104/HR 86**, which requests the Director of the Department of Labor and Industrial Relations (DLIR) to convene a task force to study, design, and develop a paid family leave pilot program.

We appreciate the intent of the resolution, but it is time for Hawai'i to pass a strong family leave insurance program. In Hawai'i, working families cannot afford to take unpaid leave to cover their caretaking needs. Paid family leave will offer both economic stability and job security if an employee needs to take family leave, whether it be to care for a newborn, newly adopted or foster child, or an ill family member. Nine states and Washington, D.C. have passed similar legislation providing partial wage replacement for family and medical leave purposes.

Paid time off for families to care for a newborn also helps to establish a foundation in breastfeeding. Infant feeding practices can greatly affect later growth and development and can be a protective factor against obesity<sup>ii</sup>. The American Academy of Pediatrics and the World Health Organization recommend exclusive breastfeeding for the first six months of life and continued breastfeeding with the addition of other foods until a child is at least twelve months of age<sup>iii</sup>.

"A robust body of evidence suggests that breastfeeding has multiple health benefits for infants, and that paid family leave (and other forms of maternity leave) significantly increases the length of time that mothers breastfeed. In a review and analysis of studies of breastfeeding in developed countries, the U.S. Agency for Healthcare Research and Quality found that full-term infants fed formula are at substantially greater risk

than breastfed infants for acute ear infection, eczema, gastrointestinal infection, hospitalization for lower respiratory tract diseases in the first year of life, asthma, childhood obesity, Type 2 diabetes, leukemia, and sudden infant death syndrome (SIDS).<sup>iv</sup>”

Thank you for the opportunity to provide testimony.

Mahalo,



Jessica Yamauchi, MA  
Executive Director

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<sup>i</sup> Created by the legislature in 2012, the Obesity Prevention Task Force is comprised of over 60 statewide organizations, and works to make recommendations to reshape Hawai'i's school, work, community, and health care environments, making healthier lifestyles obtainable for all Hawai'i residents. The Hawai'i Public Health Institute (HIPHI) convenes the Task Force and supports and promotes policy efforts to create a healthy Hawai'i.

Hawai'i Public Health Institute is a hub for building healthy communities, providing issue-based advocacy, education, and technical assistance through partnerships with government, academia, foundations, business, and community-based organizations.

<sup>ii</sup> S. Arenz et al., Breast-feeding and childhood obesity - a systematic review, 28(10) International Journal of Obesity and Related Metabolic Disorders 1247-56 (2004).

<sup>iii</sup> American Academy of Pediatrics, AAP Reaffirms Breastfeeding Guidelines, <https://www.aap.org/en-us/about-the-aap/aap-press-room/pages/AAP-Reaffirms-Breastfeeding-Guidelines.aspx> (last updated February 27, 2012).

<sup>iv</sup> [http://www.nccp.org/publications/pdf/text\\_1059.pdf](http://www.nccp.org/publications/pdf/text_1059.pdf)