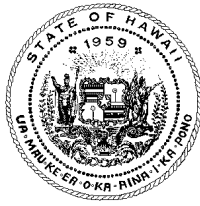


JOSH GREEN, M.D.  
GOVERNOR



STATE OF HAWAII | KA MOKU'ĀINA 'O HAWAII  
**DEPARTMENT OF PUBLIC SAFETY**  
*Ka 'Oihana Ho'opalekana Lehulehu*  
1177 Alakea Street  
Honolulu, Hawaii 96813

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DIRECTOR

**Melanie Martin**  
Deputy Director  
Administration

**Michael J. Hoffman**  
Acting Deputy Director  
Corrections

**William F. Oku**  
Deputy Director  
Law Enforcement

No. \_\_\_\_\_

TESTIMONY ON SENATE BILL 342  
RELATING TO PAID SICK LEAVE

by

Tommy Johnson, Director

Senate Committee on Labor and Technology  
Senator Sharon y. Moriwaki, Chair  
Senator Chris Lee, Vice Chair

Monday, February 6, 2023; 3:00 p.m.  
State Capitol Conference Room 224 and Via Video Conference

**WRITTEN TESTIMONY ONLY**

Chair Moriwaki, Vice Chair Lee, and Members of the Committee:

The Department of Public Safety (PSD) **opposes** Senate Bill (SB) 342, which requires employers to provide a minimum amount of paid sick leave to care for themselves or a family member, due to the current statutory protected federal and state leaves.

PSD respectfully recommends that public employees be exempt from the full application of this bill as public employees have a generous sick leave program allowing for the earning of 14 hours of sick leave a month or 168 hours of sick leave a year based on hours worked in a month. It should be noted that public employees also earn vacation leave hours at the same rate. The bill's language related to diminishing the obligation of an employer to comply with a contract, collective bargaining agreement ... or construed as diminishing the rights of public employees regarding paid sick leave or use of sick leave (Page 21, lines 1 – 8) fails to consider the corresponding rights and obligations of a public employer in HRS Chapter 89. The legislative intent summarized in this bill is focused on private-sector employers and employees, which appears to be the primary area of concern.

There are provisions of the bill that overlaps and/or conflict with the Family Medical Leave Act (FMLA) and the Hawai'i Family Leave Law (HFLL). FMLA and HFLL has designated eligibility forms to complete for these types of protected leaves; however, the bill's language explicitly states, "an employer shall not require disclosure of detail of an employee's medical condition as a condition of providing paid sick leave under this chapter" (Page 20, lines 6-9) and that oral notification by the employee is sufficient (Page 14, lines 1-2).

Thank you for the opportunity to provide testimony in opposition to SB 342.



STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
KA 'OIHANA PONO LIMAHANA

February 6, 2023

To: The Honorable Sharon Y. Moriwaki, Chair,  
The Honorable Chris Lee, Vice Chair, and  
Members of the Senate Committee on Labor and Technology

Date: Monday, February 6, 2023

Time: 3:00 p.m.

Place: Conference Room 224, State Capitol and Video Conference

From: Jade T. Butay, Director  
Department of Labor and Industrial Relations (DLIR)

**Re: S.B. 342 RELATING TO PAID SICK LEAVE**

**I. OVERVIEW OF PROPOSED LEGISLATION**

The DLIR **opposes** this proposal: although the department appreciates the intent, DLIR strongly objects to the assignment of significant, additional responsibilities without an appropriation that includes additional staffing. Moreover, the leave benefits proposed in this measure conflict with pre-existing benefits in the Prepaid Health Care Act, the Temporary Disability Insurance Law, and Hawaii Family Leave Law. The DLIR suggests formal study, including an actuarial component with staffing estimates, is prudent before statutory changes or additions are made.

SB342 proposes the addition of a new chapter to the Hawaii Revised Statutes (HRS), that will require employers subject the Fair Labor Standards Act (FLSA) to provide paid leave, referred to as "sick leave" to employees who work at least 80 hours per year. Employees would accrue up to up to 56 hours of paid sick leave in a calendar year, unless the employer provides a higher limit, with a minimum of 1 hour of paid sick leave for every 30 hours worked.

The leave could be used during periods of absence from work under the following circumstances:

1. For mental or physical illness, injury, or health condition,
2. For medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition
3. To obtain preventative medical care
4. Certain legal or victim services, including preparation for participation in a civil or criminal proceeding,

5. Caring for a family member with a health condition or a need for preventive care,
6. In certain situations related to a public health emergency, and to care for a family member when the person was exposed to a communicable disease and the person's presence in the community would jeopardize the health of others.

SB342 also:

- Requires employers to supplement the paid sick leave in the event of a public health emergency at a rate depending on the number of hours normally worked. Employees would have up to four weeks after the official termination or suspension of a public health emergency to use the supplemental leave.
- Requires employers to provide employees notice of paid sick leave individually or by displaying a poster and subjects employers to fines for willfully violating the notice and posting requirements

## **II. CURRENT LAW**

Chapter 392, HRS, requires Temporary Disability Insurance (TDI) benefits to be paid to a qualified employee while the employee is disabled due to non-industrial sickness or injury. Some employers fulfill all or part of the TDI requirement by providing employees with sick leave that can only be used during the employee's own disability.

Chapter 398, HRS, (Hawaii Family Leave Law) provides four weeks of protected leave for employees of employers with 100 or more employees, for the birth or adoption of the employee's child, or to care for the employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent with a serious health condition. The law does not provide leave for the employee's own serious health condition. In general, family leave is unpaid, unless the employee elects to substitute any of their accrued paid leaves, for any part of the four-week period.

Chapter 386, HRS, requires Workers' Compensation (WC) benefits to be paid to an employee who is disabled due to an industrial illness or injury.

## **III. COMMENTS ON THE SENATE BILL**

The Department offers the following comments:

The definition of "employer" under the FLSA generally includes employers with an annual gross revenue of at least \$500,000 or employers involved in inter-state commerce, which includes federal, State, and county government employees. The State does not have jurisdiction over federal employees. The definition of family member in paragraph 7 (Pg. 9, lines 7-9) is ambiguous and would be difficult to

ascertain . Additionally, the measure excludes independent contractors without defining the term “independent contractor”.

This measure requires that employees on paid sick leave to continue to receive the same benefits including health care benefits (page 9, line 16). This may be incompatible with Chapter 393, HRS. The Prepaid Health Care (PHC) Act, which sets minimum work and earned wage requirements for an employee to qualify for benefits. While on leave from work, the hours worked by the employee will be reduced and as a result, the employee may not meet the requirements for PHC coverage.

Similarly, Chapter 392, HRS, sets minimum work and wage requirements for an employee to qualify for Temporary Disability Insurance (TDI) benefits. If the requirement to continue the same benefits includes TDI coverage, the employer may be unable to continue TDI coverage for the employee while the employee is using the leave required by this proposal because the employee may not meet the requirements of Chapter 392, HRS.

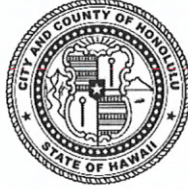
This bill may allow an employee to receive paid sick leave while also receiving WC or TDI benefits. The WC and TDI laws require benefit payments when an employee is disabled from working. If the employee is disabled from work and is also absent from work due to a reason listed in the bill, the employee could receive paid leave required by this proposal for the same period the employee receives WC or TDI benefits.

This bill could also cause conflict for employers, such as the State, that chose to use their sick leave plans to fulfill part or all the TDI requirement. Under a TDI plan that uses sick leave as the entire TDI benefit, the employee must maintain a minimum amount of sick leave for the employee’s own disability. The employer is required by Section 392-41(b)(2), HRS, to allow an employee to use only the excess amount of sick leave for family leave purposes. If the employee has not accrued an amount in excess of the minimum TDI amount by the time the employee has an absence due to a reason covered by the bill, other than the employee’s own disability, the employer will be required to provide additional leave to meet the requirements of this proposal and cannot allow the employee to use the sick leave that the employee must maintain for the employee’s own absence.

For the above reasons, the DLIR suggests a study with an actuarial component before any statutory changes are made.

DEPARTMENT OF HUMAN RESOURCES  
**CITY AND COUNTY OF HONOLULU**  
650 SOUTH KING STREET, 10<sup>TH</sup> FLOOR • HONOLULU, HAWAII 96813  
TELEPHONE: (808) 768-8500 • FAX: (808) 768-5563 • INTERNET: www.honolulu.gov/hr

RICK BLANGIARDI  
MAYOR



NOLA N. MIYASAKI  
DIRECTOR  
FLORENCIO C. BAGUIO, JR.  
ASSISTANT DIRECTOR

February 3, 2023

The Honorable Sharon Y. Moriwaki, Chair  
The Honorable Chris Lee, Vice Chair  
and Members of the Senate Committee on  
Labor and Technology  
The Senate, Room 224  
State Capitol  
415 South Beretania Street  
Honolulu, Hawaii 96813

Dear Chair Moriwaki, Vice Chair Lee, and Members of the Committee:

SUBJECT: S.B. 342  
Relating to Paid Sick Leave

S.B. 342 requires employers to provide a minimum amount of paid sick leave to employees, including time for family care. The City and County of Honolulu, Department of Human Resources, respectfully provides comments on this bill, noting that it creates ambiguity as to whether it applies to public sector employees.

The City is concerned that S.B. 342 involves a matter that is subject to collective bargaining, and therefore, should not be legislated. Public sector employees are already entitled to generous leave provisions which have also been negotiated into the respective collective bargaining agreements. Qualified employees are given 21 days of sick leave and 21 days of vacation per year, which may be used for purposes described in this bill. In addition, City employees are sufficiently covered by Federal and State laws which afford them time off to care for themselves and their family members.

Based on the foregoing, the City respectfully requests that S.B. 342 be amended to explicitly exclude public sector employees.

Thank you for the opportunity to testify.

Sincerely

A handwritten signature in black ink, appearing to be "Nola N. Miyasaki", is written over a light blue horizontal line. The signature is stylized and extends to the right.

Nola N. Miyasaki  
Director

**SB-342**

Submitted on: 2/2/2023 6:39:34 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Mike Golojuch, Sr.	Testifying for Rainbow Family 808	Support	Written Testimony Only

Comments:

Rainbow Family 808 strongly supports paid family leave. Please pass this bill.

Mike Golojuch, Sr., Secretary/Board Member



February 3, 2023

Committee on Labor and Technology  
Senator Sharon Y. Moriwaki, Chair  
Senator Chris Lee, Vice Chair

### **Testimony in support of SB 342**

Chair Moriwaki, Vice Chair Lee and Members of the Committee:

UNITE HERE Local 5 represents working people throughout Hawaii's hotel, food service and health care industries. **UNITE HERE Local 5 is in strong support of SB 342.** We believe paid sick leave is a necessity, not an option.

Apparently, 180,000 workers do not have paid sick leave in the *Aloha* State – most of whom work in the service industry and are considered low income. Corporations and businesses often use the term *Ohana* when referring to workers. I'm sure they would not want their mother, brother or daughter working while sick with a virus, disease, cancer or other medical conditions.

All workers deserve paid sick leave. Any member of the legislature that believes otherwise should voluntarily give up their own sick leave and see how they fare. There should be no excuses as to why this measure cannot pass because if there is a will, there is a way.

Finally, the recent pandemic clearly proves that sick workers should not be going to work and expose themselves and others to disease and death just because they cannot afford to stay home. We must take care of the most vulnerable in our society.

Thank you for the opportunity to testify.





Randy Perreira, President

HAWAII STATE AFL-CIO  
Hawaii's Labor Unions

---

888 Mililani Street Suite 501, Honolulu, Hawaii 96813

The Thirty-Second Legislature, State of Hawai'i  
Hawai'i State Senate  
Committee on Labor and Technology

Testimony by  
Hawai'i State AFL-CIO  
February 6, 2023

S.B. 342 – RELATING TO PAID SICK LEAVE

The Hawai'i State AFL-CIO is a state federation of 74 affiliate local unions and councils with over 68,000 members across both public and private sectors. We appreciate the opportunity to testify in **strong support** of S.B. 342.

Paid sick leave is an investment in employee retention, worker wellbeing, and safe workplaces. Merely having protected time off, but losing money when taking unpaid leave to care for oneself or a sick family member magnifies job, housing, food, and health insecurities.

Protected paid time off lends itself to increased quality of life and job satisfaction. In a community that values 'ohana, paid sick leave will help to keep workers out of hardship when they are called to care for themselves, their keiki, or kupuna.

We appreciate your consideration of our testimony in **strong support** of S.B. 342.

Respectfully,

Randy Perreira  
President

RP/dd

# SHOPO



STATE OF HAWAII ORGANIZATION OF POLICE OFFICERS

" A Police Organization for Police Officers Only "  
Founded 1971

February 2, 2023

## VIA ONLINE

The Honorable Sharon Y. Moriwaki  
Chair  
The Honorable Chris Lee  
Vice-Chair  
Senate Committee on Labor and Technology  
Hawaii State Capitol, Rooms 215, 219  
415 South Beretania Street  
Honolulu, HI 96813

Re: **SB 342—Relating to paid sick leave**

Dear Chair Moriwaki, Vice-Chair Lee, and Honorable Committee members:

I serve as the President of the State of Hawaii Organization of Police Officers (“SHOPO”) and write to you on behalf of our Union in **strong support** of SB 342 which creates a new HRS chapter entitled “Paid Sick Leave” that requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care and supplemental paid sick leave to employees under certain public health emergency conditions. This bill will establish the right for Hawaii’s workers to accrue paid sick leave in order to ensure all workers can address their own health needs and that of their families, diminish public and private health care costs in the State by enabling workers to seek early and routine medical care for themselves and their family members. This bill will also protect the public health by reducing the risk of contagion, promote economic security and stability of workers and their families. In addition, the bill will protect employees from losing their jobs when they utilize sick leave, and safeguard the public wealth, health, safety and prosperity of the people of Hawaii.

As you are well aware, our community is recovering from the COVID-19 pandemic, which made it crystal clear and placed in the forefront that paid sick leave is critical and essential for workers and their families to be able to quarantine, recover and care for others. While we all heard the motto “we are all in this together,” we also know that many workers across the state without paid sick leave benefits were dealt the tough choice of deciding between a paycheck or

**Main Office & Honolulu Chapter Office**  
1717 Hoe Street  
Honolulu, Hawaii 96819-3125  
Tel: (808) 847-4676 "84 SHOPO"  
www.shopohawaii.org Fax: (808) 841-4818

**Hawaii Chapter Office**  
688 Kinoole Street, Room 220B  
Hilo, Hawaii 96720-3877  
Tel: (808) 934-8405  
Fax: (808) 934-8210

**Kauai Chapter Office**  
3176 Oihana Street, Suite 104, Lihue  
Mailing Add: P. O. Box 1708  
Lihue, Hawaii 96766-5708  
Tel: (808) 246-8911

**Maui Chapter Office**  
1887 Wili Pa Loop, Suite 2  
Wailuku, Hawaii 96793-1253  
Tel: (808) 242-6129  
Fax: (808) 242-9519

The Honorable Sharon Y. Moriwaki, Chair  
The Honorable Chris Lee , Vice-Chair  
Senate Committee on Labor and Technology  
Re: **SB 342–Relating to paid sick leave**  
February 2, 2023  
SHOPO Testimony Page 2

their health and the well-being of the community. We support this bill as it offers a critical benefit to Hawaii’s work force and their families and will also help with productivity, by allowing workers to seek early medical care and reducing the likelihood that sick employees will report to work while ill and potentially infecting others or that working parents unable to take paid time off will send their ill children to school putting the health of other children and our community at large at risk.

For our community, it is imperative that our work force and our loved ones are able to stay stable and healthy to the greatest extent possible. Allowing for paid sick leave is one very positive step in that direction.

We thank you for allowing us to be heard on this very important issue and we hope your committee will unanimously support SB 342.

Respectfully submitted,

ROBERT “BOBBY” CAVACO  
SHOPO President

**SB-342**

Submitted on: 2/3/2023 6:47:47 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Michael Golojuch Jr	Testifying for Stonewall Caucus of the Democratic Party of Hawaii	Support	Remotely Via Zoom

Comments:

Aloha Senators,

The Stonewall Caucus of the Democratic Party of Hawai‘i; Hawai‘i’s oldest and largest policy and political LGBTQIA+ focused organization fully supports SB 342.

We hope you all will support this important piece of legislation.

Mahalo nui loa,

Michael Golojuch, Jr.  
Chair and SCC Representative  
Stonewall Caucus for the DPH

**SB-342**

Submitted on: 2/3/2023 6:48:52 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Pride at Work - Hawaii	Testifying for Pride @ Work - Hawaii	Support	Written Testimony Only

Comments:

Aloha Senators,

Pride at Work – Hawai‘i is an official chapter of Pride At Work which is a national nonprofit organization that represents LGBTQIA+ union members and their allies. P@W-HI fully supports SB 342.

We ask that you support this needed piece of legislation.

Mahalo,

Pride at Work – Hawai‘i

The Thirty-Second Legislature, State of Hawai'i  
Hawai'i State Senate  
Committee Labor & Technology

Testimony by  
Hawaii Nurses Association  
February 6, 2023

S. B. 342 – RELATING TO PAID SICK LEAVE

The Hawaii Nurses Association -OPEIU Local 50 is affiliated with the AFL-CIO and was founded in 1917 and represents 4,000 nurses in the State of Hawaii. We are grateful to testify in **STRONG SUPPORT** of S.B. 342.

Currently, approximately 180,000 workers in Hawai'i lack access to sick leave, most of whom work in the service industry.

- Low-income workers are significantly less likely to have paid sick leave than other members of the workforce. Only one in five low-income workers has access to paid sick leave.
- Paid sick leave is essential to preserving personal and public health, giving employees time to recover from illness and prevent contagions from spreading to the community.

Thank you for your consideration and we urge you to vote in support of S. B. 342.

Respectfully,



Daniel Ross  
President



**Ryan Tanaka, Chairman** – Giovanni Pastrami **Ave Kwok, Incoming Chair**- Jade Dynasty

**Andy Huang, Vice Chairman**-L&L Hawaiian BBQ

**Tambara Garrick, Secretary** – Hawaii Farm Project

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**2022- 23**

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Date: February 4, 2023

To: Senator Sharon Y. Moriwaki, Chair  
Senator Chris Lee, Vice Chair  
Members of the Committee on Labor and Technology

From: Victor Lim, Legislative Lead

Subject: SB342 Relating to Paid Sick Leave

The Hawaii Restaurant Association representing 3,400 restaurants here in Hawaii will like to offer some concerns for you relating to Paid Sick Leave.

The current post Covid-19 environment with very high inflation and interest rates, have devastated the service and retail industry especially the restaurants. We as an industry is far from being out of the woodworks. We are made of many small entities as well as larger ones and their economic strengths are very different.

Most of the bigger and stronger ones already provide paid sick leave for their employees but the smaller entities probably do not have any formal programs because they cannot afford them but handle them on a case by case basis.

We are also concerned with the language of this bill that allows the sick leave to accrue from year to year. The unforeseen consequence will make small operations very difficult. A small business with limited number of employees will have a hard time operating having someone out for more than multiple weeks at a time to keep their business going.

Thank you for giving us the opportunity to share our concerns.





**Ryan Tanaka, Chairman** – Giovanni Pastrami    **Ave Kwok, Incoming Chair**- Jade Dynasty

**Andy Huang, Vice Chairman**-L&L Hawaiian BBQ    **Tambara Garrick, Secretary** – Hawaii Farm Project

**Kahili Soon, Treasurer** – Hukilau Marketplace    **Greg Maples, Past Chair** – Polynesian Cultural Center

---

**Sheryl Matsuoka, Executive Director**    **Chivon Garcia, Executive Assistant**    **Holly Kessler, Director of Membership Relations**

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**Senate Committee on Labor and Technology**

**Hawai'i Alliance for Progressive Action (HAPA) Supports: SB342**

Monday, February 6th, 2023 3:00 a.m. Conference Room 224

Aloha Chair Moriwaki, Vice Chair Lee and Members of the Committee,

HAPA supports SB342 which requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care and supplemental paid sick leave to employees under certain public health emergency conditions.

Currently, approximately 180,000 workers in Hawai'i lack access to sick leave, most of whom work in the service industry.

Low-income workers are significantly less likely to have paid sick leave than other members of the workforce. Only one in five low-income workers has access to paid sick leave.

Paid sick leave is essential to preserving personal and public health, giving employees time to recover from illness and prevent contagions from spreading to the community.

Please support SB342.

Thank you for your consideration.

Respectfully,

A handwritten signature in black ink, appearing to read 'Anne Frederick', written in a cursive style.

Anne Frederick  
Executive Director



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**Steve Wetter**  
Hawaii Petroleum, LLC

Testimony of Eric Wright  
President of the Hawaii Energy Marketers Association (HEMA)

### SENATE BILL 342 RELATING TO PAID SICK LEAVE

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

The Honorable Sharon Y. Moriwaki, Chair

The Honorable Chris Lee, Vice Chair

Monday, February 6, 2023 @ 3:00 PM

Conference Room 224 & Videoconference

Aloha Chair Moriwaki, Vice Chair Lee, and Members of the Committee:

I am Eric Wright, president of the Hawaii Energy Marketers Association (HEMA). HEMA is a nonprofit trade association comprised of members who market motor fuel products and operate convenience stores across the Hawaiian Islands.

HEMA offers comments and concerns on SB 342 which requires employers to provide a minimum amount of paid sick leave to employees.

We appreciate that some employees may sometimes need to take time off for reasons that may not currently contemplated and therefore not included within existing employer policies and programs. Companies adopt policies involving scheduling that takes into account many factors in an effort to balance both employee and company needs, including benefits such as paid leave programs as a means for attracting and retaining workers.

Whether it is remote or hybrid work, retirement compensation, or vacation, they are valuable tools to attract and retain employees. The added mandate will cost the employers and small business capital that would prolong economic recovery as businesses reel from competitive workforce, national and local inflation, and increased costs and delays associated with goods and commodities.

While we understand the intent of the measure, Hawaii employers are already burdened with many employer mandates

Thank you for allowing HEMA the opportunity to submit testimony on this bill.



AMERICANS FOR DEMOCRATIC ACTION

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**MAILING ADDRESS**

P.O. Box 23404  
Honolulu  
Hawaii 96823

February 3, 2023

TO: Chair Moriwaki & Members of LBT Committees

RE: SB 342 Relating to Paid Sick Leave

Support for Hearing on Feb. 3

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 SB 342 as it would finally require employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill. Coming out of Covid, it should be obvious that workers need to stay home when they are sick. It is a risk to themselves and the community if they do not. They also need to care for sick family members. This should be a basic right.

Thank you for your consideration.

Sincerely,

John Bickel, President

**SB-342**

Submitted on: 2/4/2023 1:03:20 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Angelina Mercado	Testifying for Hawaii State Coalition Against Domestic Violence	Support	Written Testimony Only

Comments:

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*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 and Technology  
Re: **SB 342 - Relating to Paid Sick Leave**  
Hawai'i State Capitol and via videoconference  
February 6, 2023, 3:00 PM

Dear Chair Moriwaki, Vice Chair Lee, and Committee Members,

On behalf of Hawai'i Children's Action Network Speaks!, I am writing in **SUPPORT of SB 342, relating to paid sick leave**. This bill enables employees to earn paid sick days, to be used to care for themselves or a family member who is ill or needs medical care, and provides supplemental paid sick leave to employees under certain public health emergency conditions.

Every day, there are Hawai'i workers who are forced to choose between their paycheck and their health or their families' health. The lack of paid sick days for all workers in Hawai'i comes at a cost to not only those workers and their families, but also local businesses, our overall economy, and our community's health.

The United States is the only wealthy nation without guaranteed paid sick days.<sup>1</sup> More than one in five private sector workers in the nation — and six in 10 of the lowest-wage workers — do not have paid sick days to care for their own health.<sup>2</sup> In Hawai'i:

- Less than half (45%) of leisure and hospitality workers reported they had paid sick days in a Bank of Hawai'i study.<sup>3</sup>
- Missing work without pay due to illness can devastate families' budgets, especially in the highest-cost state in the nation. Missing half a day of work can mean giving up a month's worth of fruits and vegetables; two days is equivalent to a month of gas.<sup>4</sup>

Hawai'i should join the 14 states and District of Columbia that have passed paid sick days laws,<sup>5</sup> as studies have shown that they lead to significant benefits for both employers and health systems.

When researchers looked at states with paid sick days laws, like Connecticut,<sup>6</sup> Massachusetts,<sup>7</sup> and New York,<sup>8</sup> they found little to no effect on businesses' productivity or bottom lines, and that a majority of employers support such laws.

<sup>1</sup> <https://cepr.net/report/contagion-nation-2020-united-states-still-the-only-wealthy-nation-without-paid-sick-leave/>

<sup>2</sup> <https://www.bls.gov/news.release/pdf/ebs2.pdf>

<sup>3</sup> [https://s3.amazonaws.com/cfsi-innovation-files-2018/wp-content/uploads/2020/02/03230029/Hawaii\\_Financial\\_Health\\_Pulse.pdf](https://s3.amazonaws.com/cfsi-innovation-files-2018/wp-content/uploads/2020/02/03230029/Hawaii_Financial_Health_Pulse.pdf)

<sup>4</sup> <https://www.epi.org/publication/work-sick-or-lose-pay-the-high-cost-of-being-sick-when-you-dont-get-paid-sick-days/>

<sup>5</sup> <https://www.americanprogress.org/article/the-state-of-paid-sick-time-in-the-u-s-in-2023/>

<sup>6</sup> <https://cepr.net/report/good-for-business-connecticuts-paid-leave-law/>

<sup>7</sup> <https://iwpr.org/iwpr-issues/esme/valuing-good-health-in-massachusetts-the-costs-and-benefits-of-earned-sick-days/>

<sup>8</sup> <https://cepr.net/report/no-big-deal-the-impact-of-new-york-city-s-paid-sick-days-law-on-employers/>

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Cities like Seattle and San Francisco saw higher rates of business growth after implementing paid sick days than in neighboring jurisdictions that didn't. Some analyses found significant cost savings for employers, due to reductions in the spread of illness and resulting drops in productivity, as well as less job turnover.<sup>9</sup>

Similarly, paid sick days have been shown to reduce health care costs for workers, employers, and the government. Workers without paid sick days are more likely to rely on public assistance programs. Those without paid sick days are more likely to delay health care, which leads to higher medical expenses and more frequent emergency room visits. That adds to the high costs of both private health insurance and taxpayer-funded health programs.<sup>10</sup>

Researchers have found that workers without paid sick days are 1.5 times more likely to go to work with a contagious illness, and when parents don't have paid sick days, they are more than twice as likely to send a sick child to school or child care as those with paid sick days.<sup>11</sup>

Even before the pandemic, researchers found higher rates of flu transmission among employees lacking paid sick days. A 2020 analysis found an 11 percent drop in flu-like illnesses in a number of states in the first year after paid sick days were enacted.<sup>12</sup>

It's time for Hawai'i to guarantee paid sick days for all of our workers. Please pass this bill.

Thank you,

Nicole Woo  
Director of Research and Economic Policy

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<sup>9</sup> <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-good-for-business-and-workers.pdf>

<sup>10</sup> <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-lead-to-cost-savings-savings-for-all.pdf>

<sup>11</sup> <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-lead-to-cost-savings-savings-for-all.pdf>

<sup>12</sup> <https://docs.iza.org/dp13530.pdf>

# IATSE LOCAL 665

FILM, TELEVISION, STAGE, PROJECTION AND TRADESHOWS  
Since 1937

INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
OF THE UNITED STATES, ITS TERRITORIES AND CANADA, AFL-CIO, CLC

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Thirty-Second Legislature, State of Hawai'i  
Senate Committee on Labor and Technology

Testimony by IATSE 665  
February 4th, 2023

## **S.B. 342 - RELATING TO PAID SICK LEAVE**

Aloha Chair Moriwaki, Vice Chair Lee, and Members of the Senate Committee,

My name is Tuia'ana Scanlan, president of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i. **Local 665 strongly supports SB 342** relating to paid sick leave.

SB 342 will allow workers to accrue up to 7 paid sick days a year. Over 180,000 private sector workers in the state of Hawaii do not have access to paid sick days and many of the 180,000 are employed in the service sector industry such as restaurants or retail and interact with the public on a frequent basis.

We believe all workers should have access to a few paid sick days a year. This allows workers the ability to recover at home and help slow the spread of illnesses such as the flu or Covid without the worry of not getting paid. Many workers in the service sector industry live paycheck-to-paycheck and struggle to make ends meet. A day without pay means a day without groceries or a day without food on the table. It means struggling to pay a credit card bill or rent for that month and no worker should have to worry about that.

A few paid sick days a year helps keep the public and co-workers safe and healthy and gives workers the financial security to stay at home and recover. Our recent Covid pandemic, which is still ongoing, is a reminder that we need to take illnesses seriously. Our elected officials, health agencies and doctors strongly encouraged everyone to stay at home if they felt sick and even established mandatory quarantines if people felt ill. The least we can do is ensure all workers have a few paid sick days so they can stay at home and keep everyone safe and healthy.

IATSE Local 665 asks your committee to **support SB 342**. Thank you for the opportunity to testify.

In Solidarity,

A handwritten signature in black ink, appearing to read "Tuia'ana Scanlan". The signature is fluid and cursive, with the first name "Tuia'ana" and the last name "Scanlan" clearly distinguishable.

Tuia'ana Scanlan  
President, IATSE 665  
he/him/his



**SB-342**

Submitted on: 2/5/2023 6:04:23 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Gary Hooser	Testifying for Pono Hawaii Initiative	Support	Written Testimony Only

Comments:

Chair and Committee Members,

Please accept this testimony in strong support of SB342.

I'm hopeful that you will likewise offer it your strong support.

Hawaii's workers are counting on you.

Mahalo,

Gary Hooser

**SB-342**

Submitted on: 2/5/2023 9:45:57 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
A'ne Tranetzki	Testifying for IATSE 665	Support	Written Testimony Only

Comments:

Chair Moriwaki, Vice Chair Lee and Members of the Senate Committee on Labor and Technology,

My name is A'ne Tranetzki. I've been a member of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i, for 24 years. I support SB 342.

Over 180,000 private sector workers in the state of Hawaii do not have access to paid sick days and many of the 180,000 are employed in the service sector industry such as restaurants or retail and interact with the public on a frequent basis. We believe all workers should have access to a few paid sick days a year. This allows workers the ability to recover at home and help slow the spread of illnesses such as the flu or Covid without the worry of not getting paid. Many workers in the service sector industry live paycheck-to-paycheck and struggle to make ends meet. A day without pay means a day without groceries or a day without food on the table. It means struggling to pay a credit card bill or rent for that month and no worker should have to worry about that.

It is for these reasons that I humbly ask your committee to support SB 342. Thank you for the opportunity to testify.

In Solidarity,

Sincerely,  
A'ne Tranetzki  
Member, IATSE 665



# HAWAII APPLESEED

## CENTER FOR LAW & ECONOMIC JUSTICE

Testimony of the Hawai‘i Appleseed Center for Law and Economic Justice  
SB 342 – Relating to Paid Sick Leave  
Senate Committee on Labor and Technology  
Monday, February 6, 2023, at 3:00 PM, Conference Room 224 & Videoconference

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Dear Chair Moriwaki, Vice Chair Lee, and members of the Committee:

Thank you for the opportunity to provide testimony in support of SB 342, requiring employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care. The bill also provides supplemental paid sick leave to employees under certain public health emergency conditions.

In Hawai‘i, some 42% of private sector workers—more than 180,000 people—do not have access to paid sick days, according to a 2015 analysis by the Institute for Women's Policy Research.<sup>1</sup> Most of them are lower-income service sector workers, such as restaurant or retail workers who often work paycheck-to-paycheck and struggle to make ends meet.

Unfortunately, many workers who do not have paid sick days often attend work sick because they cannot afford to take an unpaid day off.<sup>2</sup> This means co-workers and the public are potentially exposed to illnesses such as COVID-19, risking their health and the general health of the public.<sup>3</sup>

Ultimately, paid sick days are an essential policy that protects the health and well-being of workers and the public—especially during an era of uncertainty surrounding our most recent COVID-19 pandemic.

In fact, paid sick days have already proven to be essential in the fight to curb the spread of COVID-19. From March–December of 2020, the federal government provided millions of workers across the nation with paid sick days for the first time. Research confirms that this made a significant contribution toward “flattening the curve” by reducing infections by about 400 cases per day in states that previously did not have paid sick days laws.<sup>4</sup>

Keeping workers and members of the public healthy and safe from disease is critical for a functioning economy, and businesses will benefit in the long term from the workforce stability paid sick days can provide. The costs in lost productivity from health-related turnover is [well-documented](#) in a 2020

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<sup>1</sup> “Workers’ Access to Paid Sick Days in the States,” Institute for Women’s Policy Research, May 2015, <https://iwpr.org/wp-content/uploads/2020/11/Access-to-Paid-Sick-Days-in-the-States-5-18-2015.pdf>

<sup>2</sup> Gould, Elise and Jessica Schieder, “Work sick or lose pay? The high cost of being sick when you don’t get paid sick days,” Economic Policy Institute, June 28, 2017, <https://www.epi.org/publication/work-sick-or-lose-pay-the-high-cost-of-being-sick-when-you-dont-get-paid-sick-days>

<sup>3</sup> “Paid Sick Days Improve Public Health,” National Partnership for Women & Families, 2020, <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-lead-to-cost-savings-savings-for-all.pdf>

<sup>4</sup> Pichler, Stefan, Katherine Wen and Nicolas R. Ziebarth, “COVID-19 Emergency Sick Leave Has Helped Flatten The Curve In The United States,” *Health Affairs* 39:12, October 15, 2020, <https://www.healthaffairs.org/doi/10.1377/hlthaff.2020.00863>

research paper from the Washington Center for Equitable Growth.<sup>5</sup> And cities like Seattle and San Francisco have seen higher rates of business growth after implementing paid sick days than in neighboring jurisdictions that didn't.<sup>6</sup>

Paid sick days have been shown to reduce healthcare costs for workers, employers, and the public. Workers without paid sick days are more likely to rely on taxpayer-funded public assistance programs, and are more likely to delay seeking healthcare when sick. That leads to higher medical expenses and more frequent emergency room visits, adding to the strain on public health infrastructure and the high costs of both private health insurance and taxpayer-funded health programs.<sup>7</sup>

What we are seeking is to establish a minimum of seven (7) accrued paid sick days a year so workers can have the financial security to stay at home, recover, and help slow the spread of illnesses such as the flu or COVID-19. This policy will benefit workers, their families, our community health, and our economy.

Please pass SB 342.

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<sup>5</sup> Smalligan, Jack and Chantel Boyens, "Paid Medical Leave Research," Washington Center for Equitable Growth, April 30, 2020, <https://equitablegrowth.org/research-paper/paid-medical-leave-research>

<sup>6</sup> "Paid Sick Days Are Good for Business," National Partnership for Women & Families, October 2020, <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-good-for-business-and-workers.pdf>

<sup>7</sup> "Paid Sick Days Improve Public Health," National Partnership for Women & Families, September 2021, <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-lead-to-cost-savings-savings-for-all.pdf>

TESTIMONY BEFORE THE SENATE COMMITTEE ON LABOR &  
TECHNOLOGY

RE: SB 342 - RELATING TO PAID SICK LEAVE

MONDAY, FEBRUARY 6, 2023

JASON BRADSHAW, CHAIR  
DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

Chair Moriwaki and Members of the Committee:

The Democratic Party of Hawaii Labor Caucus **strongly supports SB 342** relating paid sick leave which allows workers to accrue up to 7 paid sick days a year.

Over 180,000 private sector workers in the state of Hawaii do not have access to paid sick days and many any of the 180,000 are employed in the service sector industry such as restaurants or retail and interact with the public on a frequent basis.

We believe all workers should have access to a few paid sick days a year. This allows workers the ability to recover at home and help slow the spread of illnesses such as the flu or COVID without the worry of not getting paid.

Many workers in the service sector industry live paycheck-to-paycheck and struggle to make ends meet. **A day without pay means a day without groceries or a day without food on the table. It means struggling to pay a credit card bill or rent for that month and no worker should have to worry about that. A few paid sick days a year helps keep the public and co-workers safe and healthy and gives workers the financial security to stay at home and recover.**

Our recent COVID pandemic, which is still ongoing, is a reminder that we need to take illnesses seriously. Our elected officials, health agencies, and doctors strongly encouraged everyone to stay at home if they felt sick and even established mandatory quarantines if people felt ill.

The least we can do is ensure all workers have a few paid sick days so they can stay at home and keep everyone safe and healthy. The Labor Caucus asks you to please support this bill for all workers.

Thank you for the opportunity to testify.



**TESTIMONY OF TINA YAMAKI  
PRESIDENT  
RETAIL MERCHANTS OF HAWAII  
February 6, 2023  
Re: SB 342 RELATING TO PAID SICK LEAVE**

Good afternoon, Chair Moriwaki and members of the Senate Committee on Labor and Technology. I am Tina Yamaki, President of the Retail Merchants of Hawaii and I appreciate this opportunity to testify.

The Retail Merchants of Hawaii was founded in 1901 and is a statewide, not for profit trade organization committed to supporting the growth and development of the retail industry in Hawaii. Our membership includes small mom & pop stores, large box stores, resellers, luxury retail, department stores, shopping malls, on-line sellers, local, national, and international retailers, chains, and everyone in between.

The Retail Merchants of Hawaii opposes SB 342 Relating to Paid Sick Leave. This bill requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care and supplemental paid sick leave to employees under certain public health emergency conditions.

We would like to point out that there is a difference between sick leave and family leave. Sick leave is for the employee themselves who is feeling ill. Family leave is for that employee to take care of FAMILY members when the family member is ill. Employers are already required by law to provide Family Leave to employees that includes protected leave to care for family members who are ill.

**Many businesses already have a paid sick leave policy in place.** The duration of which, effective date of application and other specifics vary depending on the needs of the business and employer's resources. **Hawaii's employers are the only ones in the entire nation that is mandated to provide Health Care Insurance for their employees.** No other state mandates this and mainland employees must pay this out of pocket.

SB 342 would add another costly benefit to the list. It is important to note that **in addition to the "sick leave" compensation the employer pays to the individual taking sick leave, the employer most likely have to pay the same compensation to another employee "filling in" for this individual.**

Retailers are one of the hardest hit industries due to the pandemic and this type of ban would hurt our retailers during a time when many are still struggling to remain open. Stores had to endure astronomical increases in shipping costs and in the price of goods from manufacturers and wholesalers. And last year with the unexpected increase in employee wages at the end of the year when the minimum wage was raised. Many retailers are still struggling to pay back the debt incurred during the pandemic. **Businesses cannot afford any more hardship as we are seeing more and more retailers closing their doors forever.**

Policy makers should be focusing in on eliminating obstacles to business growth, job creation and economic stability and not adding additional costs that employers cannot afford.

We respectfully ask that you hold this measure.

Again, mahalo for this opportunity to testify.

**SB-342**

Submitted on: 2/5/2023 1:42:16 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Raymond Catania	Testifying for Hawaii Workers Center Kauai	Support	Written Testimony Only

Comments:

Dear Chair and Committee Members,

I am a retired State worker that enjoyed paid sick days and even paid family leave when I needed it. There are over 180,000 workers in Hawaii without this necessary benefit. It is not just livable wages working people need, we need a total package of a benefits like paid sick leave that will enhance the quality of life for all workers, that is a human right. I see no problem with this bill. I fully support SB342.

Ray Catania, volunteer Kauai rep for Hawaii Workers Center



# HAWAII WORKERS CENTER

Defending and Respecting the workers of  
Hawai'i

(503) WORKERS 📞

(503) 967- 5377 📠

[hawaiiworkerscenter@gmail.com](mailto:hawaiiworkerscenter@gmail.com) ✉️

[hawaiiworkerscenter.org](http://hawaiiworkerscenter.org) 🌐

February 3, 2023

Hawaii State Senate  
Committee on Labor and Technology  
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Senator Chris Lee, Vice Chair

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Committee of the  
Board

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Robyn Conboy

Co-Executive  
Directors

Tony Doroño

Sergio Alcubilla III,  
Esq.

RE: STRONG SUPPORT for S.B. 342

Dear Chair Sen. Moriwaki, Vice-Chair Sen. Lee, and Members of the Committee on Labor and Technology:

The Hawaii Workers Center envisions a Hawaii in which all workers are empowered to exercise their right to organize for their social, economic and political well-being. It is a resource of information, education, training and organizing for many of Hawaii's low-wage and immigrant workers.

The Hawaii Workers Center stands in strong support for S.B. 342 relating to paid sick leave.

With nearly 180,000 workers in Hawaii lacking access to paid sick leave, the majority working in the service industry, this bill provides a necessary health and safety net for those that need it the most.

Only 1 in 5 low-income workers currently have access to paid sick leave. When low-income workers are forced to choose between prioritizing their health or providing a paycheck for their family, many will not take an unpaid day off. We saw this during the pandemic as many workers feared suffering the possible side effects of the vaccine and thus delayed getting vaccinated.

In essence, paid sick leave is a health and safety issue as it gives workers time to recover from illness while keeping their co-workers safe. It benefits both employees and employers and should be the basics of worker protection.

The Hawaii Workers Center stands in strong support for S.B. 342 and appreciate the opportunity to testify on its importance for Hawaii's working people.

Sincerely,

Sergio J. Alcubilla  
Executive Director





## SB 342, RELATING TO PAID SICK LEAVE

FEBRUARY 6, 2023 · SENATE LABOR AND  
TECHNOLOGY COMMITTEE · CHAIR SEN. SHARON  
MORIWAKI

**POSITION:** Strong support.

**RATIONALE:** Imua Alliance **supports** SB 342, relating to paid sick leave, which requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care

**Approximately 180,000 workers lack access to sick leave in Hawai'i.** That is unconscionable, especially following the COVID-19 pandemic. For the sake of the workers who drive our economy forward and to preserve public health, we can and we must do better. We are one of Hawai'i's leading anti-trafficking victim service providers. Human trafficking is driven, in part, by systemic poverty. Enacting common-sense economic justice measures will provide the support for working families that is essential in disrupting our state's prolific slave trade.

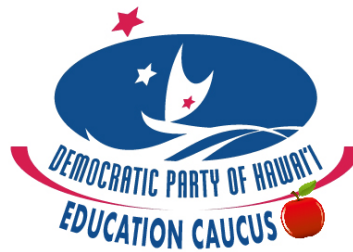
According to the United States Bureau of Labor Statistics, paid sick leave was not available to 23 percent of private industry workers in March of 2021. Moreover, these benefits were available to only 12 percent of workers in the lowest 25th percentile wage category and available to only 37 percent of workers in the highest 25th percentile of income earners, which leaves a significant segment of the nation's workers without this essential health benefit.

In Hawai'i, an estimated 42 percent of private sector workers lack access to paid sick leave, according to Hawai'i Children's Action Network Speaks!, citing a 2015 analysis by the Institute for Women's Policy Research. Low-income workers are significantly less likely to have paid sick leave benefits than other members of the workforce. Only one in five low-income workers has access to paid sick leave, even though many of these employees work in the service sector and perform jobs that require them to engage with the public, such as food servers or sales representatives.

COVID-19 made it glaringly evident that paid sick leave is needed for workers and their families to be able to quarantine, recover, and care for others without having to choose between protecting their financial security or preserving their personal health and the well-being of the community. **We are still living through the effects of the pandemic.** Therefore, we must view paid sick leave as a critical public health tool in combatting the spread of COVID-19 and other diseases that endanger public health, both now and in the future.

To allow workers the time they need to recover when they become ill, we must establish a strong paid sick leave policy for our island home. Doing so is not just a matter of financial security, but an urgent step toward healing the cracks in our broken public health system.

**Kris Coffield · Executive Director, Imua Alliance · (808) 679-7454 · [kris@imuaalliance.org](mailto:kris@imuaalliance.org)**



## **SENATE BILL 342, RELATING TO PAID SICK LEAVE**

FEBRUARY 6, 2023 · SENATE LABOR AND  
TECHNOLOGY COMMITTEE · CHAIR SEN. SHARON  
MORIWAKI

**POSITION:** Strong support.

**RATIONALE:** The Democratic Party of Hawai'i Education Caucus **supports** SB 342, relating to paid sick leave, which requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care

**Approximately 180,000 workers lack access to sick leave in Hawai'i.** That is unconscionable, especially following the COVID-19 pandemic. For the sake of the workers who drive our economy forward and to preserve public health, we can and we must do better.

According to the United States Bureau of Labor Statistics, paid sick leave was not available to 23 percent of private industry workers in March of 2021. Moreover, these benefits were available to only 12 percent of workers in the lowest 25th percentile wage category and available to only 37 percent of workers in the highest 25th percentile of income earners, which leaves a significant segment of the nation's workers without this essential health benefit.

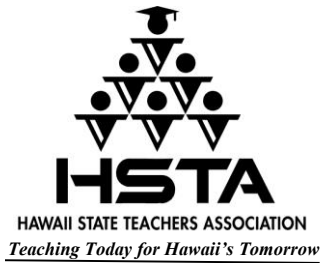
In Hawai'i, an estimated 42 percent of private sector workers lack access to paid sick leave, according to Hawai'i Children's Action Network Speaks!, citing a 2015 analysis by the Institute for Women's Policy Research. Low-income workers are significantly less likely to have paid sick leave

benefits than other members of the workforce. Only one in five low-income workers has access to paid sick leave, even though many of these employees work in the service sector and perform jobs that require them to engage with the public, such as food servers or sales representatives.

COVID-19 made it glaringly evident that paid sick leave is needed for workers and their families to be able to quarantine, recover, and care for others without having to choose between protecting their financial security or preserving their personal health and the well-being of the community. **We are still living through the effects of the pandemic.** Therefore, we must view paid sick leave is a critical public health tool in combatting the spread of COVID-19 and other diseases that endanger public health, both now and in the future.

To allow workers the time they need to recover when they become ill, we must establish a strong paid sick leave policy for our island home. Doing so is not just a matter of financial security, but an urgent step toward healing the cracks in our broken public health system.

**Kris Coffield · Chairperson, DPH Education Caucus · (808) 679-7454 · [kriscoffield@gmail.com](mailto:kriscoffield@gmail.com)**



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## TESTIMONY BEFORE THE SENATE COMMITTEE ON LABOR AND TECHNOLOGY

RE: SB 342 - RELATING TO PAID SICK LEAVE

MONDAY, FEBRUARY 6, 2023

OSA TUI, JR., PRESIDENT  
HAWAII STATE TEACHERS ASSOCIATION

Chair Moriwaki and Members of the Committee:

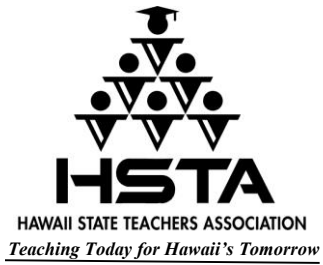
The Hawaii State Teachers Association **supports HB 342**, relating to paid sick leave. The bill requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or need medical care and supplemental paid sick leave to employees under certain public health emergency conditions.

While our members are fortunate enough to have paid sick leave provided for us as a part of our collective bargaining agreement, far too many of Hawaii's workers do not. In fact, in Hawaii, an estimated 42% of private sector workers lack paid sick leave. Unpaid caregivers provide 131 million hours of care a year in Hawaii at a value of \$2.1 billion.

As a result, those workers are forced to make the difficult choice between taking time off to care for themselves when they are sick and receive no wage, or going to work and getting worse, or making sick those they work with. The choice can be even more painful when they have a family member who is ill.

The United State is the only industrialized country in the world that does not require employers to provide paid sick leave to their employees.

The COVID-19 pandemic shined a light on this unfortunate reality. The lack of paid sick leave in Hawaii not only cost employees in wages, but also their health. And it put at risk their fellow employees and customers. We learned who some of the real



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President

Logan Okita.  
Vice President

Lisa Morrison  
Secretary-Treasurer

Ann Mahi  
Executive Director

“essential workers” are and many of them are minimum wage workers with no paid sick leave.

**As such, we believe it is time for the state to require employers to provide a minimum amount of paid sick leave to their employees. It is good for the employees, it’s good for the employer, and good for our economy.**

To take care of the needs of Hawai’i’s workers, the Hawaii State Teachers Association asks your committee to **support** this bill.



## HIPHI Board

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Department of Pediatrics

Titiimaea Ta'ase, JD  
State of Hawai'i, Deputy Public  
Defender

## HIPHI Initiatives

Coalition for a  
Tobacco-Free Hawai'i

Community Health  
Worker Initiative

COVID-19 Response

Hawai'i Drug & Alcohol Free  
Coalitions

Hawai'i Farm to School Hui

Hawai'i Oral Health Coalition

Hawai'i Public Health Training Hui

Healthy Eating + Active Living

Kūpuna Collective

Date: February 6, 2023

To: Senator Sharon Moriwaki, Chair  
Senator Chris Lee, Vice Chair  
Members of the Senate Committee on Labor and Technology

Re: Support for SB 342, Relating to Paid Sick Leave

Hrg: Monday, February 6, 2023, at 3:00 PM, Conf Rm 224

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The Hawai'i Public Health Institute<sup>i</sup> (HIPHI), is in **support of SB 342**, which will provide a minimum amount of paid sick days to employees to be used to care for themselves or a family member who is ill or needs medical care and supplemental paid sick leave to employees under certain public health emergency conditions.

### **All employees need to be able to take sick days.**

Many of the lower-income sector employees, such as restaurant and retail employees, who work paycheck-to-paycheck do not have paid time off to recover from an illness or take care of a family member who is suffering from an illness. These employees are part of the 180,000 private sector employees who suffer because they do not have the ability to accrue any sick days.

In particular, these employees were severely impacted during the COVID-19 pandemic. Unable to take paid leave, they had to make very difficult choices, let a sick child be alone or be able to feed them, go to work sick and expose others or be able to pay for housing and other necessities. No one should be faced with decisions such as these because they are ill.

Not only are these choices inhumane, and they also put public health at risk. As we know, limiting exposure is the only way not to spread highly contagious, communicable diseases. The best way to limit exposure is through quarantining and not going into public.

When we force people to choose between their health and feeding and housing themselves and their loved ones, we cut at the fabric that ensures stable and healthy communities. It is time to provide the bare necessity of ensuring all employees are able to accrue seven days of sick leave.

Hawai'i needs policies that protect the health and well-being of workers and the public, especially in the face of public health emergencies. We appreciate that this committee is considering moving this critical public health measure forward.

Thank you for the opportunity to provide testimony in **SUPPORT** of **SB 342**.

Mahalo,

*Peggy Mierzwa*

Peggy Mierzwa  
Advocacy & Policy Director  
Hawai'i Public Health Institute

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<sup>i</sup> Created by the legislature in 2012, the Obesity Prevention Task Force comprises over 60 statewide organizations and makes recommendations to reshape Hawai'i's school, work, community, and healthcare 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.



**LATE**



Hawaii Credit Union League

Your Partner For Success

Unite  
for  
Good

1654 South King Street  
Honolulu, Hawaii 96826-2097  
Telephone: (808) 941.0556  
Fax: (808) 945.0019  
Web site: [www.hcul.org](http://www.hcul.org)  
Email: [info@hcul.org](mailto:info@hcul.org)

Testimony to the Senate Committee on Labor & Technology  
Monday, February 6, 2023  
3:00 pm  
Conference Room 224

Comments Re: SB 342. Relating to Paid Sick Leave

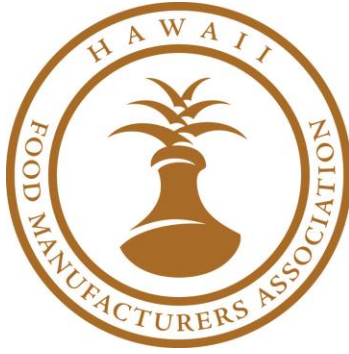
To: The Honorable Sharon Moriwaki, Chair  
The Honorable Chris Lee, Vice-Chair  
Members of the Committee

My name is Stefanie Sakamoto, and I am testifying on behalf of the Hawaii Credit Union League, the local trade association for 47 Hawaii credit unions, representing over 864,000 credit union members across the state.

HCUL offers the following comments on SB 342, Relating to Paid Sick Leave. This bill would require employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care and supplemental paid sick leave to employees under certain public health emergency conditions.

While we understand the intent of this legislation, we have concerns with its structure and administration. It is unclear with regards to how this leave program would interact with current federal requirements, and the recordkeeping component would cause confusion and administrative cost. This could cause the unintended consequence of employers needing to scale back in other ways in order to comply with the administrative expense. Further, we have concerns with how HIPAA laws may apply or contradict requirements in this bill for disclosure of medical care.

Thank you for the opportunity to provide comments on this issue.



**LATE**

**Testimony to the Senate Committee on Labor and Technology  
Monday, February 6<sup>th</sup>, 2023, at 3:00 P.M.  
Conference Room 224 & Via Videoconference**

**RE: SB 342 Relating to Paid Sick Leave**

Chair Moriwaki, Vice Chair Lee, and Members of the Committee:

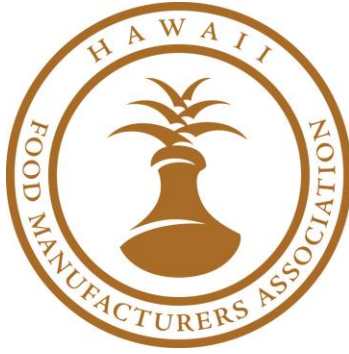
The Hawaii Food Manufacturers Association **does not support** SB 342, which Requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care and supplemental paid sick leave to employees under certain public health emergency conditions.

The Hawaii Food Manufacturers Association (HFMA) is a non-profit organization of approximately 120 members that has been promoting Hawaiian grown or manufactured products since 1977. The HFMA works to increase the understanding and appreciation of the unique flavors, quality, and care that go into the production of Hawaii's fine foods and beverages represented by our valued members and enjoyed by our valued community.

The food manufacturing industry in Hawaii generates \$900 million in annual revenue and is the largest manufacturing sector in the state using local inputs according to the Hawaii State Department of Business, Economic Development and Tourism. The industry provides over 6,100 jobs in the state and an annual payroll of more than \$160 million.

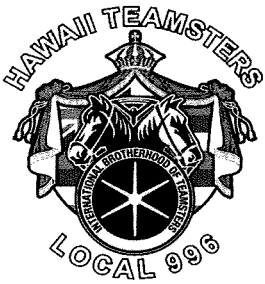
This is another mandated benefit that will increase the cost to food manufacturers and could stifle job growth. Many of our small manufacturers do not have a large administrative staff to help manage this potential new benefit. This bill creates a huge burden on employers to administratively manage the accumulation and usage of sick leave for minimum wage workers.

We also oppose the reasons for which workers may utilize sick leave that are beyond the employee's health. Sick leave is generally a benefit for the employee to take care of their own health. This provision provides a broader leave which will only provide additional burden to employers and may reduce benefits and compensation in other ways.



While most workers utilize their sick leave only when ill, there is a percentage of workers who abuse this benefit. CareerBuilder.com reported that 1 in 4 workers consider sick leave to be vacation time. This bill would make it very difficult for employers to manage their employees and the benefits provided.

Thank you for the opportunity to testify.



# HAWAII TEAMSTERS & ALLIED WORKERS LOCAL 996

Affiliated with the International Brotherhood of Teamsters

[Local996@hawaiiTEAMSTERS.com](mailto:Local996@hawaiiTEAMSTERS.com)

1817 Hart Street  
Honolulu, HI 96819-3205

Telephone: (808) 847-6633  
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**LATE**

The Thirty-Second Legislature, State of Hawai'i  
Hawai'i State Senate  
Committee on Labor and Technology

Testimony by  
Hawai'i Teamsters & Allied Workers  
Local 996

February 6, 2023

S.B. 342 RELATING TO PAID SICK LEAVE

**KEVIN HOLU**  
President/Principal Officer

**JOELLE HUSSEY**  
Secretary – Treasurer

**WALTER FOX III**  
Vice President

**TAVESI AUGAFA**  
Recording Secretary

**FELIPE "PACO" ANGUIANO**  
Trustee

**BEVERLY TUSI**  
Trustee

**JONATHAN LEO REED**  
Trustee

The Hawai'i Teamsters & Allied Workers is a local union with over 6,000 members across both public and private sectors. We appreciate the opportunity to testify in **strong support** of S.B. 342

Paid sick leave is an investment in employee retention, worker wellbeing, and safe workplaces. Merely having protected time off but losing money when taking unpaid leave to care for oneself or a sick family member magnifies job, housing, food, and health insecurities.

Protected paid time off lends itself to increased quality of life and job satisfaction, in a community that values ohana, paid sick leave will help to keep workers out of hardships when they are called to care for themselves, their keiki, or kupuna.

We appreciate your consideration of our testimony in **strong support** to S.B. 342.

Respectfully

Kevin Holu  
President

**Committee**

**Room**

**Date/Time**

LBT

CR 224 & Videoconference

Feb 6, 2023 3:00 PM

Bill No: SB1490

**LATE**

Testifier's Full Name: SERGE Mcubite

**Your position: (check one)**

- Support
- Oppose
- Comments Only

**Testifying: (check one)**

- As an individual citizen
- On behalf of an organization (name of government agency, organization, or business you are representing)

Hawaii Workers Center

**Comments: (optional)**

**SB-342**

Submitted on: 2/3/2023 11:25:56 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Nanea Lo	Individual	Support	Written Testimony Only

Comments:

Hello,

My name is Nanea Lo. I'm born and raised in the Hawaiian Kingdom a Kanaka Maoli.

I'm writing in STRONG SUPPORT of SB342 because:

- Currently, approximately 180,000 workers in Hawai'i lack access to sick leave, most of whom work in the service industry.
- Low-income workers are significantly less likely to have paid sick leave than other members of the workforce. Only one in five low-income workers has access to paid sick leave.
- Paid sick leave is essential to preserving personal and public health, giving employees time to recover from illness and prevent contagions from spreading to the community.

Support us working class people that make this world go round.

Pass SB342.

me ke aloha 'āina,

Nanea Lo, Mō'ili'ili

**Senator Sharon Y. Moriwaki, Chair**  
**Senator Chris Lee, Vice Chair**

SB342, RELATING TO PAID SICK LEAVE

Date: Monday, February 6th, 2023

Time: 3:00 PM

Place: Conference Room 224 & Videoconference

State Capitol

415 South Beretania Street

**Re: In SUPPORT of SB342**

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Aloha Chair Sharon Y. Moriwaki, Vice Chair Chris Lee, and Members of the Committee:

I am Lezlee Cabaya, a graduate student at UH Manoa School of Social Work and Public Health. I am not representing the school or department, but I would like to provide my own statement. **I am testifying in favor of SB342: Relating to paid sick leave.** According to the National Partnership for Women & Families (2020), replacing workers can cost anywhere from 16 to 200 percent of annual compensation. Paid sick days reduces turnover, which leads to reduced costs incurred from advertising, interviewing and training new hires. Roughly 40% of Hawaii's workers lack access to a single day of leave from work. A lack of paid sick leave threatens the health and economic well-being of our families and workers especially during this time.

Women now comprise nearly half of the nation's workforce, and 70% of mothers with children are in the labor force. Mothers are primarily responsible for accompanying children to appointments. Nearly four in 10 working mothers say they must miss work when a sick child needs to stay home, compared to 3 percent of working men. Among these mothers, 60 percent do not get paid. One-fifth of women workers report that they have lost a job or were told they would lose a job for taking time off due to personal or family illness.

I witnessed loved ones having to do emergency surgeries and being told from doctors that full recovery would take up to three months. Although they have the opportunity to stay home due to doctors orders, they have no choice but return to work due to unpaid leave and worrying how the bills will be paid. A barrier that family members may encounter is difficulty in finding additional help to care for ill family members. Finding additional help may require additional funding or making accommodations with other family members/friends. I believe that it's time to end difficulties for workers in having to choose between staying home to care for self/others and not getting paid or going to work and increasing the risk of passing illnesses to fellow workers and customers.

Support of SB342 will allow workers the ability to care or recover without loss of income. Additionally, children of working families who are ill will be able to remain at home being cared for by their parents/guardians. It will also provide the workers with better health, less stress, and more satisfaction with their job.

Thank you for the opportunity to testify. I respectfully urge you to support the passage of this bill.

Sincerely,

Lezlee Cabaya

**SB-342**

Submitted on: 2/3/2023 12:09:24 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Ryan Samonte	Individual	Support	Written Testimony Only

Comments:

As a father, I **SUPPORT** SB342 to have options to care for myself, my family, and my child in case of any need while maintaining our financial means and keeping others safe.

Thank you for the opportunity to support the bill.



**SB-342**

Submitted on: 2/4/2023 5:59:38 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Julianna Davis	Individual	Support	Written Testimony Only

Comments:

Aloha,

My name is Julianna Davis and I am in full support of SB342 relating to paid sick leave. Throughout my life I have worked so many shifts where I was feeling sick, whether it be a cold, with the flu, with stomach cramps. If I had paid sick leave during many of these painful shifts, I would have been able to take care of myself and my community by staying home. So many workers in Hawai'i, 180,000 approximately, do not have access to paid sick leave. I am in full support of this bill as it would be a huge stride forward for caring for the wellbeing of workers in Hawai'i and improving access to paid sick leave.

Mahalo for your time and consideration.

Julianna Davis

**SB-342**

Submitted on: 2/4/2023 8:53:31 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Noel Kent	Individual	Support	Written Testimony Only

Comments:

We all know about the problems of food insecurity and housing facing tens of thousands of our lower paid workerw these days. An illness can force them to lose pay or even eviction and hunger. I volunteer in a food bank and know this well. Please pass SB342 which will provide sick leave for all workers in Hawai'i. I had as a UH faculty member and everyone deserves it.

Mahalo. Noel Kent

**SB-342**

Submitted on: 2/4/2023 9:10:46 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Janis Turner	Individual	Support	Written Testimony Only

Comments:

The ability to take time off from work due to illness without fear of income or job loss is essential for the well-being of the employee as well as for those who might come in contact with an employee with a contagious disease. Workers are human beings, not disposable trash.

**SB-342**

Submitted on: 2/4/2023 9:16:35 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Bradford Baang	Individual	Support	Written Testimony Only

Comments:

Now more than ever, with continuous new covid strains, we don't need sick workers to show up for work because they can't afford no-work without pay. So now they'll show up for work sick because at the minimum, they and their families need to eat, be sheltered and clothed. For the health and dignity of all of Hawaii workers, please pass SB342 and provide sick pay leave for all workers.

**SB-342**

Submitted on: 2/4/2023 9:19:21 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Norris Thomlinson	Individual	Support	Written Testimony Only

Comments:

Covid-19 exposed the risks to individuals and to the larger community of not providing adequate sick leave to works, especially to those in daily contact with the general public. Please support SB342 to help safeguard everyone's health, starting with those already struggling to get by on minimum wage or close to it. Mahalo,

Norris Thomlinson  
Puna, Big Island

**SB-342**

Submitted on: 2/4/2023 9:37:47 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Teresa Landreau	Individual	Support	Written Testimony Only

Comments:

Please support paid sick leave for all Hawai'i workers. This will protect us all by reducing the risk of contagious sick folk coming to work in order to pay their bills. Health care costs are reduced when preventative measures reduce the spread of disease. We all thrive from a healthier community. This measure is a suitable companion to other efforts to support the working poor in Hawai'i. Please live up to all the campaign talk about supporting Hawai'ian families and make this bill happen.

Mahalo.

**SB-342**

Submitted on: 2/4/2023 9:46:05 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Robin Worley	Individual	Support	Written Testimony Only

Comments:

Sick leave is an important right for all workers in Hawaii. I support this bill.

Mahalo,

Robin Worley

**SB-342**

Submitted on: 2/4/2023 9:47:10 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Lorna Holmes	Individual	Support	Written Testimony Only

Comments:

It is vital to the health of both working people and those they work with that paid sick leave from work be available. Please pass this important bill

Mahalo, Lorna Holmes Honolulu 96817



**SB-342**

Submitted on: 2/4/2023 10:03:00 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Susan Stayton	Individual	Support	Written Testimony Only

Comments:

Dear Senators,

Paid sick leave is vital to maintain a healthy and vital economy. When workers do not have paid sick leave, they often come to work ill because they cannot afford to stay home without pay. Businesses win, not lose, from this type of benefit. We must care for our working citizens. Please support this bill.

Regards,

Susan Stayton, former small business owner, Lawai, HI

**SB-342**

Submitted on: 2/4/2023 10:23:23 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Nikos Leverenz	Individual	Support	Written Testimony Only

Comments:

Chair Moriwaki, Vice-Chair Lee, and Members of the Committee:

I write in **strong support** of SB 342.

Please establish a minimum of 7 accrued paid sick days a year. Workers should have the financial security to stay at home, recover, and help slow the spread of illnesses such as the flu or COVID-19.

Notably, **over 180,000 Hawaii workers lack access to sick leave**, many of them in our vital service sector. This means co-workers and the public are potentially exposed to illnesses such as COVID-19 which could be detrimental to their health.

Ultimately, paid sick days are an essential policy that protects the health and well-being of workers and the public—especially during an era of uncertainty surrounding our most recent COVID-19 pandemic.

Mahalo for the opportunity to provide testimony.

**SB-342**

Submitted on: 2/4/2023 10:31:18 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
William R. Higa	Individual	Support	Written Testimony Only

Comments:

This bill is a common sense solution for helping our workers in Hawaii. Please vote to adopt it!

**SB-342**

Submitted on: 2/4/2023 10:38:14 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Christopher Boscole	Individual	Support	Written Testimony Only

**Comments:**

Currently, approximately 180,000 workers in Hawai'i lack access to sick leave, most of whom work in the service industry. This is a basic human need and its past due time for Hawaii to stand behind these workers with already low wages that make up a large part of our economy with paid sick leave.

**SB-342**

Submitted on: 2/4/2023 10:41:06 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Marilyn Mick	Individual	Support	Written Testimony Only

Comments:

*In Hawai‘i, over 180,000 private sector workers do not have access to paid sick days. Most of them are lower-income service sector workers such as restaurant or retail workers that often work paycheck-to-paycheck and struggle to make ends meet.*

*What we are seeking is to establish a minimum of 7 accrued paid sick days a year so workers can have the financial security to stay at home, recover and help slow the spread of illnesses such as the flu or Covid-19. Unfortunately, many workers who do not have paid sick days often attend work sick because they cannot afford to take an unpaid day off. This means co-workers and the public are potentially exposed to illnesses such as Covid which could be detrimental to their health.*

*Ultimately, paid sick days are an essential policy that protects the health and well-being of workers and the public—especially during an era of uncertainty surrounding our most recent Covid pandemic.*

*Sincerely, Marilyn Mick, Honolulu*

**SB-342**

Submitted on: 2/4/2023 10:48:44 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Greg Crawford	Individual	Support	Written Testimony Only

Comments:

*In Hawai'i, over 180,000 private sector workers do not have access to paid sick days. Most of them are lower-income service sector workers such as restaurant or retail workers that often work paycheck-to-paycheck and struggle to make ends meet.*

*What we are seeking is to establish a minimum of 7 accrued paid sick days a year so workers can have the financial security to stay at home, recover and help slow the spread of illnesses such as the flu or Covid-19. Unfortunately, many workers who do not have paid sick days often attend work sick because they cannot afford to take an unpaid day off. This means co-workers and the public are potentially exposed to illnesses such as Covid which could be detrimental to their health.*

*Ultimately, paid sick days are an essential policy that protects the health and well-being of workers and the public—especially during an era of uncertainty surrounding our most recent Covid pandemic*

*Mahalo,  
Gregory Crawford*

**SB-342**

Submitted on: 2/4/2023 11:01:19 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
tlaloc tokuda	Individual	Support	Written Testimony Only

Comments:

Dear LBT Chair, Vice Chair & Committee,

I support AB342 because it will lead to a fairer, healthier, more inclusive Hawaiian society. I did my Masters and part of my PhD at UH, but i went to work in Australia. imagine my surprise when i was first hired (1983) i received 4 weeks, holiday after my first year of employment, - i received 2 weeks of paid sick leave (and i could accumulate sick days i didn't use) -

*In Hawai'i, over 180,000 private sector workers do not have access to paid sick days. Most of them are lower-income service sector workers such as restaurant or retail workers that often work paycheck-to-paycheck and struggle to make ends meet.*

*What we are seeking is to establish a minimum of 7 accrued paid sick days a year so workers can have the financial security to stay at home, recover and help slow the spread of illnesses such as the flu or Covid-19. Unfortunately, many workers who do not have paid sick days often attend work sick because they cannot afford to take an unpaid day off. This means co-workers and the public are potentially exposed to illnesses such as Covid which could be detrimental to their health.*

*Ultimately, paid sick days are an essential policy that protects the health and well-being of workers and the public—especially during an era of uncertainty surrounding our most recent Covid pandemic.*

Mahalo for your consideration,

tlaloc tokuda

Kailua Kona, HI 96740

**SB-342**

Submitted on: 2/4/2023 12:29:47 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Nanea Lo	Individual	Support	Written Testimony Only

Comments:

Hello,

My name is Nanea Lo. I'm born and raised in the Hawaiian Kingdom a Kanaka Maoli.

I'm writing in STRONG SUPPORT of SB1543.

This bill is modeled after the successful programs of both Maine and Connecticut. We should follow in their path to further support publicly funded elections to see real people in office who come and care from their communities. We need people to have support when they feel called to run for office.

Support and pass SB1543.

me ke aloha 'āina,

Nanea Lo, Mō'ili'ili



**SB-342**

Submitted on: 2/4/2023 1:04:03 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Dominique Meyer Gere	Individual	Support	Written Testimony Only

Comments:

In Hawai‘i, over 180,000 private sector workers do not have access to paid sick days. Most of them are lower-income service sector workers such as restaurant or retail workers that often work paycheck-to-paycheck and struggle to make ends meet.

What we are seeking is to establish a minimum of 7 accrued paid sick days a year so workers can have the financial security to stay at home, recover and help slow the spread of illnesses such as the flu or Covid-19. Unfortunately, many workers who do not have paid sick days often attend work sick because they cannot afford to take an unpaid day off. This means co-workers and the public are potentially exposed to illnesses such as Covid which could be detrimental to their health.

Ultimately, paid sick days are an essential policy that protects the health and well-being of workers and the public—especially during an era of uncertainty surrounding our most recent Covid pandemic.

**SB-342**

Submitted on: 2/4/2023 1:44:05 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kate Paine	Individual	Support	Written Testimony Only

Comments:

Support that that supports small businesses

**SB-342**

Submitted on: 2/4/2023 3:23:15 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Robert Kiriemo	Individual	Support	In Person

Comments:

I strongly support SB 342.

**SB-342**

Submitted on: 2/4/2023 4:06:08 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jonathan Cender	Individual	Support	Written Testimony Only

Comments:

*Support SB342 -- In Hawai‘i, over 180,000 private sector workers do not have access to paid sick days. Most of them are lower-income service sector workers such as restaurant or retail workers that often work paycheck-to-paycheck and struggle to make ends meet.*

*What we are seeking is to establish a minimum of 7 accrued paid sick days a year so workers can have the financial security to stay at home, recover and help slow the spread of illnesses such as the flu or Covid-19. Unfortunately, many workers who do not have paid sick days often attend work sick because they cannot afford to take an unpaid day off. This means co-workers and the public are potentially exposed to illnesses such as Covid which could be detrimental to their health.*

*Ultimately, paid sick days are an essential policy that protects the health and well-being of workers and the public—especially during an era of uncertainty surrounding our most recent Covid pandemic.*

Jonathan Cender, Koloa, Kauai

**SB-342**

Submitted on: 2/4/2023 7:42:46 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Judith Wilhoite	Individual	Support	Written Testimony Only

Comments:

Just think, Hawaii could join with Arizona, California, Colorado, Connecticut, Maryland, Massachusetts, Michigan, New Jersey, New Mexico, Oregon, Rhode Island, Vermont, Washington, and Washington D.C. in providing a basic need to all of our working people, mandatory sick leave. This bill covers all the reasons why this is necessary, the benefits it will provide to our families, the benefits that will come to the community, and the details to implement the program. It is a winner in every way - let's do this!!

**SB-342**

Submitted on: 2/4/2023 8:25:46 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Elizabeth Hansen	Individual	Support	Written Testimony Only

Comments:

*In Hawai‘i, over 180,000 private sector workers do not have access to paid sick days. Most of them are lower-income service sector workers such as restaurant or retail workers that often work paycheck-to-paycheck and struggle to make ends meet.*

*What we are seeking is to establish a minimum of 7 accrued paid sick days a year so workers can have the financial security to stay at home, recover and help slow the spread of illnesses such as the flu or Covid-19. Unfortunately, many workers who do not have paid sick days often attend work sick because they cannot afford to take an unpaid day off. This means co-workers and the public are potentially exposed to illnesses such as Covid which could be detrimental to their health.*

*Ultimately, paid sick days are an essential policy that protects the health and well-being of workers and the public—especially during an era of uncertainty surrounding our most recent Covid pandemic.*

Please pass this bill. Mahalo.

Elizabeth Hansen, Hakalau HI 96710

**SB-342**

Submitted on: 2/4/2023 9:00:33 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Rodger Hansen	Individual	Support	Written Testimony Only

Comments:

*Aloha, In Hawai‘i, over 180,000 private sector workers do not have access to paid sick days. Most of them are lower-income service sector workers such as restaurant or retail workers that often work paycheck-to-paycheck and struggle to make ends meet.*

*What we are seeking is to establish a minimum of 7 accrued paid sick days a year so workers can have the financial security to stay at home, recover and help slow the spread of illnesses such as the flu or Covid-19. Unfortunately, many workers who do not have paid sick days often attend work sick because they cannot afford to take an unpaid day off. This means co-workers and the public are potentially exposed to illnesses such as Covid which could be detrimental to their health.*

*Ultimately, paid sick days are an essential policy that protects the health and well-being of workers and the public—especially during an era of uncertainty surrounding our most recent Covid pandemic.*

*Mahalo, Rodger Hansen, Hakalau HI 96710*

**SB-342**

Submitted on: 2/4/2023 10:40:39 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
John Kawamoto	Individual	Support	Written Testimony Only

Comments:

In Hawai‘i, over 180,000 private sector workers do not have access to paid sick days. Most of them are lower-income service sector workers such as restaurant or retail workers that often work paycheck-to-paycheck and struggle to make ends meet.

What we are seeking is to establish a minimum of 7 accrued paid sick days a year so workers can have the financial security to stay at home, recover and help slow the spread of illnesses such as the flu or Covid-19. Unfortunately, many workers who do not have paid sick days often attend work sick because they cannot afford to take an unpaid day off. This means co-workers and the public are potentially exposed to illnesses such as Covid which could be detrimental to their health.

Ultimately, paid sick days are an essential policy that protects the health and well-being of workers and the public—especially during an era of uncertainty surrounding our most recent Covid pandemic.



**SB-342**

Submitted on: 2/4/2023 10:49:50 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Tony Radmilovich	Individual	Support	Written Testimony Only

Comments:

Please pass this long overdue bill! Thank you

**SB-342**

Submitted on: 2/4/2023 11:10:47 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Keahi Kuikahi	Individual	Support	Written Testimony Only

Comments:

Chair Moriwaki, Vice Chair Lee and Members of the Senate Committee on Labor and Technology,

My name is Keahi Kuikahi. I've been a member of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i, for 4 years. I support SB 342.

Over 180,000 private sector workers in the state of Hawaii do not have access to paid sick days and many of the 180,000 are employed in the service sector industry such as restaurants or retail and interact with the public on a frequent basis.

We believe all workers should have access to a few paid sick days a year. This allows workers the ability to recover at home and help slow the spread of illnesses such as the flu or Covid without the worry of not getting paid. Many workers in the service sector industry live paycheck-to-paycheck and struggle to make ends meet. A day without pay means a day without groceries or a day without food on the table. It means struggling to pay a credit card bill or rent for that month and no worker should have to worry about that.

It is for these reasons that I humbly ask your committee to support SB 342. Thank you for the opportunity to testify.

In Solidarity,

Sincerely, Keahi Kuikahi

Member, IATSE 665

**SB-342**

Submitted on: 2/5/2023 2:36:48 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Valerie Y O Kim	Individual	Support	Written Testimony Only

Comments:

*In Hawai‘i, many private sector workers do not have access to paid sick days. Most of them are lower-income service sector workers such as restaurant or retail workers that often work paycheck-to-paycheck and struggle to make ends meet.*

*What we are seeking is to establish a minimum of 7 accrued paid sick days a year so workers can have the financial security to stay at home, recover and help slow the spread of illnesses such as the flu or Covid-19. Unfortunately, many workers who do not have paid sick days often attend work sick because they cannot afford to take an unpaid day off. This means co-workers and the public are potentially exposed to illnesses such as Covid which could be detrimental to their health.*

*Ultimately, paid sick days are an essential policy that protects the health and well-being of workers and the public—especially during an era of uncertainty surrounding our most recent Covid pandemic.*

**Chair Sharon Moriwaki**  
**Vice Chair Chris Lee**

**Senate Committee on Labor & Technology**

**Monday, February 6, 2023**  
**3:00PM**

**TESTIMONY IN STRONG SUPPORT OF SB342 RELATING TO PAID SICK LEAVE**

Aloha Chair Moriwaki, Vice Chair Lee, Members of the Senate Committee on Labor & Technology,

My name is Jun Shin. I am a graduate of the University of Hawai‘i at Mānoa, a son of the working class, and a member of the Hawai‘i State Youth Commission, testifying as an individual in **Strong Support** of **SB342**, Relating to Paid Sick Leave.

In Hawai‘i, over 180,000 private sector workers do not have access to paid sick days. Most of them are lower-income service sector workers such as restaurant and retail workers that often work paycheck-to-paycheck and struggle to make ends meet, many without the protection of labor union membership and a negotiated contract.

If my fellow worker is to get sick, they should have the right to stay at home without having to force themselves to go to work. It is a twisted reality that a worker would lose much needed income and/or benefits for themselves and their families because they chose to take care of their health and wellbeing instead. Since a worker is forced to clock in to one or more jobs, it only makes it harder for that worker to recover (potentially even worsening their condition) and it also puts their co-workers and the public at risk of also getting sick too. It should be more, but **I support at least a bare minimum of 7 accrued paid sick days a year**. This is a serious public health concern that the legislature must address for the whole community.

**PASS Senate Bill 342** out of your committee and continue to fight for the interests of Hawai‘i’s working class.

Mahalo for the opportunity to testify,

Jun Shin,  
State House District 23 | State Senate District 12  
Cell: 808-255-6663  
Email: junshinbusiness729@gmail.com.

**SB-342**

Submitted on: 2/5/2023 7:12:54 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alan Lloyd	Individual	Support	Written Testimony Only

Comments:

*In Hawai‘i, over 180,000 private sector workers do not have access to paid sick days. Most of them are lower-income service sector workers such as restaurant or retail workers that often work paycheck-to-paycheck and struggle to make ends meet.*

*What we are seeking is to establish a minimum of 7 accrued paid sick days a year so workers can have the financial security to stay at home, recover and help slow the spread of illnesses such as the flu or Covid-19. Unfortunately, many workers who do not have paid sick days often attend work sick because they cannot afford to take an unpaid day off. This means co-workers and the public are potentially exposed to illnesses such as Covid which could be detrimental to their health.*

*Ultimately, paid sick days are an essential policy that protects the health and well-being of workers and the public—especially during an era of uncertainty surrounding our most recent Covid pandemic.*

**SB-342**

Submitted on: 2/5/2023 8:38:53 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Bob Kinsey	Individual	Support	Written Testimony Only

Comments:

I can only speak from my experience of working in a unionized hospital which provided generous sick leave for its employees. I rarely was sick, but after my mom had a stroke at age 89, I was able to provide her the assistance she needed by getting her to physician appointments and being with her when she was hospitalized. I was only able to do that because I had paid sick leave

Perhaps a critical value of paid sick leave is for it be able to accumulate throughout the career of an employee. There were definitely years when taking care of my mom consumed more than one year's allotment.

Mahalo for taking the time to read this

Bob Kinsey

Kihei, HI

**SB-342**

Submitted on: 2/5/2023 8:51:40 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Raimar Bylaardt II	Individual	Support	Written Testimony Only

Comments:

*Chair Moriwaki, Vice Chair Lee and Members of the Senate Committee on Labor and Technology,*

*My name is RaimarBylaardtII. I've been a member of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i, for 20 year. I support SB 342.*

*Over 180,000 private sector workers in the state of Hawaii do not have access to paid sick days and many of the 180,000 are employed in the service sector industry such as restaurants or retail and interact with the public on a frequent basis.*

*We believe all workers should have access to a few paid sick days a year. This allows workers the ability to recover at home and help slow the spread of illnesses such as the flu or Covid without the worry of not getting paid. Many workers in the service sector industry live paycheck-to-paycheck and struggle to make ends meet. A day without pay means a day without groceries or a day without food on the table. It means struggling to pay a credit card bill or rent for that month and no worker should have to worry about that.*



*It is for these reasons that I humbly ask your committee to support SB 342. Thank you for the opportunity to testify.*

*In Solidarity,*

*Sincerely,*

*Raimar Bylaardt II*

*Member, IATSE 665*

**SB-342**

Submitted on: 2/5/2023 10:15:10 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Cathie Valdovino	Individual	Support	Written Testimony Only

Comments:

*Chair Moriwaki, Vice Chair Lee and Members of the Senate Committee on Labor and Technology,*

*My name is Cathie Valdovino. I've been a member of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i, for 28 years. I support SB 342.*

*Over 180,000 private sector workers in the state of Hawaii do not have access to paid sick days and many of the 180,000 are employed in the service sector industry such as restaurants or retail and interact with the public on a frequent basis.*

*We believe all workers should have access to a few paid sick days a year. This allows workers the ability to recover at home and help slow the spread of illnesses such as the flu or Covid without the worry of not getting paid. Many workers in the service sector industry live paycheck-to-paycheck and struggle to make ends meet. A day without pay means a day without groceries or a day without food on the table. It means struggling to pay a credit card bill or rent for that month and no worker should have to worry about that.*

*It is for these reasons that I humbly ask your committee to support SB 342. Thank you for the opportunity to testify.*

*In Solidarity,*

Cathie Valdovino

*Sincerely*

*Cathie Valdovino*

*Member, IATSE 665*

"



**SB-342**

Submitted on: 2/5/2023 11:10:34 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Stephenie Blakemore	Individual	Support	Written Testimony Only

Comments:

Aloha

Passage of this bill will ensure that Hawaii's families can take care of their families in the most significant way: to be there as only family can. Employees and employers know this, and supporting this concept through passage of SB342 will be of great service to your constituents as well as their families.

Mahalo

**SB-342**

Submitted on: 2/5/2023 11:41:32 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Michele Fowler	Individual	Support	Written Testimony Only

Comments:

*Chair Moriwaki, Vice Chair Lee and Members of the Senate Committee on Labor and Technology,*

*My name is Michele Fowler. I've been a member of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i, for 1 year. I support SB 342.*

*Over 180,000 private sector workers in the state of Hawaii do not have access to paid sick days and many of the 180,000 are employed in the service sector industry such as restaurants or retail and interact with the public on a frequent basis.*

*We believe all workers should have access to a few paid sick days a year. This allows workers the ability to recover at home and help slow the spread of illnesses such as the flu or Covid without the worry of not getting paid. Many workers in the service sector industry live paycheck-to-paycheck and struggle to make ends meet. A day without pay means a day without groceries or a day without food on the table. It means struggling to pay a credit card bill or rent for that month and no worker should have to worry about that.*

*It is for these reasons that I humbly ask your committee to support SB 342. Thank you for the opportunity to testify.*

*In Solidarity,*

*Sincerely,*

*Michele Fowler*

*Member, IATSE 665*

**SB-342**

Submitted on: 2/5/2023 11:58:12 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jane E Arnold	Individual	Support	Written Testimony Only

Comments:

Please pass SB342. All workers need paid sick leave, for their own health and the health of their co-workers.



**SB-342**

Submitted on: 2/5/2023 12:15:28 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Will Caron	Individual	Support	Written Testimony Only

Comments:

I strongly support SB342 to establish a system of Paid Sick Leave for Hawai'i's 180,000+ private sector worker who currently have no access to this important working family program. The COVID-19 pandemic showed exactly why this policy is essential to both public health and economic health. It's also a social and racial equity policy that will benefit women and people of color, who account for a higher percentage of the mainly service industry workforce that currently lacks access to paid sick days. Please pass SB342.

**SB-342**

Submitted on: 2/5/2023 12:27:33 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Marya Grambs	Individual	Support	Written Testimony Only

Comments:

I'm writing in strong support of SB342. Most people are unaware of the fact that thousands of workers do not get paid sick leave, but have to go in to work sick or lose their pay. Most are low-income workers. When people go in to work sick, they risk infecting others -- this is especially true of restaurant and retail workers -- how do you feel that someone waiting on you is possibly sick because they couldn't afford to stay home!? Most of "us" assume everyone gets sick leave: when I mention this to people they are surprised to learn that's not true. It's really inhumane not to let people stay home when they're ill.

Please pass this bill. Thank you.

**SB-342**

Submitted on: 2/5/2023 12:36:38 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Maki Morinoue	Individual	Support	Written Testimony Only

Comments:

Aloha and thank you for this opportunity,

I support SB342.

This is humane and a standard our justice system should uphold for our overwork residents who often have multiple jobs in order to make ends meet in this state. It is a luxury to have 1 job that pays well enough and grants you health insurance and paid sick leave.

This bill paid sick leave for all Hawai'i's workers. Currently, approximately 180,000 workers in Hawai'i lack access to sick leave, most of whom work in the service industry.

Thank you!  
Maki Morinoue  
96725

**SB-342**

Submitted on: 2/5/2023 1:54:00 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Greg Puppione	Individual	Support	Written Testimony Only

Comments:

Currently, approximately 180,000 workers in Hawai'i lack access to sick leave, most of whom work in the service industry. They should be covered just like the rest of us.

**SB-342**

Submitted on: 2/5/2023 2:35:57 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
sherry fisher	Individual	Support	Written Testimony Only

Comments:

I support paid sick leave for hawaii workers

**SB-342**

Submitted on: 2/5/2023 2:36:23 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
karolle t. bidgood	Individual	Support	Written Testimony Only

Comments:

Nearly 200,000 employees in Hawaii do not have access to paid sick leave. Many of these people are low-income workers who struggle to meet monthly expenses and cannot afford to stay home when ill.

It is important to provide them with paid sick leave so that they can stay and get well rather than come to work and potentially infect others.

Paid sick leave is good public policy for all of us.

Please support SB342.

Thank you.

**SB-342**

Submitted on: 2/5/2023 2:52:25 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Brian Gilhooly	Individual	Support	Written Testimony Only

Comments:

To: Chair Moriwaki, Vice Chair Lee and Members of the Senate Committee on Labor and Technology,

My name is Patrick Gilhooly. I've been a member of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i, for 2 years. I support SB 342.

Over 180,000 private sector workers in the state of Hawaii do not have access to paid sick days and many of the 180,000 are employed in the service sector industry such as restaurants or retail and interact with the public on a frequent basis.

We believe all workers should have access to a few paid sick days a year. This allows workers the ability to recover at home and help slow the spread of illnesses such as the flu or Covid without the worry of not getting paid. Many workers in the service sector industry live paycheck-to-paycheck and struggle to make ends meet. A day without pay means a day without groceries or a day without food on the table. It means struggling to pay a credit card bill or rent for that month and no worker should have to worry about that.

It is for these reasons that I humbly ask your committee to support SB 342. Thank you for the opportunity to testify.

In Solidarity,

Sincerely,

Patrick Brian Gilhooly II

Member, IATSE 665

**LATE**

**SB-342**

Submitted on: 2/5/2023 3:07:06 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Christy MacPherson	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Moriwaki, Vice Chair Lee and members of the Senate Committee on Labor and Technology,

I am in strong support of SB342. It is time that ALL workers, particularly low-wage workers, are provided with the same *humane* working conditions that other workers are afforded. Being able to stay home when you are sick or when your young children are sick and not lose your pay (that is unfortunately never enough to begin with) is a benefit that all employers should be providing for their employees. This also obviously reduces the spread of viruses that could have serious health impacts for co-workers.

I can't even begin to count the number of times I have seen friends and families whom I worked with having to *drag* themselves to work when they are feeling their absolute worst because they have to pay their bills. I've witnessed single, homeless parents having to call in sick in order to take care of their babies or toddlers because no one else could care for them. That meant money taken out of the paychecks they depended on in order to move out of our shelter and into housing. These are just a few examples of what our low-wage workers are going through out there.

Mahalo nui to our legislators who introduced and support this critical piece of legislation.



**LATE**

**SB-342**

Submitted on: 2/5/2023 4:34:34 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Richard Spelman	Individual	Support	Written Testimony Only

Comments:

Please support this bill. Everyone deserves to have at least a minimum amount of sick leave to care for themselves or their family members.

**LATE**

**SB-342**

Submitted on: 2/5/2023 5:32:54 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kwailan Barsotti	Individual	Support	Written Testimony Only

Comments:

Sick leave is not a gift; it is not a bargaining tool but a necessary component of a profitable business model. Including the workers' well-being and dignity is essential, just as including maintenance or "downtime" for equipment that needs to be serviced. Sick leave is a vital part of having a business that needs workers...especially in the service industry. These workers are in hotel rooms, touching food and drinks; they are why the Hawaiian tourism industry has been thriving as it has been. It is time to recognize the inherent dignity of the worker and their access to humane work policies as the bloodline of Hawaiian tourism sustainability. Give 180,000 workers sick leave now.

**LATE**

**SB-342**

Submitted on: 2/5/2023 5:42:52 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Rev. Samuel L Domingo	Individual	Support	Written Testimony Only

Comments:

*In Hawai‘i, over 180,000 private sector workers do not have access to paid sick days. Most of them are lower-income service sector workers such as restaurant or retail workers that often work paycheck-to-paycheck and struggle to make ends meet.*

*What we are seeking is to establish a minimum of 7 accrued paid sick days a year so workers can have the financial security to stay at home, recover and help slow the spread of illnesses such as the flu or Covid-19. Unfortunately, many workers who do not have paid sick days often attend work sick because they cannot afford to take an unpaid day off. This means co-workers and the public are potentially exposed to illnesses such as Covid which could be detrimental to their health.*

*Ultimately, paid sick days are an essential policy that protects the health and well-being of workers and the public—especially during an era of uncertainty surrounding our most recent Covid pandemic.*

**LATE**

**SB-342**

Submitted on: 2/5/2023 6:54:48 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Millicent Cox	Individual	Support	Written Testimony Only

Comments:

I strongly support paid sick leave for all workers. This measure will strengthen families.

**LATE**

**SB-342**

Submitted on: 2/5/2023 9:35:04 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Mary K Ochs	Individual	Support	Written Testimony Only

Comments:

I strongly support SB 342 and urge you to support it also. If COVID taught us anything it was that workers should not go to work when they are sick with contagious diseases. Yet for many low income workers who do not have paid sick days, missing a few days pay is not an options.

It is in the best interest of public health that ALL workers have some paid sick days,

Thank you for your consideration.

Mary Ochs

**LATE**

**SB-342**

Submitted on: 2/6/2023 2:01:48 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
carol lee kamekona	Individual	Support	Written Testimony Only

Comments:

I am in support of providing sick leave for all workers.

**LATE**

**SB-342**

Submitted on: 2/6/2023 9:35:59 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Hunter Heavilin	Individual	Support	Written Testimony Only

Comments:

It is essential to have access to paid sick leave in order to protect the health and safety of individuals and families. Currently, many employees who are exposed to illness or need medical care have to choose between their health and their job. The passage of SB342 would provide these employees with the financial security to take time off without the worry of losing their job.

The passage of SB342 is also important in the context of public health emergencies. During these times, it is vital that employees have access to supplemental paid sick leave in order to care for themselves or their family members, as well as prevent the spread of the virus. This bill would ensure that employees are able to take the necessary time off and prevent the further spread of the virus. I believe that the passage of SB342 is essential to protect the health and safety of all individuals.

**LATE**

**SB-342**

Submitted on: 2/6/2023 9:37:34 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lisa Mitchell	Individual	Support	Written Testimony Only

Comments:

*Chair Moriwaki, Vice Chair Lee and Members of the Senate Committee on Labor and Technology,*

*My name is Lisa Lee Mitchell. I've been a member of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i, for 14 years. I support SB 342.*

*Over 180,000 private sector workers in the state of Hawaii do not have access to paid sick days and many of the 180,000 are employed in the service sector industry such as restaurants or retail and interact with the public on a frequent basis.*

*We believe all workers should have access to a few paid sick days a year. This allows workers the ability to recover at home and help slow the spread of illnesses such as the flu or Covid without the worry of not getting paid. Many workers in the service sector industry live paycheck-to-paycheck and struggle to make ends meet. A day without pay means a day without groceries or a day without food on the table. It means struggling to pay a credit card bill or rent for that month and no worker should have to worry about that.*

*It is for these reasons that I humbly ask your committee to support SB 342. Thank you for the opportunity to testify.*

*In Solidarity,*

*Sincerely,*

*Lisa Lee Mitchell*

*Member, IATSE 665*

"



**LATE**

**SB-342**

Submitted on: 2/6/2023 9:51:37 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Megan Deets	Individual	Support	Written Testimony Only

Comments:

Paid sick leave is something every worker deserves. Paid sick leave equates to healthier individuals, families and communities. Please support this Bill!

**LATE**

**SB-342**

Submitted on: 2/6/2023 10:06:43 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Leslie Lopez	Individual	Support	Written Testimony Only

Comments:

I write in strong support of paid sick leave. Sick leave is a health and safety issue for the general community. Forcing working people to choose between recovering at home or getting paid is not only unhealthy, it is inhumane. Arizona, California, Colorado, Connecticut, Maryland, Massachusetts, Michigan, New Jersey, New Mexico, New York, Oregon, Rhode Island, Vermont, Washington, Washington, D.C. all have mandatory paid sick leave laws. It is unfathomable that the state with the highest union density in the US does not have mandatory paid sick leave.

Leslie Lopez

**LATE**

**SB-342**

Submitted on: 2/6/2023 10:44:19 AM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Marion McHenry	Individual	Support	Written Testimony Only

Comments:

I strongly support this bill. As a retired hotel worker, it is heartbreaking to know that 180,000 workers in Hawaii lack access to sick leave. As a mother raising 3 boys, it was so important to me to have sick days to care properly for my family in times of illness.

Low income workers are significantly less likely to have sick leave. Simple illnesses can cause loss of employment and quickly lead to families falling into homelessness.

Paid sick leave will add job safety and stability to workers who need it most. Further more, it is essential to preserving personal and public health, giving employees time to recover from illness and prevent contagions from spreading through the community.

I urge you to support this very important bill.

Sincerely,

Marion McHenry

Kauai

**LATE**

**SB-342**

Submitted on: 2/6/2023 12:57:29 PM

Testimony for LBT on 2/6/2023 3:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Danny Cochran	Individual	Support	Written Testimony Only

Comments:

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*Aloha Chair DeCoite, Vice Chair Wakai, Chair Moriwaki, Vice Chair Lee and Members of the Senate Committees,*

*My name is Danny Cochran . I've been a member of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i, I support SB342*

*We depend on the motion picture, digital media, and film production income tax credit to remain competitive in the global market. It is equally important to our union and our industry that we create pathways for local storytellers to access this tax incentive. By supporting this bill, you will be empowering the development of local technicians and creative workforce staff that are the backbone of the Film/TV and creative industries in the state of Hawai'i.*

*In order to strengthen the positive impacts of the Film and TV industry in Hawai'i, I humbly ask your committee to support SB 1616. Thank you for the opportunity to testify.*

*In Solidarity,*

*Sincerely,*

*Danny Cochran*

*Member, IATSE 665*



Committee

Room

Date/Time

LBT

CR 224 & Videoconference

Feb 6, 2023 3:00 PM

**LATE**

Bill No: SB342

Testifier's Full Name: Neil Tupas

**Your position: (check one)**

- Support
- Oppose
- Comments Only

**Testifying: (check one)**

- As an individual citizen
- On behalf of an organization (name of government agency, organization, or business you are representing)

**Comments: (optional)**

Its safer fir workers and also  
 For the company I work fir to  
 not have accidents

**Committee**

**Room**

**Date/Time**

LBT

CR 224 & Videoconference

Feb 6, 2023 3:00 PM

Bill No: SB342

**LATE**

Testifier's Full Name: Beaumina Sogwa

**Your position: (check one)**

Support

Oppose

Comments Only

**Testifying: (check one)**

As an individual citizen

On behalf of an organization (name of government agency, organization, or business you are representing)

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**Comments: (optional)**