
HOUSE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO
CONVENE A WORKING GROUP TO DESIGN A PAID FAMILY LEAVE
PROGRAM FOR THE STATE.

1 WHEREAS, the State's working families are not adequately
2 supported during times of caregiving and illness; and

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4 WHEREAS, one measure of understanding the financial
5 hardship experienced by families in the State is identifying
6 asset limited, income constrained, employed (ALICE) households,
7 which are households with an income above the federal poverty
8 level but below the basic standard of living; and

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10 WHEREAS, according to the "ALICE in Hawai'i: 2022 Facts and
11 Figures" report by the Aloha United Way, there has been a sharp
12 increase in the number of households pushed below the poverty
13 line; and

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15 WHEREAS, in 2022, forty-four percent of the State's
16 households had fallen below the ALICE threshold, as compared to
17 forty-two percent of households in 2018; and

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19 WHEREAS, while the federal Family and Medical Leave Act of
20 1993 allows twelve weeks of unpaid leave to employees who have
21 worked at a business that employs fifty or more employees, the
22 majority of Hawaii's workforce cannot afford to take unpaid
23 leave to care for a new child or attend to the needs of a family
24 member with a serious health condition; and

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26 WHEREAS, state law, which offers four weeks of family leave
27 during a calendar year, is only available to employees of
28 employers with one hundred or more employees; and

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1 WHEREAS, as of 2022, only twenty-five percent of all
2 civilian workers in the United States have access to paid family
3 leave through their employers; and

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5 WHEREAS, women, as primary caregivers of infants, children,
6 and elderly parents, are disproportionately affected by the
7 absence of paid family and medical leave; and

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9 WHEREAS, according to AARP Hawaii, there are 157,000 family
10 caregivers in Hawaii; and

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12 WHEREAS, Hawaii has one of the fastest growing populations
13 of persons aged sixty-five or older in the nation; and

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15 WHEREAS, current projections from the Department of
16 Business, Economic Development, and Tourism estimates that 22.6
17 percent of the State's population will be sixty-five years of
18 age or older by 2030; and

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20 WHEREAS, nearly one-third of persons who need, but do not
21 have access to, family leave will need time off to care for an
22 ill spouse or elderly parent; and

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24 WHEREAS, in the 2017 "Hawaii State Paid Family Leave
25 Analysis Grant Report", the Institute for Women's Policy
26 Research conducted an actuarial analysis using a simulation
27 model to study the use and cost of family leave benefits in
28 Hawaii; and

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30 WHEREAS, based on the most generous benefits model used,
31 the estimated annual cost of family leave benefits for an
32 employee earning \$48,184 per year would be approximately \$58 per
33 year; and

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35 WHEREAS, enacting a comprehensive family leave program
36 would allow employees whose family members are impacted by
37 serious health conditions to provide adequate care for their
38 loved ones without sacrificing their financial security; now,
39 therefore,

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41 BE IT RESOLVED by the House of Representatives of the
42 Thirty-second Legislature of the State of Hawaii, Regular



1 Session of 2023, the Senate concurring, that the Department of
2 Labor and Industrial Relations is requested to convene a working
3 group to design a paid family leave program for the State; and
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5 BE IT FURTHER RESOLVED that the working group is requested
6 to consist of the following members:
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- 8 (1) The Director of Labor and Industrial Relations, or the
9 Director's designee, to serve as chairperson of the
10 working group;
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- 12 (2) The Director of Human Resources Development, or the
13 Director's designee;
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- 15 (3) The Executive Director of the Hawaii State Commission
16 on the Status of Women, or the Executive Director's
17 designee;
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- 19 (4) A representative from a nonprofit, public interest
20 organization specializing in advocacy for children;
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- 22 (5) A representative from a nonprofit, public interest
23 organization specializing in worker's rights;
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- 25 (6) A representative from a nonprofit, public interest
26 organization specializing in economic justice for
27 working families;
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- 29 (7) A representative from an organization that represents
30 business groups;
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- 32 (8) A representative from a public sector labor union that
33 represents public school teachers;
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- 35 (9) A representative from a public sector labor union that
36 represents government employees;
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- 38 (10) A representative from a private sector labor union
39 that represents hotel employees;
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- 41 (11) A representative from a private sector labor union
42 that represents iron workers;



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- (12) A member of the House of Representatives, appointed by the Speaker of the House of Representatives;
- (13) A member of the Senate, appointed by the President of the Senate; and
- (14) Any other members the Director of Labor and Industrial Relations or the Director's designee deems necessary; and

BE IT FURTHER RESOLVED that the chairperson is requested to select the representative members of the working group; and

BE IT FURTHER RESOLVED that the working group is requested to consider:

- (1) A comparative analysis of paid family leave programs that have been implemented in other states, including a breakdown of the costs for implementing and sustaining a paid family leave program;
- (2) A potential budget for the establishment of a paid family leave program, including any positions needed to facilitate the program; and
- (3) A timeline for implementing a paid family leave program, including benchmarks and deliverables; and

BE IT FURTHER RESOLVED that the working group is requested to submit a report to the Legislature on its efforts to design a paid family leave model for the State, including any findings, recommendations, and proposed legislation, no later than twenty days prior to the convening of the Regular Session of 2024; and

BE IT FURTHER RESOLVED that certified copies of this Concurrent Resolution be transmitted to the Governor, Lieutenant Governor, Director of Labor and Industrial Relations, Director of Human Resources Development, and Executive Director of the Hawaii State Commission on the Status of Women.

