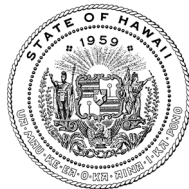


JOSH GREEN, M.D.
GOVERNOR



LUIS P. SALAVERIA
DIRECTOR

SABRINA NASIR
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER

STATE OF HAWAII
DEPARTMENT OF BUDGET AND FINANCE
Ka 'Oihana Mālama Mo'ohelu a Kālā
P.O. BOX 150
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT

WRITTEN ONLY

TESTIMONY BY LUIS P. SALAVERIA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE SENATE COMMITTEES ON LABOR AND TECHNOLOGY
AND HEALTH AND HUMAN SERVICES
ON
SENATE BILL NO. 360

February 13, 2023
3:10 p.m.
Room 224 and Videoconference

RELATING TO FAMILY LEAVE

The Department of Budget and Finance (B&F) offers comments on this bill.

Senate Bill No. 360: 1) requires the Department of Labor and Industrial Relations to establish and administer a Family Leave Insurance Program (FLIP); 2) establishes the Family Leave Insurance Fund (FLIF) to provide covered individuals paid family leave insurance benefits for up to 16 weeks per calendar year; 3) extends the period of family leave to 16 weeks for businesses that employ one or more employees who meet the hourly qualifications; 4) eliminates the previous threshold of 100 employees for employers to be subject to the family leave law; 5) provides that the FLIF shall consist of various employer and employee contributions in accordance with contribution rates to the temporary disability insurance fund; and 6) appropriates unspecified amounts of general funds for FY 24 and FY 25 for the purpose of administering the FLIP.

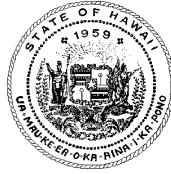
B&F strongly recommends that an actuarial study be conducted prior to establishing the FLIP to: a) have an informed estimate of the potential leave benefits

that would be paid; b) determine potential employer and employee contribution levels that would be required to fund the leave benefits and maintain an adequate reserve; and c) estimate the cost of administering the program. The proposed FLIP is a major undertaking that could come close to rivaling the Unemployment Insurance Program, so careful study of costs to employers, employees and the State is needed.

Thank you for your consideration of our comments.

JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENNA H. HASHIMOTO
DIRECTOR
KA LUNA HO'OKELE

RYAN YAMANE
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
KA 'OIHANA HO'OMŌHALA LIMAHANA
235 S. BERETANIA STREET
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Statement of
BRENNA H. HASHIMOTO
Director, Department of Human Resources Development

Before the
SENATE COMMITTEE ON LABOR AND TECHNOLOGY
And the
SENATE COMMITTEE ON HEALTH AND HUMAN SERVICES

Monday, February 13, 2023
3:10 PM
State Capitol, Conference Room 224

In consideration of
SB 360, RELATING TO FAMILY LEAVE

Chairs Moriwaki and San Buenaventura, Vice Chairs Lee and Aquino, and the members of the committees:

The Department of Human Resources Development (DHRD) appreciates the intent of SB 360, which in part provides family leave insurance benefits and extends the period of family leave to 16 weeks for businesses that employ one or more employees who meet the hourly qualifications. However, DHRD offers the following comments on this measure:

1. Most public sector employees are already afforded generous vacation and sick leave benefits which can be substituted for any or all of the allowable state family leave.
2. This bill would provide for an additional 12 weeks of family leave for a total of 16 weeks. DHRD's concern is the potential impact this will have on operations and public services.
3. However, should this measure advance, DHRD recommends public employees be excluded from coverage.

Thank you for the opportunity to provide testimony and comments on this measure.



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

February 13, 2023

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

The Honorable Joy A. San Buenaventura, Chair,
The Honorable Henry J.C. Aquino, Vice Chair, and
Members of the Senate Committee on Health and Human Services

Date: Monday, February 13, 2023
Time: 3:10 p.m.
Place: Conference Room 224, State Capitol and Videoconference

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

Re: S.B. 360 RELATING TO FAMILY LEAVE

I. OVERVIEW OF PROPOSED LEGISLATION

The DLIR appreciates the intent of this measure and **offers comments**. This measure would require the establishment and implementation of a program like the unemployment insurance program in terms of staffing, information technology needs, and funding. This proposal contains some significant flaws and does not provide any staffing to carry out the program.

SB360 proposes to amend the Hawaii Family Leave Law (HFLL), Chapter 398, Hawaii Revised Statutes (HRS), to establish a paid family leave insurance program that includes:

- A family leave insurance fund supported by employer and employee contributions in accordance with the contribution rate to the temporary disability insurance fund.
- Employers opting to take an employee contribution of up to half of the cost of providing the family leave insurance premiums.
- Partial wage replacement to covered individuals, which includes self-employed and unemployed individuals, for up to 16 weeks per year.
- Benefits ranging from 50% to 90% of the employee's average weekly wage, capped at the state average weekly wage (current AWW=\$1,090).

- Eligibility covers the birth, adoption, or placement of a child, caring for a family member with a serious health condition, caring for a service member who is covered individual's next of kin or has a qualifying exigency.
- Reduces the threshold of covered employers from 100 to employers with one or more employees
- Inserting five new definitions in the family leave law and amending three other definitions to broaden the familial definitions (e.g. hanai parent, grandchild, grandparent of a reciprocal beneficiary, etc.).
- Written notice by employees at least 30 days before taking the family leave, except under certain circumstances that require oral and written notice.
- Employment protection and restoration of benefits, pay, and other terms & conditions for eligible employees.
- The Department holding hearings and adjudicating disputes for wage withholdings and denial of family leave benefits pursuant to the procedures for Temporary Disability Insurance (TDI) Law Appeal Procedure (§392 PART V. DETERMINATIONS).
- The Department using the fund to finance benefits, administration of the program, outreach, education, reporting to the Legislature, or to study family leave insurance.
- Appropriating an unspecified amount of funds to administer the program.

II. CURRENT LAW

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 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.

III. COMMENTS ON THE SENATE BILL

This measure establishes a family leave insurance fund, but does not specify what kind of fund it is, and does not appropriate any moneys into or out of the fund. The rate of contribution is tied to the rate of contribution to a TDI fund, which does not exist. The Trust Fund for Disability Benefits (§392-61) was established in 1969 and funded by a .2% levy of covered wages from July 1 to Dec. 31, 1969 (§392-67). Since then, no levy has been assessed to support the trust fund.

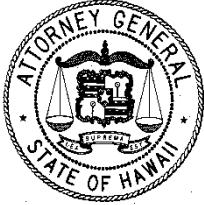
Moreover, the bill allows employers to withhold an employee contribution based on the cost of the insurance premiums (page 9, line 11), however, there is no premium because the employer must contribute to the fund instead of paying a premium for an insurance policy. This bill also does not include the contribution rate for self-employed people who opt to participate in the program. It would be very difficult to verify the self-employed persons' income even if the measure were amended to specify contribution rates for self-employed persons including sole proprietors, partners and joint venture partners.

The DLIR also notes:

- The proposed changes to §398-4 (Pg.15, line 18 to Pg. 16, line 2), may cause conflict for employers, like the State, that use sick leave to fulfill TDI requirements. While the amended §398-4 would permit the use of accrued paid leaves for any part of the 16 weeks of family leave, §392-41(b) limits the use of paid sick leave if the sick leave is part of the employer's TDI plan. Pursuant to §392-41(b), the employee would be allowed to use sick leave for purposes of Hawaii Family Leave Law only if the sick leave is in excess of the TDI minimum statutory equivalent.
- Moreover, if a covered individual elects to substitute any of their accrued paid leaves for any part of the 16-week period, the covered individual could be paid both accrued paid leave and benefits from the family leave insurance fund.
- Disputes concerning wage withholding (Pg. 9, line 14 to Pg. 10, line 2) are settled pursuant to the TDI Law (§392 PART V) whereas the family leave law already provides a dispute resolution process (§398 PART II).
- The measure neither defines "hanai" nor "stands in loco parentis." Without definitions or the requirement that covered individuals to provide proof of their relationship with the individual that they are caring for, the DLIR will have difficulties in processing and adjudicating claims.
- The calculation of the weekly benefit amount also does not indicate the period over which the individual's average weekly wage is determined and is not rounded up.
- The Notice to employers section (Pg. 4, line 20) references the serious health condition of the employee, however the rest of the bill and pre-existing family leave law refers to care of someone else other than the employee's own self.

Lastly, the DLIR notes that there is only an unspecified appropriation and no additional positions provided in the measure. The department estimates requiring 100 or more staff to establish and implement the proposal. Staffing is needed for employer account registration; contribution intake and processing; cashiering, delinquency, collection, monitoring, and compliance; fund monitoring and compliance; claims intake and adjudication; payment processing and disbursement; complaint intake and processing; hearings and adjudication;

information technology support; and administrative staff support in addition to the outreach & education and reporting requirements in the measure.



**TESTIMONY OF
THE DEPARTMENT OF THE ATTORNEY GENERAL
KA 'OIHANA O KA LOIO KUHINA
THIRTY-SECOND LEGISLATURE, 2023**

ON THE FOLLOWING MEASURE:
S.B. NO. 360, RELATING TO FAMILY LEAVE.

BEFORE THE:
SENATE COMMITTEES ON LABOR AND TECHNOLOGY AND ON
HEALTH AND HUMAN SERVICES

DATE: Monday, February 13, 2023 **TIME:** 3:10 p.m.

LOCATION: State Capitol, Room 224

TESTIFIER(S): Anne E. Lopez, Attorney General, or
Nelson T. Higa or Adam Rosenberg, Deputy Attorneys General

Chairs Moriwaki and Buenaventura and Members of the Committees:

The Department of the Attorney General provides the following comments.

The bill amends chapter 398, Hawaii Revised Statutes (HRS), Hawaii's family leave law, to require the Department of Labor and Industrial Relations to establish and administer a paid family leave insurance program. The bill extends the period of family leave in the current law, which provides for 4 weeks of family leave, to provide for 16 weeks of paid family leave benefits. The bill further eliminates the previous threshold of 100 employees for employers to be subject to the family leave law, making the law apply to businesses that employ one or more employees. The bill also appropriates funds to administer the new program.

The measure provides that an employee who returns to work after a period of family leave shall be restored to that employee's position, if the position still exists, even if the position is filled. On page 5, lines 15-19, the bill provides that if the position no longer exists, "the employee shall be entitled to be restored to any available equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment." As the State is an employer subject to chapter 398, this provision may be in conflict with existing collective bargaining agreements.

As the bill appears to create a trust fund to be used exclusively for the benefit of the "employee-beneficiaries", we recommend that wherever the wording "family leave

insurance fund" appears, that it be replaced with "family leave insurance trust fund" to properly identify the nature of the fund.

It is unclear how the trust fund will be funded. On page 6, lines 5-10, the bill provides that the fund will consist of employer and employee contributions based on the employee's average weekly wage, and that the "rate of the contribution shall be in accordance with the contribution rate to the temporary disability insurance fund."

However, on page 9, lines 9 through 13, the bill provides that the employer may deduct and withhold contributions from each employee of up to one-half of the cost of providing family leave insurance premiums. We recommend that the Committees clarify whether employers or the State are required to purchase insurance using contributions from employees and employers. Furthermore, in considering whether to allow the employer to deduct up to one-half of the cost of providing family leave insurance premiums from each employee, we note that the temporary disability insurance law, section 392-43, HRS, limits the amount the employer may deduct or withhold to "not more than .5 per cent of the weekly wages earned by the employee."

Additionally, chapter 398 has established procedures for determinations and appeals. Therefore, we recommend that the words "an officer of" contained on page 9, line 18, be deleted so that the provision reads: "The matter shall be determined by ~~[an officer of]~~ the department" to be consistent with part II of chapter 398 and the implementing rules. The appeal provisions referenced on page 9, line 20, through page 10, line 2, should be amended for similar reasons to read: "the aggrieved party may appeal the ~~[petition for]~~ determination ~~[pursuant to the procedure under part V of chapter 392]~~ as provided in this chapter."

The bill includes a definition for "designated person" on page 11, lines 11-14, but there is no reference in the bill or in chapter 398 to "designated person." For this reason, we recommend deleting the definition. However, if the "designated person" is referring to the employee's representative which, for example, appears on page 3, lines 19-21, we recommend substituting "employee's representative" for "designated person."

On page 14, line 19, there is a reference to the term "next of kin." We recommend that the bill include a definition for this term because it is unclear who "next of kin" includes.

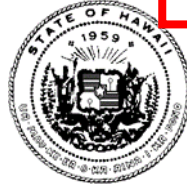
The bill provides for paid family leave and section 5 on page 15 repeals the wording regarding unpaid leave. Therefore, we recommend removing the reference to unpaid leave in the title of section 398-4, HRS, and suggest the following: "~~Unpaid leave permitted;~~ Paid family leave; relationship to ~~[paid leave; sick]~~ other leave."

Finally, as this is a very complicated endeavor and there are many concerns with this bill, we recommend that consideration be given to convening a task force or commissioning a study to establish a paid family leave program.

Thank you for the opportunity to testify.

LATE

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



CATHY BETTS
DIRECTOR
KA LUNA HO'OKELE

JOSEPH CAMPOS II
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII
KA MOKU'ĀINA O HAWAI'I
DEPARTMENT OF HUMAN SERVICES
KA 'OIHANA MĀLAMA LAWELAWE KANAKA
Office of the Director
P. O. Box 339
Honolulu, Hawaii 96809-0339

February 12, 2023

TO: The Honorable Senator Sharon Y. Moriwaki, Chair
Senate Committee on Labor & Technology

The Honorable Senator Joy A. San Buenaventura, Chair
Senate Committee on Health & Human Services

FROM: Cathy Betts, Director

SUBJECT: [SB 360](#) – RELATING TO FAMILY LEAVE.

Hearing: February 13, 2023, 3:10 p.m.
Conference Room 224, State Capitol

DEPARTMENT'S POSITION: The Department of Human Services (DHS) appreciates the intent of this measure, provides comments, and defers to the Department of Labor and Industrial Relations.

PURPOSE: The bill's purpose is to require the Department of Labor and Industrial Relations (DLIR) to establish and administer a family leave insurance program. Provide family leave insurance benefits and extends the period of family leave to 16 weeks for businesses that employ one or more employees who meet the hourly qualifications. Eliminate the previous threshold of 100 employees for employers to be subject to the family leave law. Appropriates funds.

DHS recognizes the need for a paid family leave program. The pandemic surfaced the real impact of wage inequality and the need for employees to access time off to address their and their family member's health care needs without losing wages or employment.

Women bear the disproportionate burden of caring for family members, from young children to elder care. A family leave program would help balance work and family responsibilities without negatively impacting productivity, engagement, and wellness. It will also ensure that Hawaii's working families receive appropriate caregiving while maintaining the ability to return to work after an absence. Sixteen states and numerous municipalities have passed and implemented paid family leave programs.

Currently, only one in four private sector workers have access to a single day of paid leave in Hawaii. Low-wage workers have the least access to paid leave and often struggle financially to provide care without losing employment. As we have witnessed during the last three years of the pandemic, working families need support and strong public policies to remain self-sufficient.

In 2017, the Hawaii State Commission on the Status of Women (administratively attached to DHS) was awarded a competitive paid grant from the U.S. Department of Labor to analyze how paid family leave could work in Hawaii. With that grant, comprehensive research was conducted in 2017 by national experts and local organizations.

The [Hawaii State Family Leave Analysis Grant Report](#) includes an economic analysis and eligibility and benefit modeling; a feasibility study; opinion polling of Hawaii workers; and focus groups of local labor unions, employers, parents, and family caregivers. Among many detailed findings, it found that paid family leave in Hawaii is feasible, inexpensive, and overwhelmingly supported by 94% of Hawaii's workers. In 2019, the [Legislative Reference Bureau completed an impact study](#).

Passing a state-paid family leave program will benefit all businesses as employers can remain competitive and offer needed benefits to employees.

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

SB-360

Submitted on: 2/9/2023 9:54:13 AM

Testimony for LBT on 2/13/2023 3:10:00 PM

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

Comments:

Rainbow Family 808 supports SB360. Please pass this bill.

Mike Golojuch, Sr., Secretary/Board Member



HAWAII

AMERICANS FOR DEMOCRATIC ACTION

OFFICERS

John Bickel, President
Alan Burdick, Vice President
Dave Nagajji, Treasurer
Doug Pyle, Secretary

DIRECTORS

Melodie Aduja
Keola Akana
Juliet Begley
Stephanie Fitzpatrick
Jan Lubin
Shannon Matson
Jenny Nomura
Stephen O'Harrow

MAILING ADDRESS

P.O. Box 23404
Honolulu
Hawaii 96823

February 10, 2023

TO: Chairs Moriwaki & San Buenaventura & Members of LBT/HHS Committees

RE: SB 360 Relating to Family Leave

Support for Hearing on Feb. 13

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 360 as it would create a family leave insurance program that provides family leave insurance benefits and extends the period of family leave to 16 weeks for many workers.

Attached is an article we had published in Civil Beat. It makes our case.

Thank you for your consideration.

Sincerely,

John Bickel, President

Paid Family Leave Insurance

By John Bickel and Megan Tagami Americans for Democratic Action Hawaii

President Dwight Eisenhower fought against the “pro-business” interests in 1956 to successfully pass the Disability Insurance amendment to the Social Security Act. Although Europeans had provided this public benefit to all its workers for decades, the Chamber of Commerce interests argued it was too expensive and burdensome to business to be worth it. Yet Congress knew that injuries were bankrupting many families and putting severe financial strain on others. The need was great. The benefits helped both individual workers and the economy as a whole. Fortunately Eisenhower succeeded.

This is parallel to our situation today with the fight for Paid Family Leave Insurance. Europeans have had it successfully for years. Business interests including one interpretation of the published study from the Hawaii Legislative Reference Bureau claim it will be onerous to business. Yet we know that too many families are burdened with infant care or elder care, causing financial hardship and even bankruptcy.

Current programs of the Federal Family and Medical Leave Act (FMLA) and the Hawaii Family Leave Law (HFLL) provide a basis for workers to take time off work to act as caregivers when the need arises. There are limitations that prevent both of these programs from providing adequate benefits, however. Both the FMLA and HFLL only cover 60% of workers¹ on both the national and state level and neither program offers paid time off. This essentially discourages workers from using these programs and creates greater financial burdens for those who do choose to take the leave.

In 2017 working families on the national level lost \$20.6 billion in wages due to the lack of paid family leave; on the state level, they lost approximately \$2 billion in 2011 when caring for loved ones. These statistics show that lack of paid leave clearly has a negative effect on families and has the potential to force workers, especially those with low incomes, to choose between financial stability and care-giving duties.

When most people think of family leave, they think of care for infants. The 2017 Hawaii State Paid Family Leave Analysis Grant Report projects that almost 70% of the Paid Family Leave claims would be related to bonding and caring for a newborn.

Family leave is important for fathers. As seen in studies from states already providing Paid Family Leave Insurance, a lack of paid leave discourages men, especially fathers, from taking time off to care for family members. Thus, the responsibility of care-giving falls heavily upon women: on a national level, women make up approximately 75% of informal caregivers. Only 22% of women have employers offering paid maternity leave. Some mothers in the state of Hawaii may receive temporary disability insurance after giving birth, but this program solely covers the time needed to recover from complications from childbirth. It also fails to cover families adopting an infant.

Family leave for mothers pays multiple dividends. In a California study, women who took paid family leave were more likely to initiate breastfeeding and continue breastfeeding for longer periods of time than those who did not take paid family leave. Taking the leave decreases the

risk of health problems for babies, which includes asthma, diabetes, eczema, and Sudden Infant Death Syndrome. It also decreases a mother’s chance at developing breast and ovarian cancer, diabetes, and hypertension after childbirth. Moreover, mothers in a New York survey were more likely to report experiencing depression in the year following the birth of their child if

they took less than six weeks of leave and were more likely to report experiencing poor health if they took less than four weeks of leave. It is a testimony to the maternal benefits of paid family leave that women who take paid leave for bonding purposes are 40% less likely to use food stamps than women who return directly to work after childbirth.

This responsibility of caring for a child can negatively impact careers as 29% of women workers cite relinquishing a promotion, training, or assignment to care for a family member. Twenty percent report that they gave up full-time employment to become an informal caregiver. In Hawaii, 63% of children grow up in households in which both parents work, so it is likely that a woman will be both the caregiver of the family and a source of income as well.

While 70 percent of claims relate to infant care, the bulk of the rest of the claims are for elder-care. *Kupuna* are a cherished and growing part of the population. This segment of the population is on track to increase by 310% between 1980 and 2035. The “silver tsunami” of people over the age of 60 is expected to boost their share of the population to approximately 29% by 2040. Unfortunately, many workers struggle to care for the needs of their dependent and elderly family members.

While paid family leave is beneficial for parents and newborns alike, it also offers benefits to businesses as well. In a California study on the impact of paid family leave on both large and small businesses, employers reported that implementing the program increased their employee retention rate and thus helped them to save a total of \$89 million a year due to their lower turnover rates. In the study, the benefits of Paid Family Leave were especially seen in “low-quality” job industries, in which 83% of workers returned to their employer after taking paid family leave, 10% more than those who did not take paid family leave. Moreover, 89% of employers said that paid family leave had either a positive effect or no effect on their workers’ productivity and 91% reported no impact or a positive impact on their businesses’ performance and profitability. Perhaps surprisingly, small businesses with 100 or less employees were less likely to report negative effects than larger ones, possibly because these businesses already had well-established coping mechanisms to deal with employee absenteeism prior to the implementation of the paid family leave program.

Eight states—California, Massachusetts, New Jersey, New York, Rhode Island, Washington, Connecticut, and Oregon, as well as the District of Columbia—have already established Family Leave Insurance programs, or have recently passed legislation to create their own programs in the near future. Many states model their Paid Family Leave Insurance programs after their temporary disability insurance programs, and, thus, majority of the paid family leave programs are under the control of the state.

However, almost like Hawaii, New York’s temporary disability insurance is largely provided by employers’ private insurance companies, rather than directly run by the state. New York does have a State Insurance Fund competing with private plans. The state’s statutory plan offers generous benefits, including ten weeks of leave, currently the longest amount offered by any paid family leave program in the country, full job protection, a benefit only a handful of states currently provide, and a moderate 55% wage replacement rate. Employees are required to contribute .153% of their incomes as employers are not required to take on any of the costs of the program.

As New York and Hawaii both rank within the top three states in terms of cost of living and already have employer-run temporary disability insurance programs set in place, New York’s paid family leave program is likely the most realistic basis (yet not perfectly aligned) on which

Hawaii can form its own program. For Hawaii it would be reasonable to have a plan by which both employer and employee share the cost.

Regarding worker contributions to the costs of the program, the percentage of workers' incomes varies from state to state, ranging from .08% of incomes in New Jersey to 1.2% in Rhode Island, as of 2017. Differences in employee contributions could be attributed to the extent of benefits of each state, such as length of leave and rate of wage replacement, as well as the varying costs of sustaining a family in each state. Notably, Oregon's paid family leave law, passed in the summer of 2019, proposes that employers will pay 40% of the program costs, with the exception of small businesses employing less than 25 workers. The Oregon paid family leave program is the first of its kind to mandate a split in costs between employers and employees, and this model could be adopted in Hawaii's statutory plan as local employers and employees already equally split the cost of the temporary disability insurance program.

Paid Family Leave Insurance is a very important benefit for infants, working mothers, caring fathers, kupuna, children of kupuna, employees, and probably employers. Of course the program is not free. Yet the benefits outweigh the costs. Our legislature must not get caught up in bickering over who pays how much or business interests crying wolf. Just as the Social Security Act and its Disability Insurance amendment, we need politicians with courage to stand up to the nay-sayers and pass a bill to meet the large and growing needs of families. May they put the rhetoric of valuing ohana into policy. Pass a Paid Family Leave Insurance bill!

John Bickel is President of Americans for Democratic Action and Megan Tagami is one of its interns.

ⁱ *Hawaii State Paid Family Leave Analysis Grant Report (Executive Summary)*, report, November 2017, 1, accessed June 15, 2019, https://www.dol.gov/wb/media/Hawaii_Report_Final_2.pdf.

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ⁱ *Hawaii State Paid Family Leave Analysis Grant Report (Executive Summary)*, report, November 2017, 1, accessed June 15, 2019, https://www.dol.gov/wb/media/Hawaii_Report_Final_2.pdf.

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<https://www.americanprogress.org/issues/women/reports/2017/09/27/439527/paid-family-medical-leave-numbers/>.

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ⁱ Jeffery Hayes, *Usage and Cost of Parental and Family Care Leave in Hawaii*, report, November 2017, 20, accessed June 15, 2019, https://www.dol.gov/wb/media/Hawaii_Report_Final_2.pdf.

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ⁱ United States Department of Labor, *Paternity Leave: Why Parental Leave For Fathers Is So Important For Working Families*, policy brief, 2012, 3, accessed July 3, 2019, <https://www.dol.gov/asp/policy-development/PaternityBrief.pdf>.

ⁱ Eileen Appelbaum and Ruth Milkman, *Leaves That Pay: Employer and Worker Experiences with Paid Family Leave in California*, report, January 2011, 7, accessed July 2, 2019, <http://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.

ⁱ *Paid Family Leave: Study of City Workers in NYC*, report, 1, accessed July 18, 2019, https://www.dol.gov/wb/media/Paid_Family_Leave-Study_of_City_Workers_in_NYC.pdf.

ⁱ *H.B. NO. 2136 Relating to Family Leave: Testimony to the House Committee on Labor and Public Employment*, Hawaii State Legislature Cong., 14 (2018) (testimony of Will Caron).

ⁱ "Paid Family Leave."

ⁱ Appelbaum and Milkman, "Leaves That Pay," 24.

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ⁱ *Paid Family Leave Study Polling*, report, November 2017, 15, accessed June 15, 2019, https://www.dol.gov/wb/media/Hawaii_Report_Final_2.pdf.

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ⁱ Barbara E. Silver, Helen Mederer, and Emilija Djurdjevic, *Launching the Rhode Island Temporary Caregiver Insurance Program (TCI): Employee Experiences One Year Later*, report, University of Rhode Island, April 2016, 35, accessed July 3, 2019, https://www.dol.gov/wb/media/RI_paid_leave_report.pdf.

ⁱ *Hawaii State Paid Family Leave Analysis Grant Report (Executive Summary)*, 9.

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ⁱ Sarah Jane Glynn, *Paid Family Leave Program Development and Administration:*

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ⁱ *Hawaii State Paid Family Leave Analysis Grant Report (Executive Summary)*, 7

ⁱ Brainerd, *Paid Family Leave in the States*, 2. i

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ⁱ Cassandra D. Engeman, *Ten Years of the California Paid Family Leave Program: Strengthening Commitment to Work, Affirming Commitment to Family*, report, Department of Sociology, University of California, Santa Barbara, September 2012, 6, accessed July 2, 2019, <http://crwsj.projects.femst.ucsb.edu/engagements/pdf/Engeman-PFL-Policy-Brief.pdf>.

ⁱ Suma Setty, Curtis Skinner, and Renee Wilson-Simmons, *Protecting Workers, Nurturing Families: Building an Inclusive Family Leave Insurance Program*, report, Mailman School of Public Health, Columbia University, March 2016, 5, accessed June 20, 2019, http://nccp.org/publications/pdf/text_1152.pdf.

ⁱ *First Impressions: Comparing State Paid Family Leave Programs in Their First Years*, report, February 2015, 5, accessed June 25, 2019, <http://www.nationalpartnership.org/our-work/resources/workplace/paid-leave/first-impressions-comparing-state-paid-family-leave-programs-in-their-first-years.pdf>.

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TESTIMONY BEFORE THE SENATE COMMITTEE ON LABOR &
TECHNOLOGY AND THE COMMITTEE ON HEALTH & HUMAN SERVICES

RE: SB 360 - RELATING TO FAMILY LEAVE

MONDAY, FEBRUARY 13, 2023

JASON BRADSHAW, CHAIR
DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

Chair Moriwaki, Chair San Buenaventura, and Members of the Committees:

The Democratic Party of Hawaii Labor Caucus **strongly supports SB360**, relating to family leave.

This program would help Hawaii's businesses. **Family leave insurance increases worker retention and loyalty. Workers who have access to family leave benefits are more likely to return to work after their leave is over. In a 10-year study of the California family leave insurance program, businesses reported that family leave had either a positive or a neutral effect on their business. Small businesses were less likely than large businesses to report any negative effects.** Providing paid time off for family caregiving strongly promotes gender equity. Women are often disproportionately impacted by the lack of paid leave, as they are the primary caregivers of infants, children, and aging parents. The lack of paid family leave exacerbates the gender wage gap for women and adversely impacts the economic stability of both male and female caregivers.

Studies have been conducted and top experts in the area of family leave have studied the usage, cost, and feasibility of implementing a family leave insurance program for the islands. **These studies collectively found that family leave insurance is a necessary and cost-effective way for workers to take adequate time off of work to care for their families without facing financial ruin or jeopardizing their careers.** We need a program that is affordable and designed to be revenue-neutral. **The Institute for Women's Policy Research, which houses some of the nation's top experts on family leave, conducted an actuarial analysis using a simulation model to study the use and cost of family leave insurance for our state, which found that the annual cost to cover sixteen weeks of leave for a worker making \$48,000 would be roughly \$58—a little over one dollar per week to pay for invaluable financial security. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.**

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna.

The majority of our workforce in Hawai'i cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than one hundred employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.

Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5 percent of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

Hawai'i must offer a smart, affordable solution that enables workers to take a small number of weeks out of the workforce and not have to choose between caring for their families or saving their jobs. **Please support this bill.**

SB-360

Submitted on: 2/10/2023 9:03:14 AM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
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 360.

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

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

Testimony by IATSE 665
February 10, 2023

S.B. 360 - RELATING TO FAMILY LEAVE

Aloha Chair Moriwaki, Chair San Buenaventura and members of the Senate Committees,

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 360**, relating to family leave

This program would help Hawaii's businesses. The Institute for Women's Policy Research, which houses some of the nation's top experts on family leave, conducted an actuarial analysis using a simulation model to study the use and cost of family leave insurance for our state, which found that the annual cost to cover sixteen weeks of leave for a worker making \$48,000 would be roughly \$58 – a little over one dollar per week - to pay for invaluable financial security. When employers bring this kind of humanity to the workplace, and workers no longer need to expend additional mental labor towards addressing stressful health-related situations at home, workplaces become more productive. Family leave insurance increases worker retention and loyalty.

The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than one hundred employees. Women, specifically women of color, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.

Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5 percent of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

Hawai'i can and should create a viable pathway for local working families to address private health crises without sacrificing their ability to financially support. Our state economy will only be as strong as our local working families' capacity to balance their health and financial needs. No one should have to choose between the health of their families and their financial security. For our keiki, our kupuna, and our local working families, **IATSE 665 asks for your committees' support of SB 350.** Thank you for the opportunity to testify.

In Solidarity,

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

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

SB-360

Submitted on: 2/10/2023 10:12:16 AM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
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 360.

We ask that you support this needed piece of legislation.

Mahalo,

Pride at Work – Hawai‘i



February 10, 2023

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

Committee on Health and Human Services
Senator Joy San Buenaventura, Chair
Senator Henry Aquino, Vice Chair

Testimony in support of SB 360

Chairs, Moriwaki and San Buenaventura, Vice Chairs, Lee and Aquino 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 360.** We believe paid sick leave is a necessity, and should not be considered optional.

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, but they need to back up their words with their actions. I'm sure employers would not want their mothers, brothers or daughters working while sick with a virus, disease, cancer or other serious medical conditions. I'm sure they would want their fathers to be able care for a baby or a sick elderly parent.

All workers deserve paid sick leave. Any member of the legislature that believes otherwise should voluntarily give up their own paid 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 exposing themselves and others to disease and death just because they cannot afford to stay home. Our society cannot afford to be controlled by the short-sighted profit-seeking policies of employers that have the effect of accelerating the rampant spread of deadly and disabling diseases.

We must take care of the most vulnerable in our society. We must protect our 'ohana.

Thank you for the opportunity to testify.



HAWAII STATE AFL-CIO
Hawaii's Labor Unions

888 Mililani Street Suite 501, Honolulu, Hawaii'i 96813

Randy Perreira, President

The Thirty-Second Legislature, State of Hawaii'i
Hawaii'i State Senate
Committees on Labor and Technology and
Health and Human Services

Testimony by
Hawaii'i State AFL-CIO
February 13, 2023

S.B. 360 – RELATING TO FAMILY LEAVE

The Hawaii'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 **support** of S.B. 360.

Paid family 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 a 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 family 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 **support** of S.B. 360.

Respectfully,

A handwritten signature in black ink, appearing to read "Randy Perreira".

Randy Perreira
President

SB-360

Submitted on: 2/10/2023 2:28:00 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Rev. Samuel L Domingo	Testifying for Hawaii Workers Center	Support	Written Testimony Only

Comments:

- In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna.
- The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than one hundred employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.
- Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5 percent of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.
- At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

SB-360

Submitted on: 2/10/2023 3:29:13 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
JoAnn Farnsworth	Testifying for Hawaii Association for Infant Mental Health	Support	Written Testimony Only

Comments:

I strongly support this bill as it gives important time for family bonding and attachment with their new infant.



February 13, 2023

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

To: Senator Joy A. San Buenaventura, Chair and
Senator Henry Aquino, Vice Chair and
Members of the Committee on Health and Human Services

From: Jeanne Ohta, Hawai'i State Democratic Women's Caucus

RE: SB 360 Relating to Family Leave

Position: STRONG SUPPORT

Chair Moriwaki, Chair San Buenaventura, and members of the committees. The Hawai'i State Democratic Women's Caucus writes in strong support of SB 360 Relating to Family Leave which requires the establishment and administration of a family leave insurance program. The measure provides family leave insurance benefits and extends the period of family leave to 16 weeks for businesses that employ one or more employees who meet the hourly qualifications. It also eliminates the previous threshold of 100 employees for employers to be subject to the family leave law.

As we discovered during the pandemic, paid family leave is essential for families, employers, and our workforce. Paid family leave is good for business because employees are more productive when they have a benefit that helps to protect their families. In order for full participation in our economy, workers must have access to the benefits of paid leave otherwise, our businesses face a shortage of workers.

A paid family leave policy also helps even the playing field for small businesses. Currently, most small businesses cannot afford to offer adequate paid family leave to their employees, which puts them at a disadvantage when it comes to attracting and retaining the best workers. A recent survey showed that two-thirds of small business owners support paid family leave.¹

The Hawai'i State Democratic Women's Caucus is a catalyst for progressive, social, economic, and political change through action on critical issues facing Hawaii's women and girls.

A paid family leave policy is a priority of the Hawai'i State Democratic Women's Caucus. We ask that the committees pass this important measure for Hawaii's working families; and we thank the committees for this opportunity to provide our strong support of SB 360.

¹ Survey: Small Businesses Support Tax Reforms to Pay for Robust Infrastructure Investments, Small Business Majority, June 8, 2021, www.smallbusinessmajority.org.

SB-360

Submitted on: 2/10/2023 5:20:24 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Evan Weber	Testifying for Our Hawai'i	Support	Written Testimony Only

Comments:

The United States is the [only developed country without national paid family leave](#). To fill that gap, thirteen states plus the District of Columbia have passed paid family leave laws. Hawai'i should join them.



Daniel Ross, RN
President

Gary Nuber
Director of Field Services

1600 Ala Moana Blvd. suite 100
Honolulu, HI 96815

Tel: (808) 531-1628
Fax: (808) 524-2760

The Thirty-Second Legislature, State of Hawai'i
Hawai'i State Senate
Committees on Labor and Technology and Health and Human Services

Testimony by
Hawaii Nurses Association
February 3, 2023

S. B. 360 – RELATING TO FAMILY 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 **SUPPORT** of S.B. 360.

Paid family leave allows workers to take time off and still receive part of their income when they need to care for their own serious health needs or those of a loved one or to bond with a new child.

The United States is the only developed country without national paid family leave, and as a result only one in four private sector employees have access to paid family leave

Thank you for your consideration and we urge you to vote in support of S. B. 360.

Respectfully,

Daniel Ross
President



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Steve Wetter
Hawaii Petroleum, LLC

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

SENATE BILL 360 RELATING TO FAMILY LEAVE

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Senator Sharon Y. Moriwaki, Chair

Senator Chris Lee, Vice Chair

SENATE COMMITTEE ON HEALTH AND HUMAN SERVICES

Senator Joy A. San Buenaventura, Chair

Senator Henry J.C. Aquino, Vice Chair

Monday, February 13, 2023 @ 3:10 PM

Conference Room 224 & Videoconference

Aloha Chairs Moriwaki and San Buenaventura, Vice Chairs Lee and Aquino, and Members of the Committees:

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 **opposes** SB 360 which requires employers to provide a minimum amount of paid sick leave to employees.

Many businesses offer paid leave programs as a means for attracting and retaining their workforce. We need policies that will help Hawaii bring new businesses and support those in existence by encouraging businesses to adopt their own innovative paid leave programs rather than by placing yet another mandate on employers and businesses.

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 and further shouldering them with added costs, wages, mandates, taxes and fees will tip the scale to shutter or risk passing on the costs to customers.**

SB 360 is not a reasonable, manageable, or an affordable approach in addressing those needs, either from an employee or employer perspective, as well as from a one-size-fits-all approach.

It is well known that national rankings have continuously ranked Hawaii as having an extremely high cost of running a business. With every additional workplace mandate, the competitive distance is increased, which affects the ability for employers to sustain and create jobs, as well as provide benefits to workers.

An impact study on paid family leave from 2019¹, which is still applicable today, brought concerns on what exactly a possible paid family leave program in Hawaii would look like and cost. It was estimated that depending on which model the state adopts, it could cost as much as **\$58 million to administer when considering states that offer up to sixteen weeks of paid time off.**

For the forgoing reasons, HEMA opposes this measure.

¹ Paid Family Leave Program Impact Study, November 13, 2019; Revised December 5, 2019
https://lrb.hawaii.gov/wp-content/uploads/2019_PaidFamilyLeaveProgramImpactStudy.pdf



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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 9, 2023

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

Senator Joy A. San Buenaventura, Chair
Senator Henry J.C. Aquino, Vice Chair
Members of the Committee on Health & Human Services

Re: Support SB 360 Relating to Family Leave

Hrg: Monday, February 13, 2023, at 3:10, Conf Rm 224

The Obesity Prevention Task Force, convened by the Hawai'i Public Health Instituteⁱ, **supports SB 360**. This bill would provide employees up to 16 weeks of paid family leave through the Department of Labor. It also removes the 100-employee threshold for employers to be subject to the family leave law.

It is time for Hawai'i to pass a strong family leave insurance program. Employees need paid time off of work to care for a newborn, newly adopted or foster child, ill family member, and other unexpected health emergencies. Paid family leave guarantees that employees can cover basic living costs while also providing care to family members when they need it most. Eleven states and Washington, DCⁱⁱ, have passed similar legislation providing partial wage replacement for family and medical leave purposes.

Paid time off for families to care for a newborn also helps to establish a foundation for breastfeeding. Infant feeding practices can significantly affect later growth and development and can protect against obesityⁱⁱⁱ. The American Academy of Pediatrics and the World Health Organization recommend exclusive breastfeeding for the first six months of life and continued breastfeeding with the addition of other foods until a child is at least twelve months of age^{iv}.

“A robust body of evidence suggests that breastfeeding has multiple health benefits for infants, and that paid family leave (and other forms of maternity leave) significantly increases the length of time that mothers breastfeed. In a review and analysis of studies of breastfeeding in developed countries, the U.S. Agency for Healthcare Research and Quality found that full-term infants fed formula are at substantially greater risk than breastfed infants for acute ear infection, eczema, gastrointestinal infection, hospitalization for lower respiratory tract diseases in the first

year of life, asthma, childhood obesity, Type 2 diabetes, leukemia, and sudden infant death syndrome (SIDS).”

Thank you for the opportunity to provide testimony in support of SB360.

Mahalo,



Peggy Mierzwa
Policy & Advocacy Director
Hawaii Public Health Institute

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

ⁱⁱ <https://www.americanprogress.org/article/the-state-of-paid-family-and-medical-leave-in-the-u-s-in-2023/#:~:text=Eleven%20states%20have%20passed%20paid,24%20along%20with%20Washington%2C%20D.C.>

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

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

^v http://www.nccp.org/publications/pdf/text_1059.pdf



To: LBT/HHS Chairs Sharon Moriwaki and Joy San Buenaventura, Vice Chairs and Committee members

Subject: Testimony in SUPPORT of SB360 Relating to Paid Family Leave

Hearing: Hawaii State Capitol, Room 224, Feb. 13, 2013, 3:10 PM

Thank you Chairs, Vice Chairs and committee members for considering this testimony in SUPPORT of SB360 regarding Paid Family Leave.

The United States remains the only industrialized nation without paid family leave. By establishing paid family leave in Hawaii, we would join the states of California, Colorado, Connecticut, D.C., Delaware, Massachusetts, New Hampshire, New Jersey, New York, Oregon, Rhode Island, Washington, and Wisconsin who have paid family leave.

The Family Leave and Medical Leave Act was passed in 1993 and provides leave but no wage replacement. For many workers, that meant taking time off for the birth of a baby or to care for a family member was economically impossible. This burden falls heavily on women who are the customary care givers and who, more often than men, are heads of single parent households, yet are still earning 83% of males doing the same work.

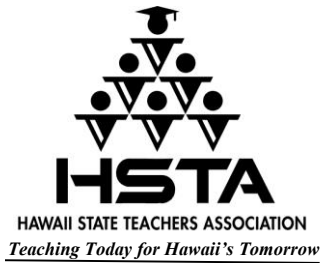
I note that similar bills have been introduced and referred for further study five times including the most detailed plan completed in 2017. At that time, the US Dept of Labor funded a study for a paid family leave insurance program for Hawaii which was authored by well-regarded national experts in the field. That study proposed a Paid Family Leave Insurance program which would provide progressive wage replacement paid from employee contributions of about \$1 per week, providing low-income workers a higher percentage of wages allowing them the economic resources to take time off for the birth of a baby or provide extended care for family member.

I support the passage of this bill. Thank you for allowing me to testify in SUPPORT of this HB2598.

Sincerely,

Amy Monk

Democratic Party of Hawaii Women's Caucus Co-chair



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

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Logan Okita
Vice President
Lisa Morrison
Secretary-Treasurer
Ann Mahi
Executive Director

TESTIMONY BEFORE THE SENATE COMMITTEES ON LABOR AND
TECHNOLOGY & HEALTH AND HUMAN SERVICES

RE: SB 360 - RELATING TO FAMILY LEAVE

MONDAY, FEBRUARY 13, 2023

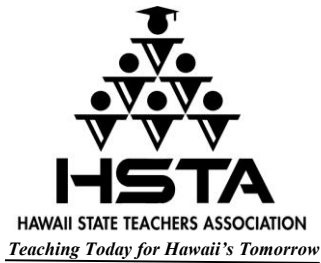
OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chairs Moriwaki, Chair San Buenaventura, and Members of the Committees:

The Hawaii State Teachers Association **strongly supports SB 360**, relating to family leave. The bill requires the Department of Labor and Industrial Relations to establish and administer a family leave insurance program. Provides family leave insurance benefits and extends the period of family leave to 16 weeks for businesses that employ one or more employees who meet the hourly qualifications. It also eliminates the previous threshold of 100 employees for employers to be subject to the family leave law and appropriates funds.

This bill is good for businesses and good for everyone in Hawai'i. Family leave insurance increases worker retention and loyalty. **Workers who have access to family leave benefits are more likely to return to work after their leave is over. In a 10-year study of the California family leave insurance program, businesses reported that family leave had either a positive or a neutral effect on their business. Small businesses were less likely than large businesses to report any negative effects. Providing paid time off for family caregiving strongly promotes gender equity. Women are often disproportionately impacted by the lack of paid leave, as they are the primary caregivers of infants, children, and aging parents. The lack of paid family leave exacerbates the gender wage gap for women and adversely impacts the economic stability of both male and female caregivers.**

This bill is also great for workers. The majority of our workforce in Hawai'i cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than one hundred employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill. Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5 percent of



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Osa Tui, Jr.
President
Logan Okita
Vice President
Lisa Morrison
Secretary-Treasurer
Ann Mahi
Executive Director

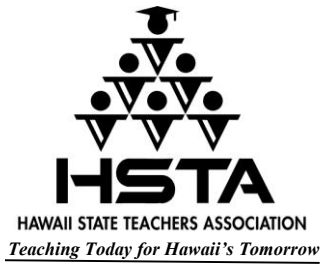
the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

Teachers are fortunate to be covered by a collective bargaining agreement that provides paid sick leave. Over 40 percent of our workforce in Hawai'i; however, are not afforded the same benefit. Only 17 percent of workers in the U.S. have access to paid family leave through their employers. Women, as primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family and medical leave. According to AARP Hawaii, there are approximately 157,000 unpaid family caregivers in the State. Hawai'i has one of the fastest growing populations over the age of sixty-five in the nation; from 2020 to 2030 the percentage of people age sixty-five and over is expected to go from 19.1 per cent of the State's population to 22.5 per cent. Nearly a third of those who need but do not have access to family leave will need the time off to care for an ill spouse or elderly parent. Even though our teachers have paid sick leave, they must use this leave, if they have accumulated enough, for maternity leave. Many new teachers do not have enough sick leave accumulated, and thus, must choose between unpaid leave, or even leaving the profession, which many do. It is unfortunate. We need to retain our teachers and all our workers in Hawai'i.

What's more, the COVID-19 pandemic became a public health emergency that infected thousands of people, overburdened hospital capacities, created medical supply shortages, and claimed the lives of numerous Hawai'i residents. Enacting a comprehensive family leave program would allow employees whose family members are impacted by serious health conditions to provide adequate care for their loved ones.

As a result, workers are often required to choose between providing for their families by working while sick or enduring a loss of income to recuperate. Families also must decide whether or not to send sick children to school or stay home and lose a day of pay. For low-income families, this financial bind can mean the difference between providing food or going hungry. When children are forced to attend class while ill, moreover, contagions may spread to other students, and not much learning occurs for the ill child who needs to recover from an illness.

Finally, a public insurance model that includes all eligible workers in the state is affordable. The Institute for Women's Policy Research, which houses some of the nation's top experts on family leave, conducted an actuarial analysis using a



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simulation model to study the use and cost of family leave insurance for our state, which found that the annual cost to cover sixteen weeks of leave for a worker making

\$48,000 would be roughly \$58—a little over one dollar per week to pay for invaluable financial security. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

To provide 16 weeks of paid family leave for all eligible workers in the state, when split evenly, would cost workers and businesses less than \$30 a year, the Hawaii State Teachers Association asks your committee to **support** this bill.



Testimony to the Senate Committees on Labor and Technology and on Health and Human Services

Monday, February 13, 2023

3:10 p. m.

State Capitol Conference Room 224 and via videoconference

Re: SB 360, RELATING TO FAMILY LEAVE

Dear Chair Moriwaki, Vice Chair Lee, Chair San Buenaventura, Vice Chair Aquino, and Honorable Members of the Senate Committees on Labor and Technology and on Health and Human Services:

I am Gary Simon, past president and a current board member of the Hawai'i Family Caregiver Coalition. The mission of the Hawai'i Family Caregiver Coalition (HFCC) is to improve the quality of life of those who give and receive care by increasing community awareness of caregiver issues through continuing advocacy, education, and training.

HFCC strongly supports SB 360, which would require the Department of Labor and Industrial Relations to establish and administer a family leave insurance program.

Forty percent of Hawai'i's workforce provides care for older parents, and family caregivers provide 70% of all care for frail elderly persons. Furthermore, unpaid leave under the federal Family and Medical Leave Act is inaccessible for 69 percent of Hawai'i residents.¹

We strongly encourage the Legislature and the Governor to pass a strong paid family leave law. Employees need subsidized time off to care for a newborn, newly adopted or foster child, or an ill or disabled family member. Paid family leave guarantees that employees can cover the basic costs of living while providing care to family members when they need it most.

We urge you to support SB 360, and we urge you to recommend its passage.

On behalf of HFCC, I thank you for seriously considering the bill.

Very sincerely,

A handwritten signature in blue ink that reads "Gary Simon".

Gary Simon



Email gsimon@aarp.org

1. Paid Leave Means A Stronger Hawai'i Fact Sheet. National Partnership for Women & Families. February 2023.



**Testimony to the Senate Committee on Labor and Technology & Health and
Human Services**

**Monday, February 13, 2023, at 3:10 P.M.
Conference Room 224 & Videoconference**

RE: SB 360 Relating to Family Leave

Aloha Chairs Moriwaki and San Buenaventura, Vice Chairs Lee and Aquino, and Members of the Committees:

The Chamber of Commerce Hawaii ("The Chamber") **does not support SB 360**, which requires the department of labor and industrial relations to establish and administer a family leave insurance program. Provides family leave insurance benefits and extends the period of family leave to 16 weeks for businesses that employ one or more employees who meet the hourly qualifications. Eliminates the previous threshold of 100 employees for employers to be subject to the family leave law. Appropriates funds.

We appreciate and understand the intent of this bill to allow for paid family leave in the workplace. However, we have serious concerns that this measure is not a reasonable, manageable or an affordable approach in addressing those needs.

First, Hawaii employers already pay Temporary Disability Insurance (TDI) premiums based on payroll up to the allowable wage base. Expanding TDI benefits to now include family leave will not only increase administrative compliance, but, more importantly, employers will likely shoulder the burden of increases in TDI premium rates to the proposed extended coverage to family leave.

It is important to note that many businesses already offer paid leave programs as a means of attracting and retaining their workforce, especially with the employment environment not yet recovered from the COVID-19 pandemic. In a Chamber membership poll, we found that the majority of businesses provide some type of leave, such as PTO, paid sick leave, vacation, paid family leave, etc.

With the way the pandemic has affected the economy, we need policies that will provide flexibility for businesses so they can help create more jobs for our economy. We need to be encouraging businesses to adopt their own innovative paid leave programs, rather than placing yet another mandate on employers and businesses.

Given the lack of substantiated data on the adverse impact of mandatory paid family leave on Hawaii employees, the Chamber asks that the committee hold this bill and review the findings of the Paid Family Leave Program Impact Study before enacting a one-size-fits-all



Chamber of Commerce HAWAII

The Voice of Business

policy.

In closing, while we appreciate the Legislature indicating their intention to address the issue of family leave, we have concerns about the impacts this will have to small businesses that are still struggling to recover from the pandemic.

The Chamber is Hawaii's leading statewide business advocacy organization, representing about 2,000+ businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of members and the entire business community to improve the state's economic climate and to foster positive action on issues of common concern.

Thank you for the opportunity to testify.



**Senate Committee on Labor and Technology & Health and Human
Services**

**Monday, February 13, 2023 at 3:10 P.M.
Via Videoconference**

RE: SB 360, RELATING TO FAMILY LEAVE

Chair, Vice Chair, and Members of the Committee:

The Society of Human Resource Management (SHRM) Hawaii respectfully opposes SB 360 which requires the department of labor and industrial relations to establish and administer a family leave insurance program. Provides family leave insurance benefits and extends the period of family leave to 16 weeks for businesses that employ one or more employees who meet the hourly qualifications. Eliminates the previous threshold of 100 employees for employers to be subject to the family leave law. Appropriates funds.

SHRM Hawaii serves and represents nearly 600 members and employers' statewide and human resource management is a critical component to the success and survival of the many businesses that make up our local economy. HR professionals are responsible for evaluating and balancing the needs of both the employers and employees and caring for businesses' most valuable asset: the working people of our state.

We appreciate and understand the intent of this bill to allow for paid family leave in the workplace. In a recent SHRM employer survey, we have found that most employers offer a diverse mix of sick leave, vacation floating holiday, PTO, and paid family leave. These benefits are in addition to benefits required under Hawaii Family Leave Law and Family and Medical Leave Act.

SHRM has serious concerns and expresses to the Committee that Hawaii employers already pay TDI premiums based on payroll up to the allowable wage base. Expanding and muddying the waters to blend TDI benefits to now include family leave will not only increase administrative compliance but employers would likely see increases in TDI premium rates.



Given the lack of substantiated data on the adverse impact of mandatory paid family leave on Hawaii employers, we should consider the aggregation of data and claims from the [Paid Family Leave Program Impact Study](#) released in November 2019. The study conducted comparative analysis of state plan models but did not provide any quantitative assessment on the Hawaii's current claims environment.

The study recognizes the challenges employers face in coordinating multiple paid leave laws and suggests that the State consider a broad range of issues when deciding how to implement paid family leave in Hawaii but makes no reference to key analysis on family leave data in Hawaii such as employers who already have policies and procedures that enables an employee to take family leave to care for a family member in need.

We respectfully ask that you do not advance this bill. We look forward to contributing positively to the development of sound public policy and continuing to serve as a resource to the legislature on matters related to labor and employment laws.

Thank you for this opportunity to provide testimony.

Rosanne Nolan
Legislative Affairs Committee Co-Chair

Dailyn Yanagida
Legislative Affairs Committee Co-Chair





February 12, 2023

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

RE: Testimony in support of SB 360, Relating to Family Leave

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

On behalf of Hawaii Foodbank, **I support SB 360**, which would require the department of labor and industrial relations to establish and administer a family leave insurance program.

Hawai'i has the highest cost of living of any state in the nation, and food security is a critical issue, with one in six residents lacks comprehensive access to healthy, nutritious food. When changes in family circumstances place financial pressures on families, putting food on the table can become an even bigger challenge. Paid family leave is helps ensure families who welcome a new child, care for family members, or are recovering from medical issues are better able to cover basic needs.

The Hawai'i Foodbank gathers donated, rescued, and purchased food and distribute it to those in need through our network of more than 200 agency partners. We also work with partners toward long-term solutions to ending hunger, and we support a paid family leave program that will helps families maintain the financial security essential for their health and well-being.

Mahalo for your consideration.

With aloha,

Amy Miller Marvin
President and CEO, Hawaii Foodbank



HAWAII APPLESEED

CENTER FOR LAW & ECONOMIC JUSTICE

Testimony of the Hawai‘i Appleseed Center for Law & Economic Justice
In Support of SB 360 – Relating to Family Leave
Joint Senate Committee on Labor & Technology and Health & Human Services
Monday, February 13, 2023, 3:10 PM, Conference Room 224 & Via Videoconference

Dear Chair Moriwaki, Chair San Buenaventura, and members of the Joint Committee:

Thank you for the opportunity to provide testimony in strong support of SB 360, which would provide family leave insurance benefits to qualified businesses and employees.

Low-wage workers are the least likely to have access to paid family leave, while they need the financial support of paid leave the most. With more and more of our kūpuna needing care, our state needs to create a safety net for families facing serious caregiving responsibilities.

The United States is the only developed nation that doesn’t provide its workers with paid family leave.¹ The federal Family and Medical Leave Act provides employees with only *unpaid* leave, and more than 40 percent of private sector workers are not covered by it. Meanwhile, the Hawai‘i Family Leave Law provides only four weeks of *unpaid* leave and also fails to cover around 40 percent of the state’s workforce. Hawai‘i’s temporary disability insurance program offers partial wage replacement to workers recovering from illness or injury, including childbirth, but no job protection. It’s also not available to non-biological parents or to family caregivers.

Although some individual companies offer employees paid leave, this benefit is typically only available to higher-income workers. Nationally, only 6 percent of low-wage workers—those who truly have the greatest need for paid family leave—have access to it.²

This lack of access to paid family leave has profound consequences for our working families. In Hawai‘i, two-thirds of children live in households where both parents work, and a quarter of live in households headed by a single parent, leaving no full-time caregiver at home.³

That is why it’s crucial for Hawai‘i to put into place a strong financial safety net for the hard-working families who desperately need support when faced with serious family caregiving responsibilities.

¹ Livingston, Gretchen and Deja Thomas, “Among 41 countries, only U.S. lacks paid parental leave,” Pew Research Center, December 16, 2019, <https://www.pewresearch.org/fact-tank/2019/12/16/u-s-lacks-mandated-paid-parental-leave/>

² Rossin-Slater, Maya and Lindsey Uniat, “Paid Family Leave Policies And Population Health,” *Health Affairs*, March 28, 2019, <https://www.healthaffairs.org/doi/10.1377/hpb20190301.484936/full/>

³ Kids Count Data Center, “Hawai‘i Indicators,” Annie E Casey Foundation, accessed February 12, 2023, <https://datacenter.kidscount.org/data#HI/2/0/char/0>

Paid leave laws are or will soon be in place in 11 states across the country and the District of Columbia.⁴ Their programs operate under a social insurance system, with employees and/or employers across the state paying into a dedicated insurance fund. By spreading both risks and resources across all workers, this system provides benefits at a low per-person cost.

In order for such a program to be truly effective in Hawai‘i, it is important for a paid family leave program to also follow a similar social insurance model. Examples of a social insurance approach are programs like Social Security and Medicare. Experts from both the left and the right agree that this is the best way to reduce costs to employers and overall administrative expenses, as well as prevent discrimination against those workers who are mostly likely to take leave. Even the right-leaning American Enterprise Institute prefers a social insurance program over an employer mandate to purchase family leave insurance or to self-insure.⁵ Creating a similar system in Hawai‘i would help keep workers, especially women, in the workforce, and at higher wages. It would also reduce reliance on public benefits.

Job-protected paid family leave provides job continuity, so workers are less likely to leave the labor force altogether. Research shows that mothers with access to family leave are more likely to return to work after the birth of a child and also more likely to return to the same or higher wages than they were earning before giving birth.⁶ In California, where the program has been in effect for over 15 years, mothers of small children were found to be working more hours and at higher average incomes than similar women were before the law was passed.

Studies also show that women who receive paid leave after the birth of a child are 39 percent less likely to rely on public assistance and 40 percent less likely to rely on food stamps than women who do not take paid leave, and this trend is also present in men.⁷

Furthermore, a Hawai‘i statewide poll found that 94 percent of respondents had either a “very favorable” (60 percent) or “somewhat favorable” (34 percent) perception of paid family leave. Nearly 6 in 10 (59 percent) said that they’d be willing to contribute a portion of their paycheck every month to a paid leave program, and the average amount that they said they’d be comfortable contributing is just over \$41 per month.⁸ That’s more than actuarial estimates of what such a system would cost workers in Hawai‘i, as well as the experience of the states that are already running paid family leave programs.

Mahalo for the opportunity to testify. We appreciate your consideration.

⁴ “State Paid Family & Medical Leave Insurance Laws,” National Partnership for Women & Families,” October 22, 2023, <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/state-paid-family-leave-laws.pdf>

⁵ Mathur, Aparna, “An Employer Mandate vs a Social Insurance Model for Paid Leave,” American Enterprise Institute, October 10, 2017, <https://www.aei.org/wp-content/uploads/2017/10/DC-Testimony-Mathur-1.pdf>

⁶ “Paid Leave and Employment Stability of First-Time Mothers,” Impaq International and Institute for Women’s Policy Research, January 2017, <https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/IMPAQ-First-Time-Mothers.pdf>

⁷ Houser, Linda , and Thomas P. Vartanian, “Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses and the Public,” Rutgers Center for Women and Work, <https://www.nationalpartnership.org/our-work/resources/economic-justice/other/pay-matters.pdf>

⁸ “Hawaii Family Leave Insurance Grant Analysis Report,” Hawaii State Commission on the Status of Women and Hawaii Working Families Coalition, November 2017, https://d3n8a8pro7vhmx.cloudfront.net/goodbeginnings/pages/196/attachments/original/1521088022/Hawaii_Family_Leave_Insurance_Analysis_Report.pdf?1521088022



Senate Committee on Labor and Technology / Senate Committee on Health and Human Services

Hawai'i Alliance for Progressive Action (HAPA) Supports: SB360

Monday, February 13th, 2023 3:10 p.m. Conference Room 224

Aloha Chair Moriwaki/San Buenaventura, Vice Chair Lee/Aquino and Members of the Committee,

We support SB360 which requires the department of labor and industrial relations to establish and administer a family leave insurance program. Provides family leave insurance benefits and extends the period of family leave to 16 weeks for businesses that employ one or more employees who meet the hourly qualifications. Eliminates the previous threshold of 100 employees for employers to be subject to the family leave law.

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna.

The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than one hundred employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.

Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5 percent of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

Please support SB360.

Mahalo for your consideration,

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

Anne Frederick
Executive Director



To: Senate Labor and Technology Committee
Hearing Date/Time: February 8, 2023 3:10 PM
Place: Hawaii State Capitol, Room 224
Re: Testimony in STRONG SUPPORT of SB360

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

Members of AAUW of Hawaii thank you for this opportunity to testify in strong support of SB360 which would establish paid family leave for Hawaii's workers.

Although women are most often primary caregivers for infants, children and elderly parents (and, often for both at the same time), very few workers have access access to paid family leave through their employers - only 17% in 2018. This lack affecting women disproportionately creates an exceedingly difficult dilemma for women and their families forced to choose between their well-being and care for keiki or kupuna.

Much our workforce in Hawaii cannot afford to take unpaid leave to care for a new child or a family member with a serious health condition. And, since our over 65 population is growing rapidly, so will the need in our workforce. All of our workers deserve access to family leave. A state-run family leave insurance program estimated at \$58/year per worker is a small price to pay for financial security provided by 16 weeks of paid family leave.

Please support SB360, and the workforce and their families in Hawaii.

The American Association of University Women (AAUW) of Hawaii is an all volunteer, statewide chapter of a national organization and is made up of six branches: Hilo, Honolulu, Kaua'i, Kona, Maui, and Windward Oahu. UH Hilo, UH Manoa, UH Maui College, and Windward Community College are also AAUW partners. AAUW's mission is to advance gender equity for equal opportunities in education, at workplace and for economic security, and in leadership.

Sincerely,

Nancy Rustad
Public Policy Committee, AAUW of Hawaii
publicpolicy-hi@aauw.net



HAWAII WORKERS CENTER

Defending and Respecting the workers of
Hawaii'i

(503) WORKERS 📞

(503) 967- 5377 📠

hawaiiworkerscenter@gmail.com ✉️

hawaiiworkerscenter.org 🌐

February 11, 2023

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

Committee on Health and Human Services
Senator Joy A. San Buenaventura, Chair
Senator Henry J.C. Aquino, Vice Chair

RE: Strong Support for S.B. 360 RELATING TO FAMILY LEAVE.

Dear Chairs Sen. Moriwaki and Sen. San Buenaventura, Vice-Chairs Sen. Lee and Sen. Aquino, and Members of the Committee on Labor and Government Operations and Committee on Health and Human Services:

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 Hawaii's low-wage and immigrant workers.

The Hawaii Workers Center stands in strong support for S.B. 360 to establish and administer a family leave program for all of Hawaii's workers, especially for those caring for newborns, a sick family member, or elderly parent.

As you know, Hawaii'i has one of the fastest growing populations over the age of 65 in the nation. Within this decade, the percentage of people aged 65 and over is expected to increase to 22.5 percent of the state's population. And yet, one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent. Now is the time to be proactive and address this coming surge.

Detractors will often say that it is unaffordable and untenable for the business community. However, at just \$58 per year per worker to allow 16 weeks of paid family leave, we cannot afford to let this opportunity pass.

According to the International Labor Organization, more than 120 countries provide some form of paid maternity or paternity leave and health benefits by law. Some provide up to six months to a year of paid leave. Bulgaria and Sweden provide over 400 days of paid parental/family leave and Japan provides 52 weeks of paid parental leave for the birth of children.

S.B. 360 is a reflection of the importance of the value of family that many of us treasure here in Hawaii. Let's stand up for this value and join other nations around the world in putting the importance of family first.

Sincerely,

Sergio J. Alcubilla
Executive Director

Executive
Committee of the
Board

Rev. Sam Domingo
Board Chair

Mary Ochs
Vice President

Dr. Arcelita Imasa
Secretary

John Witeck
Treasurer

Board Members

Yoko Liriano

Nanea Lo

Innocenta
Sound-Kikku

Ray Catania

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Marites Uy

Leyton Torda

Robyn Conboy

Co-Executive
Directors

Tony Doroño

Sergio Alcubilla III,
Esq.



HAWAII STATE
**COALITION AGAINST
DOMESTIC VIOLENCE**

February 13, 2023

Members of the Senate Committee on Labor and Technology:

Chair Sharon Y. Moriwaki
Vice Chair Chris Lee
Sen. Les Ihara, Jr.
Sen. Gilbert S.C. Keith-Agaran
Sen. Kurt Fevella

Members of the Senate Committee on Health and Human Services:

Chair Joy A. San Buenaventura
Vice Chair Henry J.C. Aquino
Sen. Sharon Y. Moriwaki
Sen. Maile S.L. Shimabukuro
Sen. Brenton Awa

Re: SB360 Relating to Family Leave

Dear Chair San Buenaventura, Vice Chair Aquino and Members of the Senate Committee on Health and Human Services, Chair Gabbard, Vice Chair Richards, and Members of the Senate Committee on Labor and Technology:

The Hawai'i State Coalition Against Domestic Violence (HSCADV) addresses domestic violence's social, political, and economic impacts on individuals, families, and communities. We are a statewide partnership of domestic violence programs and shelters.

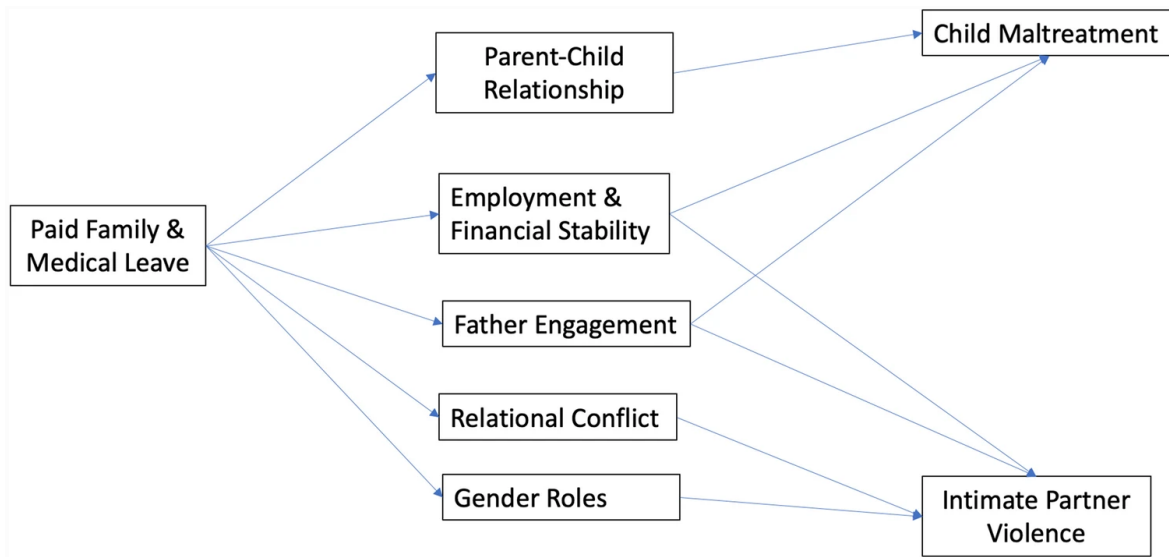
On behalf of HSCADV and our 28 member programs statewide, I respectfully submit testimony supporting SB360 and recommend the inclusion of paid victim leave in the policy. Research shows that paid family and medical leave policies could result in the prevention of family violence, including intimate partner violence. The Centers for Disease Control (CDC) has found that paid leave programs that result in economic support to families are a promising strategy for mitigating and preventing both child maltreatment and intimate partner violence.¹

¹ Fortson, B. L., Klevens, J., Merrick, M. T., Gilbert, L. K., & Alexander, S.P. (2016). Preventing child abuse and neglect: A technical package for policy, norm, and programmatic activities. National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.



A study using a birth cohort of women in Australia found that women who participated in paid maternity leave had decreased odds of experiencing IPV 12 months postpartum.² Further, the additional financial costs associated with a new child in combination with unpaid leave from employment to care for a new child may increase the likelihood of relational conflict in the form of family violence.³

Fig. 1 Pathways Linking Paid Family Leave and Family Violence⁴



Victims of domestic violence who suffer health conditions related to their abuse should be eligible for paid victim leave. The time could also allow them to attend court proceedings, meet with advocates or attorneys, safety plan, or relocate. Hawai'i's existing victim leave codified in HRS 378 Part VI is unpaid and limited by the company size.

Thank you for the opportunity to testify on this important matter.

Sincerely,
Angelina Mercado, Executive Director

² Bullinger, L.R., Klika, B., Feely, M. *et al.* Paid Family Leave: An Upstream Intervention to Prevent Family Violence. *J Fam Viol* (2023). <https://doi.org/10.1007/s10896-022-00486-3>

³ Ibid.

⁴ Ibid.



SB 360, RELATING TO FAMILY LEAVE

FEBRUARY 13, 2023 · SENATE LABOR AND TECHNOLOGY AND HEALTH AND HUMAN SERVICES COMMITTEES · CHAIRS SEN. SHARON MORIWAKI AND SEN. JOY SAN BUENAVENTURA

POSITION: Strong support.

RATIONALE: Imua Alliance supports SB 360, relating to family leave, which requires the Hawai'i Department of Labor and Industrial Relations to establish and administer a family leave insurance program; provides family leave insurance and extends the period of family leave to 16 weeks for businesses that employ one or more employees who meet the hourly qualifications; and eliminates the threshold of 100 employees for employers to be subject to the family leave law.

This measure would *finally* establish a family leave insurance program for Hawai'i's workers, with up to 16 weeks of paid time off to address family needs, including keiki and kupuna care. Once effectuated, family leave insurance should also provide progressive wage replacement, allowing low-income workers to receive a higher percentage of their weekly wages (ideally, up to 90 percent) to make the benefit accessible to everyone.

Hawaii's workers need this benefit. In a 2017 public poll, 62 percent of Hawaii respondents reported that they had wanted to take leave in the past in order to care for a new child or family member. Currently, Hawaii employees do not have a right to paid family leave. The federal Family Medical Leave Act (which leaves out 40 percent of the state's workforce) provides for unpaid leave with up to 12 weeks for employers with 50 or more employees. The Hawai'i Family Leave Law

(HFLL) applies to employers with 100 or more employees and allows up to four weeks. This is also unpaid leave. Moreover, Hawai'i has the fastest growing aging population in the nation. Our senior (age 65+) population is expected to grow 81 percent by 2030. Approximately 247,000 Hawaii workers are caregivers for a family member.

This program would help Hawaii's businesses. Family leave insurance increases worker retention and loyalty. Workers who have access to family leave benefits are more likely to return to work after their leave is over. In a 10-year study of the California family leave insurance program, businesses reported that family leave had either a positive or a neutral effect on their business. Small businesses were less likely than large businesses to report any negative effects.

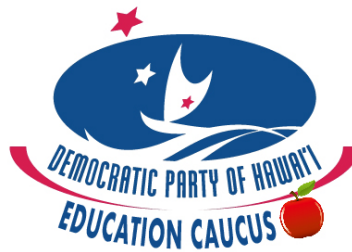
Providing paid time off for family caregiving strongly promotes gender equity. Women are often disproportionately impacted by the lack of paid leave, as they are the primary caregivers of infants, children, and aging parents. The lack of paid family leave exacerbates the gender wage gap for women and adversely impacts the economic stability of both male and female caregivers.

We know this can work in Hawai'i. Top experts on family leave have studied the usage, cost, and feasibility of implementing a family leave insurance program for the islands. These studies found that family leave insurance is a necessary and cost-effective way for workers to take adequate time off to care for their families without facing financial ruin or jeopardizing their careers.

We need a program that is affordable and designed to be revenue-neutral. The Institute for Women's Policy Research, which houses some of the nation's top experts on family leave, conducted an actuarial analysis using a simulation model to study the use and cost of family leave insurance for our state, which found that **the annual cost to cover sixteen weeks of leave for a worker making \$48,000 would be roughly \$58—a little over one dollar per week to pay for invaluable financial security.**

It's a stark reality when employees face the dire choice of caring for newborn or sick children, spouses, or parents or working to sustain their family's income. We must offer a smart, affordable solution that empowers workers to care for their families, while preserving their income.

Kris Coffield · Executive Director, Imua Alliance · (808) 679-7454 · kris@imuaalliance.org



SENATE BILL 360, RELATING TO FAMILY LEAVE

FEBRUARY 13, 2023 · SENATE LABOR AND TECHNOLOGY AND HEALTH AND HUMAN SERVICES COMMITTEES · CHAIRS SEN. SHARON MORIWAKI AND SEN. JOY SAN BUENAVENTURA

POSITION: Strong support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus **supports** SB 360, relating to family leave, which requires the Department of Labor and Industrial Relations to establish a family leave insurance program; provides 16 weeks of family leave insurance for workers at businesses that employ one or more employees who meet the hourly qualifications; and eliminates the threshold of 100 employees for employers to be subject to the family leave law.

This measure would *finally* establish a family leave insurance program for Hawai'i's workers, with up to 16 weeks of paid time off to address family needs, including keiki and kupuna care. Once effectuated, family leave insurance should also provide progressive wage replacement, allowing low-income workers to receive a higher percentage of their weekly wages (ideally, up to 90 percent) to make the benefit accessible to everyone.

Hawaii's workers need this benefit. In a 2017 public poll, 62 percent of Hawaii respondents reported that they had wanted to take leave in the past in order to care for a new child or family member. Currently, Hawaii employees do not have a right to paid family leave. The federal Family Medical Leave Act (which leaves out 40 percent of the state's workforce) provides for unpaid leave

with up to 12 weeks for employers with 50 or more employees. The Hawai'i Family Leave Law (HFLL) applies to employers with 100 or more employees and allows up to four weeks. This is also unpaid leave. Moreover, Hawai'i has the fastest growing aging population in the nation. Our senior (age 65+) population is expected to grow 81 percent by 2030. Approximately 247,000 Hawaii workers are caregivers for a family member.

This program would help Hawaii's businesses. Family leave insurance increases worker retention and loyalty. Workers who have access to family leave benefits are more likely to return to work after their leave is over. In a 10-year study of the California family leave insurance program, businesses reported that family leave had either a positive or a neutral effect on their business. Small businesses were less likely than large businesses to report any negative effects.

Providing paid time off for family caregiving strongly promotes gender equity. Women are often disproportionately impacted by the lack of paid leave, as they are the primary caregivers of infants, children, and aging parents. The lack of paid family leave exacerbates the gender wage gap for women and adversely impacts the economic stability of both male and female caregivers.

We know this can work in Hawai'i. Top experts on family leave have studied the usage, cost, and feasibility of implementing a family leave insurance program for the islands. These studies found that family leave insurance is a necessary and cost-effective way for workers to take adequate time off to care for their families without facing financial ruin or jeopardizing their careers.

The Institute for Women's Policy Research, which houses some of the nation's top experts on family leave, conducted an actuarial analysis using a simulation model to study the use and cost of family leave insurance for our state, which found that **the annual cost to cover sixteen weeks of leave for a worker making \$48,000 would be roughly \$58—a little over one dollar per week to pay for invaluable financial security.**

It's a stark reality when employees face the dire choice of caring for newborn or sick children, spouses, or parents or working to sustain their family's income. We must offer a smart, affordable solution that empowers workers to care for their families, while preserving their income.

Kris Coffield · Chairperson, DPH Education Caucus · (808) 679-7454 · kriscoffield@gmail.com

LATE

SB-360

Submitted on: 2/12/2023 4:47:54 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Doris Segal Matsunaga	Testifying for Save Medicaid Hawaii	Support	Written Testimony Only

Comments:

Save Medicaid Hawaii strongly supports SB 360

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 360 - Relating to Family Leave**
Hawai'i State Capitol and via videoconference
February 13, 2023, 3:10 PM

LATE

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

On behalf of Hawai'i Children's Action Network Speaks!, I am writing in **SUPPORT with suggested amendments to SB 360, relating to family leave**. This bill requires the department of labor and industrial relations to establish and administer a family leave insurance program, provides family leave insurance benefits and extends the period of family leave to 16 weeks, and eliminates the previous threshold of 100 employees for employers to be subject to the family leave law.

**HCAN Speaks! Board
of Directors**

Liza Ryan Gill
President

Nick Kacprowski, J.D.
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Secretary

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Jasmine Slovak
Erica Yamauchi

Paid family leave allows workers to take time off and still receive part of their income when they need to care for their own serious health needs or those of a loved one, or to bond with a new child.

The United States is the only developed country without national paid family leave.¹ To fill that gap, thirteen states plus the District of Columbia have passed paid family leave laws.² Hawai'i should join them.

Paid family leave includes:

- Parental leave – for parents, including fathers and adoptive and foster parents, to bond with a new child
- Medical leave – for a worker to recover from their own serious illness or injury
- Caregiving leave – for a worker to care for a family member with a serious health condition.

In some states, paid family leave also includes:

- Deployment leave – to handle arrangements for military service
- Safe leave³ – to deal with domestic violence, such as seeking a restraining order or relocating to safety.

We suggest adding safe leave to this bill, as they do in some other states, such as Connecticut,⁴ Colorado⁵ and Oregon.⁶

¹ <https://bipartisanpolicy.org/explainer/paid-family-leave-across-oecd-countries/>

² <https://bipartisanpolicy.org/explainer/state-paid-family-leave-laws-across-the-u-s/>

³ <https://www.americanprogress.org/article/the-state-of-paid-family-and-medical-leave-in-the-u-s-in-2023/>

⁴ https://www.cga.ct.gov/2020/sup/chap_557.htm

⁵ <https://casetext.com/statute/colorado-revised-statutes/title-8-labor-and-industry/labor-i-department-of-labor-and-employment/labor-conditions/article-133-family-and-medical-leave/part-5-paid-family-and-medical-leave-insurance>

⁶ https://www.oregonlegislature.gov/bills_laws/ors/ors657B.html

Though both provide time off, paid family leave is not the same as paid sick days. Paid family leave provides time off for major life events, like the birth of a child or extended illnesses. In contrast, paid sick days usually do not provide enough time for recovery from childbirth or a major medical event.

Paid leave helps children by helping their parents. Research has found that states with paid family leave have seen significant health, social and economic benefits.⁷ Families who have access to paid leave – especially working women – are healthier, more economically secure, more likely to stay in the workforce, and less likely to need public benefits.

Paid family leave is good for business, because employees are more productive, which can help increase profits, and loyal, which lowers turnover costs, according to research that's looked at how paid family leave works in other states.⁸

In addition, statewide paid family leave helps even the playing field for small businesses. Currently, most small businesses cannot afford to offer adequate paid family leave to their employees, which puts them at a disadvantage when it comes to attracting and retaining the best workers.

With a statewide paid family leave program, small payroll deductions would go into a state fund, which workers would apply to when they need to take leave. Since employees would be paid from the state fund while taking family leave, employers would not need to pay them while they are on leave.

Enabling small businesses to provide paid family leave through a state program helps them compete for the best workers. Not surprisingly, recent surveys show that two-thirds of small business owners support paid family leave.⁹

Similarly, as Hawaii struggles to keep our working-age families from moving away, we are competing with states that have paid family leave – including California, Washington and Oregon – for the best workers. When young couples are deciding where to start a family, paid family leave may be an important deciding factor for them.

Currently, only one in four private sector workers has access to paid family leave.¹⁰ Lower-income workers in Hawai'i – who are more likely to be Native Hawaiian or Pacific Islander – are the least likely to have paid family leave, while they need that financial support the most.

The federal Family Medical Leave Act (FMLA) and Hawai'i Family Leave Law (HFLL) protect an employee from losing their job while they are caring for a sick relative or their self or bonding with a new child, but that leave is unpaid.

Since the FMLA and HFLL apply only to very large employers, the provision in this bill to eliminate the threshold of 100 employees for employers to be subject to the HFLL is very important. In fact, 93% of firms in Hawaii have fewer than 100 employees.¹¹

⁷ https://www.abetterbalance.org/wp-content/uploads/2021/09/PFML_Health-Case_Fact-Sheet_11.30.21.pdf

⁸ https://www.abetterbalance.org/wp-content/uploads/2021/09/PFML_Business-Case_Fact-Sheet_5.10.22.pdf

⁹ <https://smallbusinessmajority.org/our-research/small-businesses-support-bold-investments-child-care>

¹⁰ <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-means-a-stronger-Hawai%E2%80%98i.pdf>

¹¹ <https://www.census.gov/data/tables/2019/econ/susb/2019-susb-annual.html>

Most working mothers who give birth can get partial pay through Hawai'i Temporary Disability Insurance (TDI) to recover from childbirth, but TDI cannot be used by non-birth parents or to care for other family members. Meanwhile, Hawai'i has 157,000 unpaid family caregivers, providing 131 million hours of care per year,¹² and those numbers will continue to increase as our population ages.

In most of the states that have passed paid family leave laws, the program:¹³

- Is a state-run benefit program, like Social Security or Medicare
- Is funded by small payroll deductions that go into a state fund, which workers apply to when they need to take leave
- Employers do not need to pay employees while they are on leave, since they are paid from the state fund
- Is available to both full and part-time workers
- Provides between 8 and 30 weeks of paid leave per year
- Provides a higher portion of wages to lower-income workers, so they can afford to take the leave
- Ensures that employees have a job to go back to after they take leave

The Hawaii State Commission on the Status of Women was awarded a grant from the U.S. Department of Labor to analyze how paid family leave could work in Hawaii. With that grant, comprehensive research was conducted in 2017 by national experts and local organizations.

The family leave report¹⁴ includes an economic analysis and eligibility and benefit modeling; a feasibility study; opinion polling of Hawaii workers; and focus groups of local labor unions, employers, parents, and family caregivers. Among many detailed findings, it found that paid family leave in Hawaii is:

- Feasible
- Not expensive
- Supported by 94% of Hawaii workers

No one in Hawai'i should ever have to choose between their loved ones and their paycheck. 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

¹² <https://www.aarp.org/ppi/info-2015/valuing-the-invaluable-2015-update.html>

¹³ <https://bipartisanpolicy.org/explainer/state-paid-family-leave-laws-across-the-u-s/>

¹⁴

https://d3n8a8pro7vhmx.cloudfront.net/goodbeginnings/pages/196/attachments/original/1521088022/Hawaii_Family_Leave_Insurance_Analysis_Report.pdf?1521088022

LATE



February 13, 2023

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

Senator Joy A. San Buenaventura, Chair
Senator Henry J.C. Aquino, Vice Chair
Senate Committee on Health and Human Services

Re: S.B. 360, RELATING TO FAMILY LEAVE

Hearing: Monday, February 13, 2023, 3:10 p.m., Room 224 & Videoconference

Dear Members of the Committee on Labor and Technology and Members of the Committee on Health and Human Services:

Hawaii Women Lawyers (“**HWL**”) is a lawyer’s trade organization that aims to improve the lives and careers of women in all aspects of the legal profession, influence the future of the legal profession, and enhance the status of women and promote equal opportunities for all.

HWL supports the intent of S.B. 360, to require the department of labor and industrial relations to establish and administer a family leave insurance program and fund that would be used to provide a covered individual with up to sixteen weeks per calendar year of paid family leave.

HWL supports efforts to expand paid family leave. The majority of Hawaii’s workforce cannot afford to take unpaid leave, and women, who are often the primary caregivers of infants, children, and elderly parents, are affected disproportionately by the absence of paid family leave. The development and advancement of women in the legal profession, as well as in other careers, is impeded by the lack of affordable caretaking options. The pandemic has only increased the caretaking responsibilities taken on by women, who are also trying to maintain their jobs and careers to provide for themselves and/or their families.

Thank you for the opportunity to submit testimony on this measure.

SB-360

Submitted on: 2/9/2023 12:04:27 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael EKM Olderr	Individual	Support	Written Testimony Only

Comments:

I support this bill for numerous reasons. For one, is that this will help new families a chance to start, as the main reason why young people in America aren't interested in starting a family is that it's too expensive and they can't afford to spend so much time away from work. Plus, it can cover unexpected medical emergencies for them or a family member they can never plan for. It is inhumane to force someone to labor while they or a family member is dying and they can't help or get the support they need. Please pass this bill

SB-360

Submitted on: 2/9/2023 12:09:16 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Frances Pitzer	Individual	Support	Written Testimony Only

Comments:

This is an important bill. During COVID I learned that my grandchildren could care for me, but I wasn't able to care for my 4 grandchildren on the mainland while their mom was in ICU and their dad serving in the military. This needs cleaned up, and addressed, please. Mahalo

SB-360

Submitted on: 2/9/2023 3:07:56 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Ryan Samonte	Individual	Support	Written Testimony Only

Comments:

I support this bill!

SB-360

Submitted on: 2/9/2023 7:57:31 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Laurie Tochiki	Individual	Support	Written Testimony Only

Comments:

I support SB360 relating to family leave. I am a member of the Hawaii Children's Action Network. I am also a first time grandmother. My daughter and my son in law both had generous paid family leave in Washington state. What a huge difference it made for them and for my grandson.

SB-360

Submitted on: 2/9/2023 8:39:19 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Daniel Plunkett	Individual	Oppose	Written Testimony Only

Comments:

Hawaii should not pass another law making it harder to do business in Hawaii. This will raise costs dramatically and ultimately hurt everyone. Hawaii had far too much inefficient bureaucracy to slow the economy, hurt business, and create an entitlement mentality already. Just stop. How about passing tax breaks to help people keep their own money and save more instead of redistributing wealth?

SB-360

Submitted on: 2/9/2023 9:02:56 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Deb Marois	Individual	Support	Written Testimony Only

Comments:

Aloha Senators,

I urge you to pass SB360 because Hawaiian families are not adequately supported during times of illness and necessary caregiving. Paid family leave provides concrete support in times of need, which research shows is a “protective factor” that reduces the risk of child abuse and neglect and shields families from the worst impacts of stress and trauma. Many families already face economic hardships due to the high cost of living and low wages – a serious illness of a family member, new baby or other unexpected health or medical situation further jeopardizes a families’ already precarious financial situation and adds additional stress, which in turn can create more health issues. Kupuna and keiki are among the most vulnerable, and stand to suffer the most negative consequences when family members are unable to take time off to care for them. I urge you to not only pass this bill, but also consider changing the requirements so that 100% of an eligible person’s wages are covered. Workers should not be penalized for caring for their family members during tough times. I work in the health and human services sector and understand what a difference this support could make for hardworking Hawaiian families. Mahalo for your consideration.

SB-360

Submitted on: 2/9/2023 11:33:11 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Randy Ching	Individual	Support	Written Testimony Only

Comments:

I strongly support SB360.

- In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna.
- The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than one hundred employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.
- Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5 percent of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.
- At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

Randy Ching

Honolulu

SB-360

Submitted on: 2/10/2023 6:19:13 AM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Lynn Robinson-Onderko	Individual	Support	Written Testimony Only

Comments:

Aloha Chair and Committee Members,

Paid family leave for Hawaii's workers is long overdue. Please do the right thing and move this measure forward.

Respectfully,

Lynn Robinson-Onderko, Ewa Beach, HI

SB-360

Submitted on: 2/10/2023 6:49:12 AM

Testimony for LBT on 2/13/2023 3:10:00 PM

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

Comments:

I'd like to submit the following testimony:

*In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna.

- The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than one hundred employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.
- Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5 percent of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.
- At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

SB-360

Submitted on: 2/10/2023 7:03:22 AM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Arjuna	Individual	Support	Written Testimony Only

Comments:

Please pass SB360

SB-360

Submitted on: 2/10/2023 7:45:53 AM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Corey Rosenlee	Individual	Support	Written Testimony Only

Comments:

To Chair Moriwaki and members of the Labor and Technology Committee and

Chair San Buenaventura and members of Health and Human services Committee:

My name is Corey Rosenlee, a teacher at Campbell High School and I strongly support SB360.

Every other industrialized country has come to the obvious conclusion that allowing parents to take care of their newborn child is good for the child, good for the parents, good for society and, yes, good for business as well.

This new policy would allow time for mothers and fathers to take care of their newborn or adopted children and give employees time to take care of an ill spouse or an elderly parent. It is the right thing to do, and it is about time.

As income inequality has grown, very few families can afford taking time off to care for their newborns. This means going back to work way too early, and going against what research has shown is good for the baby and good for the parents.

Paid parental leave decreases infant mortality and increases immunizations while increasing the rate and duration of breast feeding, which research shows has many lifelong health benefits. In addition, for mothers, family leave decreases depression and stress, and paid leave allows both parents to bond with their children.

So far the only complaint about this bill has come from some in the business community, even though the current draft of the bill does not require businesses to pay any part of the family leave. Those detractors should take lessons from businesses around the world that have learned family leave is good for business.

Studies have shown that employees who are allowed to take family leave are much more likely to stay with the company, and stay for a longer period of time. As our country is dealing with the wage gap between men and women, family leave increases lifetime earnings for women. By supporting paid family leave, local businesses are sure to retain quality employees and to reduce the turnover rate and the cost of retraining.

Please pass SB360.

SB-360

Submitted on: 2/10/2023 9:13:09 AM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Chris Barzman	Individual	Support	Written Testimony Only

Comments:

We know families in Hawai'i are strongest when we have time to heal from serious illness or injury, welcome a new child, or help a loved one recover or ease their passing. Everyone should be able to take time off to care for themselves or a loved one without risking their job or paycheck.

It's time for paid family leave in Hawai'i.

SB-360

Submitted on: 2/10/2023 9:25:08 AM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
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 SB360.**

- In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna.
- The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than one hundred employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.
- Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5 percent of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.
- At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

Support SB360!

me ke aloha 'āina,
Nanea Lo, Mō'ili'ili

SB-360

Submitted on: 2/10/2023 1:07:55 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Linda Wakatake	Individual	Support	Written Testimony Only

Comments:

I strongly support SB 360 relating to family leave. Hawai`i has one of the fastest grwoing populations over the age of 65 in the nation. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. that is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

Thank you,

Linda Wakatake

SB-360

Submitted on: 2/10/2023 1:40:03 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Mele Andrade	Individual	Support	Written Testimony Only

Comments:

The United States is the ONLY developed country in the WORLD that does not provide national paid family leave for its citizens! Hawaii has the opportunity to be one of the first states in the country to provide this for our 'ohana. The relationship between a parent and child is one of the most significant in their lives, it sets the stage for all other relationships going forward. We need to give our keiki an opportunity to bond and thrive from the time they are born! Let's show the world what we already know, that Hawaii puts family first!

SB-360

Submitted on: 2/10/2023 4:31:16 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Mai Hall	Individual	Support	Written Testimony Only

Comments:

I firmly support SB 360 for paid family leave in Hawaii. When I was a single parent caring for my child, I would have greatly benefited from a program such as this to care for my ill child. Instead, I had to take unpaid leave which greatly affected our finances and almost rendered us homeless. Caring for keiki and kupuna is our way of saying our `ohana matter. What better way to show we care about the health and wellbeing of our people by finally passing paid family leave for Hawaii. Mahalo

SB-360

Submitted on: 2/11/2023 3:22:25 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Mary K Ochs	Individual	Support	Written Testimony Only

Comments:

I strongly support SB360 and urge you to approve this important legislation. Paid family leave is not only humane but key to supporting and strengthening the family unit. It also makes good sense to support workers to take care of family members during health challenges rather than trying to juggle work and family needs. The level of guilt, stress and sleep deprivation we carry when we cannot afford time off to care for family needs does not make for good workers. I know from first hand experience trying to help my mother through several health crises.

Paid family leave is doable and affordable. A state-operated family leave insurance plan could cover all workers at an estimated cost of \$58 per year per worker. Small businesses and our state and counties should be able to afford making that benefit available to their employees. This insurance would provide income and peace-of-mind to workers and their families during the 16-week period of family leave.

I urge you to support this much needed legislation!

Mahalo for your consideration,

Mary Ochs

SB-360

Submitted on: 2/11/2023 3:43:25 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Greg Crawford	Individual	Support	Written Testimony Only

Comments:

Dear Honorable Senators,

n 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna.

The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than 100 employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.

Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5% of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

Mahalo,

Greg Crawford

SB-360

Submitted on: 2/11/2023 3:53:31 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Larry Alfrey	Individual	Support	Written Testimony Only

Comments:

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna.

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At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

SB-360

Submitted on: 2/11/2023 4:12:03 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
david gierlach	Individual	Support	Written Testimony Only

Comments:

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna.

The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than 100 employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.

Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5% of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

SB-360

Submitted on: 2/11/2023 4:16:52 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

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

Comments:

Aloha LBT & HHS Chairs & Committees,

I support paid family leave because after finishing my Masters (MEd) from UH my Australian wife wanted to have our son born in Australia. So we migrated to Australia and after the first year of work i received holiday pay plus 17% loading (4 weeks pay plus 17% extra cash), I also received 2 weeks family leave & 2 weeks sick leave (which you could accumulate (this was in 1983!).

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna.

The majority of Hawai‘i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai‘i law only provides a four-week extension of unpaid leave to employees of large employers with more than 100 employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.

Hawai‘i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5% of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

The US has the worst working conditions of all OECD countries.

Mahalo for your consideration,

tlaloc tokuda

Kailua Kona HI 96740

Testimony to the Senate Committees on Labor and Technology and on Health and
Human Services

Monday, February 13, 2023

3:10 p. m.

State Capitol Conference Room 224 and via videoconference

Re: SB 360, RELATING TO FAMILY LEAVE

Dear Chair Moriwaki, Vice Chair Lee, Chair San Buenaventura, Vice Chair Aquino, and Honorable Members of the Senate Committees on Labor and Technology and on Health and Human Services:

My name is Lisa Spencer and I am writing in strong support of SB 360, which would require the Department of Labor and Industrial Relations to establish and administer a family leave insurance program. Hawaii has one of the fastest growing populations over the age of 65 in the nation. Nearly one-third of workers who do not have access to family leave will need time off to care for an elderly parent or family member. “The lack of paid leave exacerbates the state’s economic and care challenges for rising cost of living to an aging population, with devastating costs for Hawaii’s residents and their families, public health, and the economy” (National Partnership, 2023, para. 1). At \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses. This insurance plan will pay for the financial security of employees, guaranteed by 16 weeks of paid family leave.

I strongly encourage the Legislature and the Governor to pass a paid family leave law. Employees need subsidized time off to care for family members and this paid family leave guarantees that employees can cover the cost of living while providing care to family members when they need it most. I urge you to support SB 360 and recommend the passage of this law.

Sincerely,

Lisa Spencer
Community Member

Reference:

National Partnership. (2023). Paid leave means a stronger Hawai'i.

<https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-means-a-stronger-hawaii.pdf>

SB-360

Submitted on: 2/11/2023 8:47:01 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Elizabeth Hansen	Individual	Support	Written Testimony Only

Comments:

Aloha - Please support this bill.

At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than 100 employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.

Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5% of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

Mahalo, Elizabeth Hansen, Hakalau HI 96710

SB-360

Submitted on: 2/11/2023 9:27:56 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Rodger Hansen	Individual	Support	Written Testimony Only

Comments:

Aloha - Please support this bill.

At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than 100 employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.

Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5% of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

Mahalo, Rodger Hansen, Hakalau HI 96710

SB-360

Submitted on: 2/12/2023 5:09:42 AM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Tony Radmilovich	Individual	Support	Written Testimony Only

Comments:

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna.

The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than 100 employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.

Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5% of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

SB-360

Submitted on: 2/12/2023 9:14:39 AM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Marsha Hee	Individual	Support	Written Testimony Only

Comments:

Aloha,

Please SUPPORT SB360

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna.

The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than 100 employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.

Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5% of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

Respectfully Submitted,

Marsha Hee, Hawaii Island resident

SB-360

Submitted on: 2/12/2023 10:14:07 AM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
David Ball	Individual	Support	Written Testimony Only

Comments:

To the members of the Committee,

I am writing to voice my full support for SB360, which is one necessary step to bring Hawaii's support for families and children into the vanguard of progressive states that recognize the central role of families in thriving communities. I have heard too many stories of parents' distress, and lost too many colleagues to the continental US, because working parents must choose between caring for their children and pursuing their careers. These insufficient supports for families disproportionately harm working parents, women, Native Hawaiian families, and other families of color--they harm our kids and they weaken our entire community. I urge the Committee to advance this necessary bill.

With aloha,

Dave Ball, Honolulu

SB-360

Submitted on: 2/12/2023 12:01:34 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Raymond Catania	Individual	Support	Written Testimony Only

Comments:

Aloha Committee,

I strongly support the Working Families Legislative Caucus SB360 for paid family leave. As a retired but lifelong member of both public and unionized establishments, paid family leave helped my family greatly in times of need, especially when both of my daughters were extremely sick.

Ray Catania Hawaii Workers Center volunteer Kauai rep

SB-360

Submitted on: 2/12/2023 12:43:22 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Patricia Bilyk	Individual	Support	Written Testimony Only

Comments:

TO: Senator Sharon Moriwaki, Chair, Senator Joy San Buenventura, Chair and Members of the Labor and Technology, and Health and Human Services Committees

FROM: Patricia Bilyk, RN, MPH, MSN Maternal Child Clinical Nurse Specialist

DATE: Monday, February 13, 2023 3:10pm

RE: SB 360 PAID FAMILY LEAVE STRONG SUPPORT

Good Afternoon! I am Patricia Bilyk and I stand in **STRONG SUPPORT** for SB360! I've practiced as an Advanced Practice Registered Nurse in our State for over 50 years, working with families in all income levels. Time and time again I helped them make decision between caring for themselves or a sick family member or returning to work because they needed the money! A Paid Family Leave Program would have eased their family financial burden at critical health need time.

A Paid Family Insurance is a must have program for the workers in the State of Hawaii. I personally along with other like minded organizations, have been coming each year to the Legislature with the excellent merits of such a Program including Hawaii based facts, data from other programs in the US and around the world and personal stories with no success to date!

Now is the time to create this insurance program! Eleven states and Washington DC have enacted Paid Family Leave Programs without the catastrophic issues identified by The Chamber of Commerce and small business owners. Certainly we can learn from them and create a great Program for our State workers! It is the **RIGH THING** to do!

No worker should have to choose between caring for their sick child and a pay check!

I thank you for the opportunity to testify in **STRONG SUPPORT** of SB 360!

Chair Sharon Moriwaki
Vice Chair Chris Lee

Senate Committee on Labor & Technology

Chair Joy San Buenaventura
Vice Chair Henry Aquino

Senate Committee on Health & Human Services

Monday, February 13, 2023
3:10PM

TESTIMONY IN STRONG SUPPORT OF SB360 RELATING TO FAMILY LEAVE

Aloha Chair(s) Moriwaki and San Buenaventura, Vice Chair(s) Lee and Aquino, Members of the Senate Committee on Labor & Technology and Senate Committee on Health & Human Services,

My name is Jun Shin. I am a recent graduate of the University of Hawai‘i at Mānoa and a member of the Hawai‘i State Youth Commission, testifying as an individual in **STRONG SUPPORT** of **SB360**, Relating to Family Leave.

The majority of Hawai‘i's workers cannot afford to take unpaid leave to care for a new child or another family member. Hawai‘i law only provides a four-week extension of unpaid leave to employees of large employers with more than 100 employees. 4 weeks is definitely not enough, and this current law leaves out many, many workers who will at some point need to take care of a family member. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and other family members who are seriously ill.

It’s also the case that Hawai‘i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5% of the state's population. Making sure our kūpuna have the best quality of life in their retirement year after working hard their whole lives is the least that the state can do. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave. Please **PASS Senate Bill 360** out of your committee.

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-360

Submitted on: 2/12/2023 1:35:50 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Shay Chan Hodges	Individual	Support	Written Testimony Only

Comments:

To support a strong economy, we must support working families.

I am in strong support of paid family leave.

SB-360

Submitted on: 2/12/2023 1:45:59 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Nate Hix	Individual	Support	Written Testimony Only

Comments:

Parents and children need and deserve to be together for months after birth. Hawaii can choose to make this a reality by passing this bill. Without passing a paid family leave bill like this children will continue to be apart from their parents within days of being born.

LATE

SB-360

Submitted on: 2/12/2023 3:20:49 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Marion McHenry	Individual	Support	Written Testimony Only

Comments:

I strongly support this bill. All Hawaii workers should be able to care for newborn keiki and family members who are ill.

Sincerely,

Marion McHenry

Kauai

LATE

SB-360

Submitted on: 2/12/2023 3:28:01 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Jordan Smith	Individual	Support	Written Testimony Only

Comments:

Please pass SB360. Hawaii's families deserve reliable and equitable access to paid leave.

LATE

SB-360

Submitted on: 2/12/2023 7:19:07 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Will Caron	Individual	Support	Written Testimony Only

Comments:

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna.

The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than 100 employees. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill.

Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5% of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent.

At just \$58 per year per worker, a state-run family leave insurance plan is affordable for small businesses and our state. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

LATE

SB-360

Submitted on: 2/12/2023 8:52:37 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Christy MacPherson	Individual	Support	Written Testimony Only

Comments:

I am in strong support of SB360. We need Paid Family Leave so that employees can take care of themselves and their family members during times of crisis or illness without having the extra burden of losing income and not being able to pay for critical things like rent, electricity, or transportation.

Mahalo for your consideration.

LATE

SB-360

Submitted on: 2/12/2023 10:01:24 PM

Testimony for LBT on 2/13/2023 3:10:00 PM

Submitted By	Organization	Testifier Position	Testify
Erica Yamauchi	Individual	Support	Written Testimony Only

Comments:

Aloha Chair, Vice Chair, and Committee Members:

It's time for paid family leave in Hawai'i.

The United States is the only developed country without national paid family leave. To fill that gap, 13 states plus the District of Columbia have passed paid family leave laws. Hawai'i must join them.

When Hawai'i workers face life circumstances that make it impossible for them to work, they do not have any legal right to paid family leave. Currently, only 1 in 4 private sector workers has access to paid family leave. Lower-income workers in Hawai'i – who are more likely to be Native Hawaiian or Pacific Islander – are the least likely to have paid family leave, while they need that financial support the most.

Measures like this have the most potential to affect the lives of families in Hawai'i for the better. Please pass this measure.

Thank you for the opportunity to testify.

Erica Yamauchi, Kaimukī/Wilhelmina Rise