

Honolulu, Hawaii

MAR 04 2022

RE: S.B. No. 3316
S.D. 2

Honorable Ronald D. Kouchi
President of the Senate
Thirty-First State Legislature
Regular Session of 2022
State of Hawaii

Sir:

Your Committee on Ways and Means, to which was referred S.B. No. 3316, S.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO FAMILY LEAVE,"

begs leave to report as follows:

The purpose and intent of this measure is to improve support for employed individuals providing care to a new child, or to a family member suffering from a serious health condition, by establishing a paid family leave program that takes effect on July 1, 2024.

More specifically, the measure:

- (1) Provides eligible employed individuals, through an employer-based private insurance program currently used for temporary disability benefits, with up to:
 - (A) Eight weeks of paid family leave during the first year after birth of the individual's child, adoption of a child by the individual, or placement of a child with the individual through foster care; and
 - (B) Eight weeks of paid family leave to care for the individual's family member having a serious health condition during any benefit year; and



- (2) Appropriates moneys to the Department of Labor and Industrial Relations for implementation of the program, including the hiring of additional staff.

Your Committee received written comments in support of this measure from the Disability and Communication Access Board, American Association of University Women of Hawaii, Hawaii Government Employees Association, United Public Workers AFSCME Local 646, Hawaii State Teachers Association, Hawaii Children's Action Network Speaks!, Labor Caucus of the Democratic Party of Hawaii, Education Caucus of the Democratic Party of Hawaii, American Cancer Society Cancer Action Network, Hawaii Women Lawyers, Hawaii Alliance for Progressive Action, UNITE HERE Local 5, Imua Alliance, and three individuals.

Your Committee received written comments in opposition to this measure from the Department of Labor and Industrial Relations, Hawaii Restaurant Association, Retail Merchants of Hawaii, Chamber of Commerce Hawaii, Maui Chamber of Commerce, Society for Human Resource Management Hawaii, and Hawaii Food Industry Association.

Your Committee received written comments on this measure from the Department of Budget and Finance, American Council of Life Insurers, Building Industry Association of Hawaii, and Hawaii Credit Union League.

Your Committee finds that the paid family leave program established by this measure will help to alleviate the financial strain experienced by employees taking a leave of absence to fulfill caregiving responsibilities, by ensuring that eligible employees receive reasonable compensation for wage loss associated with their leave of absence.


Your Committee has amended this measure by:

- (1) Changing the effective date to July 1, 2050, to facilitate further discussion on the measure; and
- (2) Making technical nonsubstantive amendments for purposes of clarity, consistency, and style.



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 is in accord with the intent and purpose of S.B. No. 3316, S.D. 1, as amended herein, and recommends that it pass Third Reading in the form attached hereto as S.B. No. 3316, S.D. 2.

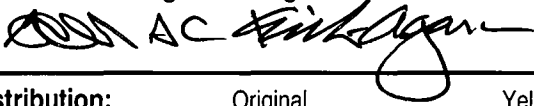
Respectfully submitted on
behalf of the members of the
Committee on Ways and Means,


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.:* SB 3316, SD1 | Committee Referral: LCA, WAM | Date: 2/23/22 | | |
| <input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____ | | | | |
| The Recommendation is: <input type="checkbox"/> Pass, unamended 2312 <input checked="" 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) | X | | | |
| KEITH-AGARAN, Gilbert S.C. (VC) | X | | | |
| INOUYE, Lorraine R. | X | | | |
| KANUHA, Dru Mamo | X | | | |
| KIDANI, Michelle N. | X | | | |
| MISALUCHA, Bennette E. | X | | | |
| MORIWAKI, Sharon Y. | X | | | |
| SHIMABUKURO, Maile S.L. | X | | | |
| TANIGUCHI, Brian T. | X | | | |
| WAKAI, Glenn | X | | | |
| FEVELLA, Kurt | X | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| TOTAL | 11 | | | |
| Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted | | | | |
| Chair's or Designee's Signature:  | | | | |
| Distribution: Original Yellow Pink Goldenrod File with Committee Report Clerk's Office Drafting Agency Committee File Copy | | | | |

*Only one measure per Record of Votes