

Honolulu, Hawaii

FEB 0 1

, 2024

RE: H.B. No. 2552
H.D. 1

Honorable Scott K. Saiki
Speaker, House of Representatives
Thirty-Second State Legislature
Regular Session of 2024
State of Hawaii

Sir:

Your Committee on Labor & Government Operations, to which was referred H.B. No. 2552 entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYEE BENEFITS,"

begs leave to report as follows:

The purpose of this measure is to extend, under certain conditions, the family leave period for up to eight additional weeks for employees who are unable to perform their employment duties due to the birth of a child who is required to stay in a neonatal intensive care unit.

Your Committee received testimony in support of this measure from the Department of Labor and Industrial Relations; Hawai'i Children's Action Network Speaks!; Breastfeeding Hawaii; and two individuals. Your Committee received comments on this measure from the Department of Human Services.

Your Committee finds that preterm babies in particular spend weeks or months in neonatal intensive care units, requiring their parents to also spend weeks or months at neonatal intensive care units in support of their babies' care. However, for many parents, it is nearly impossible to maintain full-time employment when they are constantly caring for their baby in these circumstances. This measure supports employees who might otherwise find themselves faced with the untenable choice between



preserving their employment and supporting the health of their newborn child.

Your Committee has amended this measure by:

- (1) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Labor & Government Operations that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2552, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2552, H.D. 1, and be referred to your Committee on Consumer Protection & Commerce.

Respectfully submitted on
behalf of the members of the
Committee on Labor & Government
Operations,



SCOT Z. MATAYOSHI, Chair



Record of Votes of the Committee on Labor & Government Operations

Bill/Resolution No.: HB 2552	Committee Referral: LGO, CPC, FIN	Date: 1/30/24
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The committee is reconsidering its previous decision on the measure.

The recommendation is to: Pass, unamended (as is) Pass, with amendments (HD) Hold
 Pass short form bill with HD to recommit for future public hearing (recommit)

LGO Members	Ayes	Ayes (WR)	Nays	Excused
1. MATAYOSHI, Scot Z. (C)	✓			
2. GARRETT, Andrew Takuya (VC)	✓			
3. KAPELA, Jeanne	✓			
4. MARTINEZ, Rose	✓			
5. SAYAMA, Jackson D.				✓
6. TAM, Adrian K.	✓			
7. ALCOS III, David	✓			
TOTAL (7)	6	-	-	1

The recommendation is: Adopted Not Adopted
 If joint referral, _____ did not support recommendation.
committee acronym(s)

Vice Chair's or designee's signature: