



**TESTIMONY OF  
THE DEPARTMENT OF THE ATTORNEY GENERAL  
KA 'OIHANA O KA LOIO KUHINA  
THIRTY-SECOND LEGISLATURE, 2024**

---

**ON THE FOLLOWING MEASURE:**

S.B. NO. 2474, S.D. 2, RELATING TO FAMILY LEAVE.

**BEFORE THE:**

HOUSE COMMITTEE ON LABOR AND GOVERNMENT OPERATIONS

**DATE:** Tuesday, March 12, 2024                      **TIME:** 9:30 a.m.

**LOCATION:** State Capitol, Room 309 and Videoconference

**TESTIFIER(S):** Anne E. Lopez, Attorney General, or  
Jack W. Relf, Nelson T. Higa, or Chelsea C. Maja,  
Deputy Attorneys General

---

Chair Matayoshi and Members of the Committee:

The Department of the Attorney General provides the following comments.

This bill amends chapter 398, Hawaii Revised Statutes (HRS), Hawaii's family leave law, to require the Department of Labor and Industrial Relations (DLIR) (also referred to as "department", as defined to mean the DLIR by section 398-1, in statutory wording quoted from the sections in chapter 398 that are proposed to be added or amended by this bill) to establish and administer a paid family leave insurance program. The bill also expands family leave from four weeks of benefits, which may be unpaid, to sixteen weeks of paid family leave benefits. The bill further eliminates the threshold of one hundred employees for employers to be subject to the family leave law, making the law apply to employers that employ one or more employees. The bill also appropriates funds to administer the new program.

This bill provides for two conflicting models for administering the paid family leave program: a state-administered trust fund model and a private insurance coverage model, which creates confusion regarding the mechanism for administering the program.

Proposed section 398-D, on page 6, line 12, through page 7, line 18, establishes the family leave insurance trust fund, on page 6, lines 13-14, which, as provided on page 6, line 18, through page 7, line 2, will be mainly funded through employer and

employee contributions. At the same time, the proposed section 398-I, HRS, on page 10, lines 8-21, provides that employers may deduct and withhold up to one-half of the cost of "providing family leave insurance premiums[.]" Because premiums are generally associated with purchasing insurance, the use of the undefined term "premiums" suggests that employers would select and pay the premiums on insurance plans with benefits separate from those in the paid family leave insurance trust fund administered by DLIR. The inclusion of both the trust fund and the ability of employers to provide insurance in the proposed new sections of chapter 398, creates an ambiguity as to whether employers may purchase a private insurance plan to provide paid family leave benefits in lieu of paying into the family leave insurance trust fund administered by DLIR. However, if the undefined term "premiums" on page 10, line 10, refers to the employer and employee contributions to the trust fund described on page 6, line 19, then the proposed section 398-I, HRS, on page 10 creates a risk that employees could be charged twice for no additional benefit because they will be paying the contributions to DLIR, as provided on page 7, lines 5-8, and will also have a portion of their wages withheld by their employer, as provided on page 10, lines 8-12. For this reason, we recommend the bill be amended to clarify the administration of the paid family leave insurance program.

Moreover, the amendments to sections 398-21, 398-23, 398-24, and 398-26, HRS, in sections 6, 7, 8, and 9 from page 19, line 3, through page 20, line 17, create confusion because the amended sections cannot be applied to both administrative models described in this bill. For example, under the state-administered trust fund model, DLIR would determine whether a covered individual is entitled to benefits, and DLIR, not the employer, would pay those benefits. Similarly, under the private coverage model, the insurance company, not the employer, would determine whether an employee is entitled to benefits and would pay those benefits. That said, the amendments to sections 398-21, 398-23, 398-24, and 398-26, HRS, in sections 6, 7, 8, and 9 from page 19, line 3, through page 20, line 17, contemplate complaints for wrongful withholding of benefits by employers rather than by DLIR or the insurance company. Although the new section 398-I, HRS, on page 10, lines 8-21, provides an appeals process under the private coverage model at page 10, lines 18-21, that appeals

process references the procedure under part V of chapter 392, HRS, which concerns temporary disability insurance instead of family leave, which could cause confusion. We therefore recommend that the reference to part V of chapter 392 on page 10, line 21, be changed to section 398-24 and that the amendments to sections 398-21, 398-23, 398-24, and 398-26, HRS, in sections 6, 7, 8, and 9 from page 19, line 3, through page 20, line 17, be amended to address the ambiguity in the administration of the paid family leave insurance program discussed above.

The ambiguity in the administration of the paid family leave insurance program also creates a distinction between a "covered individual," who pursuant to the definition of "covered individual" in the proposed amendments to section 398-1 at page 12, lines 3-10, applies to DLIR for family benefits, versus employees who receive family leave benefits through private insurance. The references to "covered individual" in proposed section 398-B on page 5, lines 6, 8, and 15; in proposed section 398-C on page 6, line 3; in the definition of "family member" at page 12, line 14; in the definition of "next of kin" on page 12, line 19; in the definition of "qualifying exigency" on page 13, lines 8 and 9; in the definition of "child" on page 14, lines 15 and 16; in section 398-3(a) on page 15, line 16, and page 16, lines 4, 6, 7, 8, and 11; in section 398-3(e) on page 16, line 15; and in section 398-4 on page 16, line 21, and page 17, lines 12 and 13; and the references to "employee" in the proposed section 398-B on page 5, lines 11, 12, 14, and 17, and in the proposed section 398-C on page 6, lines 4, 8, and 9, may apply to covered individuals, employees, or both, depending on the administrative model. Similarly, the word "employee" is used throughout chapter 398, HRS, including in sections 398-6, 398-7, 398-9, 398-10, 398-25, 398-26, and 398-27, HRS, and it may also apply to employees, covered individuals, or both, depending on the administrative model. We therefore recommend these sections be amended to clarify whether they apply to employees, covered individuals, or both in accordance with the method of administering the paid family leave insurance program.

In addition, we suggest the bill be amended as follows:

First, under the proposed section 398-A, on page 3, line 20, through page 5, line 4, DLIR is required to establish a family leave insurance program for "covered individuals" referenced in proposed section 398-A(c) on page 4, line 6. Thus, the use of

"employee" in proposed section 398-A(c)(1) on page 4, lines 9-14, and in section 398-A(c)(3) on page 5, lines 1-4, is internally inconsistent. We therefore recommend that the bill be amended to replace "employee" with "covered individual" in section 398-A(c)(1) on page 4, lines 9-14, and in section 398-A(c)(3) on page 5, lines 1-4.

Second, the bill provides in proposed section 398-D(b), at page 7, lines 1-2, that "funds collected pursuant to section 398-I" are to be included in the family leave insurance trust fund, but it is unclear how those funds would be placed into the family leave insurance trust fund because premium payments would be paid to the insurance company, not the fund administered by DLIR, when an employer purchases an insurance plan. Therefore, we recommend deleting the wording "funds collected pursuant to section 398-I" on page 7, lines 1-2, if it is the Legislature's intent that there be two administrative models.

Third, the bill also provides in proposed section 398-D(b), at page 7, lines 2-5, that the "rate of the contribution shall be in accordance with the contribution rate to the trust fund for disability benefits established under section 392-61," but there is no established contribution rate to the temporary disability insurance trust fund. See sections 392-61 and 392-67, HRS. Therefore, we recommend the bill be amended to provide a method of calculating contribution rates.

Fourth, in proposed section 398-I(b), at page 10, lines 17-18, it is unclear who is "an officer of the department." We recommend deleting the words "an officer of " so that the sentence reads "The matter shall be determined by the department."

Fifth, in proposed section 398-I(b), at page 10, line 20, if the appeal is of the DLIR's determination, we recommend the wording be changed from "appeal the petition for redetermination" to "appeal the department's determination."

For the reasons discussed above, the paid family leave insurance program cannot be effected unless the bill is amended to clarify the method of administering the family leave insurance program.

Thank you for the opportunity to testify on this bill.

**JOSH GREEN, M.D.**  
GOVERNOR OF Hawaii  
KE KIA'ĀINA O KA MOKU'ĀINA 'O HAWAI'I



**CAROLINE CADIRAO**  
DIRECTOR  
Executive Office on Aging

**KENNETH FINK, MD, MGA, MPH**  
DIRECTOR OF HEALTH  
KA LUNA Holocene

**STATE OF HAWAII**  
**DEPARTMENT OF HEALTH**  
**KA 'OIHANA OLAKINO**  
**EXECUTIVE OFFICE ON AGING**  
NO. 1 CAPITOL DISTRICT  
250 SOUTH HOTEL STREET, SUITE 406  
HONOLULU, HAWAII 96813-2831

Telephone  
(808) 586-0100

Fax  
(808) 586-0185

**Testimony in SUPPORT of SB2474 SD2**  
**RELATING to FAMILY LEAVE**

COMMITTEE ON LABOR & GOVERNMENT OPERATIONS  
REP. SCOT Z. MATAYOSHI, CHAIR  
REP. ANDREW TAKUYA GARRETT, VICE-CHAIR

Testimony of Caroline Cadirao  
Director, Executive Office on Aging  
Attached Agency to the Department of Health

Hearing: Tuesday, March 12, 2024, 9:30 A.M., Conference Room 309

- 1 **EOA Position:** The Executive Office on Aging (EOA), an attached agency to the Department of
- 2 Health (DOH) supports the intent of SB2474 SD2, provided that its enactment does not reduce
- 3 or replace priorities within the Administration's executive budget.
- 4 **Fiscal Implications:** Appropriates funds to the Department of Labor and Industrial Relations
- 5 (DLIR) for the establishment, operation, and administration of the family leave insurance
- 6 program. Exceeds the state general fund expenditure ceiling.
- 7 **Purpose and Justification:** This measure establishes and administers a family leave insurance
- 8 program. Provides family leave insurance benefits and extends the period of family leave to
- 9 sixteen weeks for businesses that employ one or more employees who meet the hourly

1 qualifications. Eliminates the previous threshold of one hundred employees for employers to be  
2 subject to the family leave law.

3 According to the U.S. Bureau of Labor Statistics most working people in the United States do  
4 not have paid family leave through their jobs, including about 75 percent, about 508,000  
5 workers, in Hawai'i. Even unpaid leave under the federal Family and Medical Leave Act is  
6 inaccessible for 69 percent of Hawai'i residents.

7 Hawai'i's aging population continues to increase. Between 2020 and 2030 the population of  
8 those age sixty-five and over is expected to increase significantly by 22.5%. Additionally, AARP  
9 reported that there were 154,000 unpaid family caregivers in Hawai'i. Many caregivers' struggle  
10 to balance full or part-time work with caring for their loved one. A paid family leave program  
11 would provide a work/life balance for caregivers.

12 Paid family leave benefits employers as well. Workers with family leave are more likely to  
13 return to work after their leave is over. Studies have shown that paid family leave increases  
14 worker productivity and retention rates. Thirteen states and the District of Columbia have  
15 passed family leave laws. States with family leave have seen significant health, social, and  
16 economic benefits. Implementing a state paid family leave program benefits businesses and  
17 workers.

18 **Recommendation:** EOA supports this measure and defers to the DLIR for the development and  
19 implementation of the program.

20 Thank you for the opportunity to testify.



**SB2474 SD2**  
RELATING TO FAMILY LEAVE  
House Committee on Labor & Government Operations

March 12, 2024

9:30 a.m.

Conference Room 309

---

The Office of Hawaiian Affairs (OHA) **SUPPORTS SB2474 SD2**, which would require the Department of Labor and Industrial Relations to establish and administer a family leave insurance program, provide family leave insurance benefits and extend the period of family leave to 16 weeks for businesses that employ one or more employees who meet the hourly qualifications. The measure also eliminates the previous threshold of 100 employees for employers to be subject to the family leave law. This legislation represents **a crucial step towards ensuring the well-being of working families in Hawai'i, including Native Hawaiians and Native Hawaiian businesses.**

**'Ohana is a foundational value for the office of Hawaiian Affairs.** Thus, OHA recognizes the importance of supporting working families during significant life events such as childbirth, adoption, or caring for a sick family member. The proposed family leave insurance program would provide much-needed financial support to individuals who need to take time off work to attend to their family responsibilities without the fear of losing their income or their job. This initiative aligns with the values of compassion, community and 'ohana that are deeply rooted in Hawaiian culture.

Moreover, extending the period of family leave to sixteen weeks and eliminating the previous threshold of 100 employees would ensure that a broader range of workers and businesses have access to these vital benefits. This expansion would be particularly beneficial to Native Hawaiians, who often face unique challenges and barriers to accessing adequate family leave and support services. **Paid family leave allows Native Hawaiians to fulfill their cultural obligations and responsibilities, including caring for elders, supporting their children, and participating in family events and ceremonies thereby ensuring the preservation and celebration of cultural heritage.**

**This assistance can come when families tend to be at their most financially insecure.** Families with young keiki are often at the earlier end of their careers and have heavy housing burdens as well as student loan debt. Families using leave to care for kūpuna often face significant costs that far exceed that covered by health insurance plans on top of existing



**SB2474 SD2**  
RELATING TO FAMILY LEAVE  
House Committee on Labor & Government Operations

---

costs associated with other familial obligations, like caring for keiki. By prioritizing the well-being of Native Hawaiian families and businesses, this legislation would contribute to fostering greater equity and prosperity in our community.

While there may be concerns about the potential costs associated with implementing a family leave insurance program, it is essential to recognize that costs for both employer and employee shares are generally projected to be relatively minimal, with cost shared across the population. Additionally, the long-term benefits far outweigh any short-term expenses. Research has consistently shown that providing paid family leave leads to higher employee morale, increased productivity, and reduced turnover rates, ultimately benefiting businesses and the economy as a whole.<sup>1</sup> Moreover, A study conducted by the Center for Economic and Policy Research (CEPR)<sup>2</sup> found that providing paid family leave resulted in higher levels of employee engagement and job performance, leading to greater overall productivity in the workplace<sup>3</sup> which would be a benefit to employers of varying sizes. Therefore, investing in family-friendly policies is not only the right thing to do ethically but also makes good economic sense by promoting a healthier and more resilient workforce.

In conclusion, the **Office of Hawaiian Affairs urges the committees to support this critical legislation** for the establishment of a family leave insurance program and the extension of family leave benefits in Hawai'i. Paid family leave provides financial support during critical life events thereby reducing economic strain on Native Hawaiian families and contributing to overall community well-being. By prioritizing the well-being of working families, Native Hawaiians and Native Hawaiian businesses, we can create a more just and prosperous society for all.

OHA asks that the committees **pass SB2474 SD2**. Mahalo for the opportunity to testify on this important issue.

---

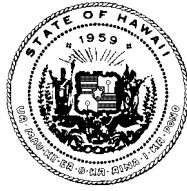
<sup>1</sup>United States Congress, Joint Economic Committee "The Economic Benefits of Paid Leave: Fact Sheet" [https://www.jec.senate.gov/public/\\_cache/files/646d2340-dcd4-4614-ada9-be5b1c3f445c/jec-fact-sheet---economic-benefits-of-paid-leave.pdf](https://www.jec.senate.gov/public/_cache/files/646d2340-dcd4-4614-ada9-be5b1c3f445c/jec-fact-sheet---economic-benefits-of-paid-leave.pdf)

<sup>2</sup> Center for Economic Policy and Research, <https://cepr.net/> last accessed (February 9, 2024)

<sup>3</sup> Leaves that Pay, Eileen Appelbaum and Ruth Milkman (2011) <https://www.cepr.net/documents/publications/paid-family-leave-1-2011.pdf>,



**JOSEPH 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

**TRISTA SPEER**  
DEPUTY DIRECTOR  
KA HOPE LUNA HO'OKELE

March 10, 2024

**TO:** The Honorable Representative Scot Z. Matayoshi, Chair  
House Committee on Labor & Government Operations

**FROM:** Cathy Betts, Director

**SUBJECT: SB 2474 SD2 – RELATING TO FAMILY LEAVE.**

Hearing: March 12, 2024, 9:30 a.m.  
Conference Room 309, State Capitol & Video Conference

**DEPARTMENT'S POSITION:** The Department of Human Services (DHS) appreciates the intent of this measure and provides comments. DHS defers to the Department of Labor & Industrial Relations regarding implementation and resource needs. DHS respectfully requests any appropriations not to replace or reduce budget priorities identified in the executive budget.

**PURPOSE:** 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 for businesses that employ 1 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. Declares that the appropriations exceed the state general fund expenditure ceiling for 2024-2025. Appropriates funds. Effective 7/1/2050. (SD2)

The Committees on Labor and Technology and Health and Human Services amended this measure by:

(1) Clarifying that the family leave insurance fund is a trust fund;

- (2) Inserting language that allows contributions withheld by the employers to be deposited into the family leave insurance trust fund;
- (3) Requiring the Department of Labor and Industrial Relations to collect contributions from employers and employees;
- (4) Requiring collected contributions to be shared at one-half the cost of the premiums per employee;
- (5) Deleting the definition of "designated person" and inserting the definitions of "next of kin", "qualifying service member", "reciprocal beneficiary", and "spouse";
- (6) Deleting the reference to "unpaid leave permitted" in section 398-4, Hawaii Revised Statutes, and replacing it with "paid family leave";
- (7) Inserting a blank appropriation amount and blank full-time equivalent position number necessary for the Department of Labor and Industrial Relations to establish and operate the Family Leave Insurance Program;
- (8) Inserting an effective date of July 1, 2050, to encourage further discussion; and
- (9) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

The Committee on Ways and Means (SD2) amended this measure by:

- (1) Correcting a reference to the trust fund for disability benefits; and
- (2) Making technical nonsubstantive changes for purposes of clarity, consistency, and style.

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 witnessed during the pandemic, working families need support and strong public policies to remain employed and self-sufficient and care for their family members. DHS looks forward to the day when Hawaii will have a paid family leave program available to all residents.

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.

A [2020 report](#) of the Organization for Economic Co-operation and Development (OECD) countries that had adopted paid family leave policies, amongst other things, showed improved

March 10, 2024

Page 3

health outcomes for children in that parents had more time to spend with them and to take them to health care visits, and paid paternity leave resulted in health benefits for mothers by decreasing mother's need to seek health care services for birth-related complications.

Passing an equitable state-paid family leave program to cover most workers will require robust investment so that workers know the benefits are available and that the income replacement is adequate. A good family leave program can help businesses thrive as employee satisfaction and loyalty improve, increasing the likelihood that parents and caregivers can return to work.

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



**STATE OF HAWAII**  
**Executive Office on Early Learning**  
2759 South King Street  
HONOLULU, HAWAII 96826

March 10, 2024

**TO:** Representative Scot Z. Matayoshi, Chair  
Representative Andrew Takuya Garrett, Vice Chair  
House Committee on Labor & Government Operations

**FROM:** Yuuko Arikawa-Cross, Director  
Executive Office on Early Learning

**SUBJECT: Measure:** S.B. No. 2474 S.D. 2 – RELATING TO FAMILY LEAVE

**EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Support**

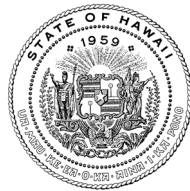
The Executive Office on Early Learning (EOEL) is committed to enhancing systems of support for families across the State with young children. Our office supports S.B. No. 2474 and defers to the Department of Labor and Industrial Relations (DLIR) regarding implementation.

We know that high-quality early learning experiences at the youngest years of a child's life are critical for their growth and development, contributing to life-long success and wellbeing. Bonding and fostering nurturing attachment between caregivers and children are a crucial aspect of these early learning experiences.

We also know many of Hawai'i's families either face economic hardship or are on the brink of doing so. When needing to care for a newborn or a family member, Hawai'i's families simply cannot afford to take unpaid leave.

Our office is committed to protecting early learning opportunities for families and their children, and as such, we strongly promote policies such as paid family leave, which allows families the ability to meaningfully connect with their keiki without interfering with their employment and ensuring financial stability.

EOEL appreciates the opportunity to testify in support of this measure.



JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT 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 HOUSE COMMITTEE ON LABOR AND GOVERNMENT OPERATIONS  
ON  
SENATE BILL NO. 2474, S.D. 2

**March 12, 2024**  
**9:30 a.m.**  
**Room 309 and Videoconference**

RELATING TO FAMILY LEAVE

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

Senate Bill (S.B.) No. 2474, S.D. 2, amends Chapter 398, HRS, to establish within the Department of Labor and Industrial Relations (DLIR) a Hawai'i Family Leave Insurance (FLI) Program and a FLI Trust Fund (FLITF). The FLITF shall consist of employer and employee contributions, as provided in this bill, and shall be used to finance benefits, administration, outreach, and education or study of FLI. The fund shall not be subject to appropriation for any other purpose.

This measure provides FLI benefits, to be paid by DLIR from the FLITF as specified in the bill, and extends the period of family leave to 16 weeks for businesses that employ one or more employees who meet the hourly qualifications. The measure also eliminates the previous threshold of 100 employees for employers to be subject to the family leave law.

S.B. No. 2474, S.D. 2, appropriates unspecified general funds for FY 25 for the purpose of administering the FLI Program, including the oversight of payroll deductions

and administrative processes and payment to covered individuals. The measure also appropriates unspecified general funds for FY 25 for the establishment of unspecified full-time equivalent positions for the establishment and operation of the FLI Program.

The bill directs DLIR to adopt rules pursuant to Chapter 91, HRS, to implement the purposes of this Act, and directs DLIR to conduct a public outreach and education campaign to inform employees and employers of the availability of FLI benefits. DLIR is also required to submit an annual report to the Legislature beginning with the regular session of 2025 on any outreach efforts and projected and actual program participation, including premium rates and fund balances under this program.

B&F defers to DLIR on the overall merits of this proposal; however, although an actuarial study was conducted in 2016, B&F strongly recommends first conducting an updated feasibility/actuarial study of the impact of this program. B&F also believes it would be prudent to conduct an operational study of the resources DLIR would need to implement it before going forward with program implementation.

Thank you for your consideration of our comments.

JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR



JADE T. BUTAY  
DIRECTOR

WILLIAM G. KUNSTMAN  
DEPUTY DIRECTOR

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

March 12, 2024

To: The Honorable Scot Z. Matayoshi, Chair,  
The Honorable Andrew Takuya Garrett, Vice Chair, and  
Members of the House Committee on Labor & Government Operations

Date: Tuesday, March 12, 2024  
Time: 9:30 a.m.  
Place: Conference Room 309, State Capitol

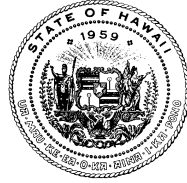
From: Jade T. Butay, Director  
Department of Labor and Industrial Relations (DLIR)

**Re: S.B. 2474 SD2 RELATING TO FAMILY LEAVE**

The DLIR appreciates the intent of this measure to establish Paid Family Leave and offers comments. This measure contains significant flaws. SB2474 SD2 would require the establishment and implementation of a program requiring significant staffing & information technology needs. The department notes that establishing and implementing a new benefits program involving collections, accounts, disbursement of funds, etc. would resemble the operations of the Unemployment Insurance Division. The DLIR estimates that approximately 120 staff would be required to implement and administer a new benefits program, which would cost approximately \$15.7M including the fringe benefits. Moreover, the development of an information technology system to implement and administer a new benefits program would require substantial resources and time to develop and implement.

The intent of this measure involves complex facets that would necessitate a correspondingly complex staffing structure and information technology systems to establish and implement. For example, this measure allows coverage by self-employed persons, a three-tiered weekly benefit amount based on claimants' Average Weekly Wage (AWW) relative to the state's AWW, coverage of all employers employing one worker or more instead of 100 or more, additional bases for coverage (qualifying exigency, unemployed persons, broader familial definitions), and leave and benefits in hourly increments, among others.

JOSH GREEN, M.D.  
GOVERNOR OF HAWAII  
KE KIA'ĀINA O KA MOKU'ĀINA 'O HAWAII



KENNETH S. FINK, M.D., M.G.A., M.P.H.  
DIRECTOR OF HEALTH  
KA LUNA HO'OKELE

**LATE**

STATE OF HAWAII  
DEPARTMENT OF HEALTH  
P. O. Box 3378  
Honolulu, HI 96801-3378  
doh.testimony@doh.hawaii.gov

**Testimony COMMENTING on SB2474 SD1  
RELATING TO FAMILY LEAVE.**

REP. SCOT Z. MATAYOSHI, CHAIR  
HOUSE COMMITTEE ON LABOR & GOVERNMENT OPERATIONS

Hearing Date: March 12, 2024

Room Number: 309

- 1 **Fiscal Implications:** Undetermined general fund appropriation.
- 2 **Department Testimony:** The Department of Health (DOH) supports the intent of a family leave
- 3 program in the State of Hawaii but defers to the Department of Labor and Industrial Relations on
- 4 specifics.
- 5 The benefits of paid leave are well established. Providing new parents with paid time off to care
- 6 for newborn or recently adopted children contributes to healthy development, improves maternal
- 7 health, and enhances families' economic security. Paid medical and caregiving leave lets
- 8 workers care for themselves and loved ones when ill or injured and reduces financial insecurity
- 9 and stress during those times; and benefits businesses by improving retention and productivity
- 10 and boosting labor force participation.
- 11 However, DOH supports the Department of Budget and Finance's recommendation for a
- 12 feasibility study, despite an actuarial analysis completed in 2016 and in light of current and
- 13 future economic conditions.
- 14 Thank you for the opportunity to testify.





## UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

HOUSE OF REPRESENTATIVES  
THE THIRTY-SECOND LEGISLATURE  
REGULAR SESSION OF 2024

COMMITTEE ON LABOR & GOVERNMENT OPERATIONS

Rep. Scot Z. Matayoshi, Chair  
Rep. Andrew Takuya Garrett, Vice Chair

Tuesday, March 12, 2024, 9:30 AM  
Conference Room 309 & Videoconference

**Re: Testimony on SB2474, SD2 – RELATING TO FAMILY LEAVE**

Chair Matayoshi, Vice Chair Garrett, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO (“UPW”) is the exclusive bargaining representative for approximately 14,000 public employees, which includes blue collar, non-supervisory employees in Bargaining Unit 1 and institutional, health, and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties.

UPW **opposes** SB2474, SD2, which requires the Department of Labor and Industrial Relations to establish and administer a family leave insurance program. This bill 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.

We strongly believe that paid family and medical leave is a benefit that employers can and should provide to their workforce to remain in step with evolving trends in the labor market. Hawaii’s public employees are currently saddled with substantial payroll deductions for health plans offered by the Employer-Union Health Trust Fund as well as mandatory contributions to the Employees’ Retirement System. An additional, yet to be determined payroll deduction for a benefit that our members may not utilize could prove to be a significant financial burden for those who are lower income earners. As a result, what is intended to serve as an employee benefit may prove to serve as a deterrent to employment in the public sector.

UPW appreciates that intention of this bill, but we simply cannot support legislation that would result in additional financial burden for our membership. This is a benefit that should be fully paid by the employer.

Mahalo for the opportunity to testify on this measure.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Kalani Werner', written over a light blue horizontal line.

Kalani Werner  
State Director

**HEADQUARTERS**

1426 North School Street  
Honolulu, Hawaii 96817-1914  
Phone 808.847.2631

**HAWAII**

362 East Lanikaula Street  
Hilo, Hawaii 96720-4336  
Phone 808.961.3424

**KAUAI**

2970 Kele Street, Suite 213  
Lihue, Hawaii 96766-1803  
Phone 808.245.2412

**MAUI**

841 Kolu Street  
Wailuku, Hawaii 96793-1436  
Phone 808.244.0815

1.866.454.4166

Toll Free - Molokai/Lanai only



1001 Bishop Street | Suite 625 | Honolulu, HI 96813-2830  
1-866-295-7282 | Fax: 808-536-2882  
aarp.org/hi | [aarphi@aarp.org](mailto:aarphi@aarp.org) | [twitter.com/AARPHawaii](https://twitter.com/AARPHawaii)  
[facebook.com/AARPHawaii](https://facebook.com/AARPHawaii)

**The State Legislature**  
**House Committee on Labor and Government Operations**  
**Tuesday, March 12, 2024**  
**Conference Room 309, 9:30 a.m.**

TO: The Honorable Scot Matayoshi, Chair  
FROM: Keali'i Lopez, State Director, AARP Hawaii  
RE: Strong Support for S.B. 2474, SD2 -Relating to Family Leave

Aloha Chair Matayoshi, and Members of the Committee:

My name is Keali'i Lopez, and I am the State Director for AARP Hawai'i. AARP is a nonpartisan, social impact organization that advocates for individuals age 50 and older. We have a membership of nearly 38 million nationwide and nearly 140,000 in Hawaii. We advocate at the state and federal level for the issues that matter most to older adults and their families.

**AARP strongly supports S.B. 2474 SD2 which requires the Department of Labor and Industrial Relations to establish a family leave insurance program which provides insurance benefits that will allow workers receive paid leave to care for a loved one at home.**

An estimated 154,000 family caregivers in Hawai'i provide \$2.6 billion of unpaid care. These unpaid heroes manage medications, prepare meals, help with bathing, feeding & dressing, providing transportation to medical appointments, and managing financial & legal matters to care for loved ones and keep them out of costly nursing homes. Many juggle work and caregiving. Others must balance child-care, work, and adult dependent care. Many family caregivers must cut back their work hours or even leave the workforce to care for loved ones, which can create a huge loss in income on top of any existing financial challenges related to caregiving expenses. It also puts their career advancement and retirement savings at risk.

Establishing a paid family leave program in Hawaii would allow 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. It is noted that 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 should they be forced to quit their jobs and lose their health benefits and income. No one should have to choose between their loved ones and their paycheck. Thank you very much for the opportunity to testify in strong support **S.B. 2474, SD2.**



## CATHOLIC CHARITIES HAWAII

### TESTIMONY IN SUPPORT OF SB 2474 SD2: RELATING TO FAMILY LEAVE

TO: House Committee on Labor & Government Operations

FROM: Rob Van Tassell, President and CEO, Catholic Charities Hawaii

Hearing: **Tuesday, 3/12/24; 9:30 AM; via Videoconference or Room 309**

Chair Matayoshi, Vice Chair Garrett, and Members, Committee on Labor & Government Operations:

Thank you for the opportunity to provide testimony **in Strong Support of SB 2474, SD2**, which requires the Department of Labor and Industrial Relations to establish a family leave insurance program. I am Rob Van Tassell with Catholic Charities Hawaii. **This bill provides one big step to address the great burden that Hawaii's cost of living places on our workforce.**

Catholic Charities Hawaii (CCH) is a tax exempt, non-profit agency that has been providing social services in Hawaii for over 75 years. CCH has programs serving elders, children, families, homeless and immigrants. Our mission is to provide services and advocacy to the most vulnerable of the people in Hawaii. This bill is one of our economic justice priorities.

Catholic Charities Hawaii strongly urges your support for paid family leave that will help our residents live a life of peace and dignity. This is one step to help ensure a healthier and more productive local workforce. This bill would assist our working families to meet their basic needs in times of family crises.

Middle class, ALICE, and low-income families face severe burdens when they undergo situations when they cannot work but do not have paid family leave. When members of their families suffer from serious illnesses, workers often must take time off to provide them with care. Hawaii's cost of living is so high that sudden and sometimes long-term family crises may result in great stress and even risk of homelessness. Many of the vulnerable in Hawaii are the working poor, people who work hard, but due to our high cost of living struggle to make ends meet. We serve these workers in our programs. They are often barely able to avoid homelessness, working several jobs to juggle the basic expenses of their families and unable to spend time raising their children. These workers are parents who try very hard to provide care and support to their families but have little or no reserves when a crisis strikes.

**We urge your support for this bill to give hope to workers when a family crisis hits.** If you have any questions, please contact our Legislative Liaison, Betty Lou Larson at (808) 527-4813.



**SB-2474-SD-2**

Submitted on: 3/8/2024 5:53:42 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Pelenatita Namoa-Hanusa	?Ohana Leadership Council	Support	Written Testimony Only

Comments:

We fully support this bill!

**SB-2474-SD-2**

Submitted on: 3/8/2024 8:25:30 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Michael Golojuch Jr	Stonewall Caucus of the Democratic Party of Hawai‘i	Support	Remotely Via Zoom

Comments:

Aloha Representatives,

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 2474 SD 2.

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

Mahalo nui loa,

Michael Golojuch, Jr. (he/him)  
Chair and SCC Representative  
Stonewall Caucus for the DPH

**SB-2474-SD-2**

Submitted on: 3/9/2024 6:42:04 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Regina Blanchard-Walker	Hawaii Children Action Network (HCAN)	Support	Written Testimony Only

Comments:

I support this bill. It is important for our Keiki and their families.



*Cade Watanabe, Financial Secretary-Treasurer*

*Gemma G. Weinstein, President*

*Eric W. Gill, Senior Vice-President*

March 9, 2024

Committee On Labor & Government Operations  
Rep. Scot Z. Matayoshi, Chair  
Rep. Andrew Takuya Garrett, Vice Chair

**Testimony in Support of SB2474**

Chair Matayoshi, Vice Chair Garrett, and Members of the Committees,

UNITE HERE Local 5 represents 10,000 working people in the hotel, food service and health care industries across Hawaii.

SB2474 will give Hawaii's working families security, peace of mind and opportunity. Local families now are dealing with runaway rent, inflation and medical cost increases. The ability to take time off and not worry about lost income when illness strikes or family needs arise is critical to the pursuit of happiness in life.

Without this type of social safety net, families are disincentivized to take care of themselves or each other, all because of the implied economic threat to income or job security. This is an appalling economic threat to live under, and one that lawmakers can eradicate with this simple solution.

Enacting paid family and medical leave as public policy will improve Hawaii's quality of life forever. Other states have passed this type of policy, Hawaii should too.

We urge you to pass SB2474. Thank you for your consideration.

Representative Scot Z. Matayoshi, Chair  
Representative Andrew Takuya Garrett, Vice Chair  
Committee on Labor & Government Operations

University of Hawai‘i at Mānoa  
2500 Campus Road  
Honolulu, Hawai‘i  
96822

March 9, 2024

Support for S.B. No. 2474, Relating to Family Leave

My name is Tiffany Bader and I strongly support S.B. No. 2474, Relating to Family Leave, which requires the Department of Labor and Industrial Relations to establish and administer a family leave insurance program. This bill would also provide family leave insurance benefits and extends the period of family leave to 16 weeks for businesses that employ 1 or more employees who meet the hourly qualification. I am currently in the Masters of Social Work Program at the University of Hawai‘i at Mānoa, and this type of legislation is significant to advocate and understand as an aspiring licensed clinical social worker in the State of Hawai‘i.

My interest and support for this bill are due to my role and commitment to promoting social justice within our community. Social workers need to understand the requirements, benefits, and challenges of the Family Medical Leave Act (FMLA). Being knowledgeable of FMLA and its eligibility requirements is highly beneficial to providing better service and advocating for social justice within the community. Paid family leave provides working families with paid time off from work to care for and bond with new children or to address caregiving needs for loved ones. This in turn helps individuals balance both work and family life without having to sacrifice necessary income.

The United States is the only developed country without national paid family leave, and 13 states plus the District of Columbia have already passed family leave laws. It is time for Hawai‘i to follow in their footsteps. Families today are living paycheck to paycheck trying to make ends meet. It is also evident that Hawai‘i’s high cost of living will only increase over the years.

In conclusion, paid family leave supports the well-being of families within our community. This bill is long overdue for the State of Hawai‘i and it is critical that the state support communities to thrive and not just survive. Thus, I urge the committee to pass S.B. No. 2474. Thank you for this opportunity to testify.

Sincerely,

Tiffany Bader



**SB-2474-SD-2**

Submitted on: 3/9/2024 12:15:01 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Doris Matsunaga	Save Medicaid Hawaii	Support	Written Testimony Only

Comments:

Save Medicaid Hawaii supports SB2474 SD2



**Ave Kwok, Chairman** - Jade Dynasty

**Andy Huang, Incoming Chair** - L&L Hawaiian Barbeque **Tambara Garrick, Secretary** –Hawaii Farm Project

**Kahili Soon, Treasurer** – Hukilau Marketplace **Ryan Tanaka, Past Chairman** –Giovanni Pastrami

---

**Sheryl Matsuoka**, Executive Director **Ginny Wright**, Operations Associate **Holly Kessler**, Director of Membership Relations

---

**2023-2024  
Board of Directors**

Jesse Aguinaldo  
Keoni Ahlo  
Lee Anderson  
Noa Aoki  
Javier Barberi  
Tim Januszewski  
Tom Jones  
Felix Koeppenkastrop  
Victor Lim  
Keith Mallini  
Don Murphy  
Conan Paik-Rosa  
Mike Palmer  
Tyler Roukema  
Michael Skededeski  
Alison "Bo" Tanaka  
Katy Tanaka  
Tina Wang  
Nicolas Ware  
Anthony Wong  
Nicholas Wong  
Paul Yokota

**Allied Members**

Louis Chun  
Robert Gutierrez  
James Idemoto  
Christopher Lee  
Raymond Orozco  
Bryan Pearl  
Randy Sagon  
David Yoshioka

**Advisory Board**

Jerry Agrusa  
Jamie Brown  
Richard Rand  
John Richards  
Richard Turbin

Date: March 9, 2024

To: Rep. Scot Z. Matayoshi, Chair  
Rep. Andrew Takuya Garrett, Vice Chair  
Committee on Labor & Government Operatons

From: Victor Lim, Legislative Lead

Subj: SB 2474, SD2 Relating to Paid Family Leave

The Hawaii Restaurant Association representing 4,000 Eating and Drinking Place locations in Hawaii stand opposed to SB 2474 SD2

Our Industry has to be one of that was hit the hardest by the Covid Pandemic and up to today, we are still struggling to recover. We continue to be hit by very high inflation, supply chain delays, labor shortage, high medical insurance costs, and super high interest rates. Our minimum wage also just went up \$2 an hour which is one that jump the highest percentage in the country. On the aftermath of Lahaina Fire, we also facing a huge increase in our general and liability insurances. We continue to see business go under today and many more are struggling on very thin margins.

The one message we continue to hear from our membership is that we hope our legislators will not impose any new mandates that will increase our cost of doing business and additional administrative duties. Furthermore, this bill has no cost numbers or what the employer portion and employee portions spelled out for us to also better access.

Our restaurants especially the small and medium ones are hurting and just cannot take on any additional mandates and cost increases.

Thank you giving us this opportunity to share our concerns.





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

**Osa Tui, Jr.**  
President

**Logan Okita**  
Vice President

**Lisa Thompson**  
Secretary-Treasurer

**Ann Mahi**  
Executive Director

## TESTIMONY TO THE HAWAII HOUSE COMMITTEE ON LABOR & GOVERNMENT OPERATIONS

Item: **SB2474 SD2 - Relating to family leave**  
Position: **Support**  
Hearing: **March 12, 2024, 9:30 a.m., Conference Room 309**  
Submitter: **Osa Tui, Jr. – President, Hawai'i State Teachers Association**

Chair Matayoshi, Vice Chair Garrett, and members of the committee,

The Hawai'i State Teachers Association **supports** SB2474 SD2 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 1 or more employees who meet the hourly qualifications, and eliminates the previous threshold of 100 employees for employers to be subject to the family leave law.

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 a positive or neutral effect on their business. Small businesses were less likely than large businesses to report any negative effects.

This bill is also 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.

A public insurance model that includes all eligible workers in the state is affordable. The Institute for Women's Policy Research studied the use and cost of family leave insurance for our state and found that the annual cost to cover sixteen weeks of leave for a worker making \$48,000 would be roughly \$58 - a small price to pay for the financial security guaranteed by sixteen weeks of paid family leave.

The Hawai'i State Teachers Association asks your committee to **support** this bill.



March 9, 2024

To: COMMITTEE ON LABOR & GOVERNMENT OPERATIONS  
Rep. Scot Z. Matayoshi, Chair  
Rep. Andrew Takuya Garrett, Vice Chair

RE: Strong Support of SB2474 SD2 – Relating to Paid Family Leave Bill

Hrg: March 12, 2024 at 9:30am

The Hawai'i Public Health Association (HPHA) is a group of over 450 community members, public health professionals, and organizations statewide dedicated to improving public health. Our mission is to promote public health in Hawai'i through leadership, collaboration, education and advocacy. Additionally, HPHA aims to call attention to issues around social justice and equity in areas that extend beyond the traditional context of health (e.g., education, digital equity, cultural sensitivity), which can have profound impacts on health equity and well-being. Therefore, as stewards of public health, HPHA is also advocating for equity in all policies.

HPHA is in **STRONG SUPPORT** of Paid Family and Medical Leave that provides working 'ohana with paid time off from work to care for and bond with a new keiki or to address caregiving needs for themselves or loved ones. PFML allows people to balance work and family kuleana because workers can time off without sacrificing income.

I humbly ask for your **SUPPORT** of SB2474 SD2 for state funding.

Respectfully submitted,

Holly Kessler  
Executive Director

**SB-2474-SD-2**

Submitted on: 3/9/2024 7:23:33 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kelly Cogo	Hawaii Clubhouse Coalition	Support	Written Testimony Only

Comments:

"I SUPPORT THIS BILL;

**SB-2474-SD-2**

Submitted on: 3/9/2024 8:42:23 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Michael Golojuch	Rainbow Family 808	Support	Written Testimony Only

Comments:

Rainbow Family 808 supports SB2474. Please pass this bill.

Mike Golojuch, Sr., Secretary/Board Member



Testimony to the House Committee on Labor and Government Operations  
Tuesday, March 12, 2024  
9:30 a. m.  
State Capitol Conference Room 309 and via videoconference

Re: SB 2474 SD 2 Relating to Family Leave

Dear Chair Matayoshi, Vice Chair Garrett, and Honorable Members of the House Committee on Labor and Government Operations:

I am Gary Simon, a member of the board of the Hawai'i Family Caregiver Coalition, whose mission 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. I am offering testimony on behalf of the Hawai'i Family Caregiver Coalition.

**The Hawai'i Family Caregiver Coalition strongly supports SB 2474 SD 2**, 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 1 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; and appropriates funds.

Up to 40 percent of people in the workforce are not eligible for leave under the Family Medical Leave Act — and many cannot afford to take unpaid leave. Lack of paid family leave can lead to financial strain and negative workplace impacts for caregivers. Paid leave programs result in better health outcomes and lower overall health care system costs.

We urge you to support family leave and SB 2474 SD 2, and we urge you to recommend its passage.

Mahalo for seriously considering the bill.

Very sincerely,

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

Gary Simon



Email [gsimon@aarp.org](mailto:gsimon@aarp.org)

**Hawaii  
Legislative  
Council  
Members**

Joell Edwards  
Wainiha Country  
Market  
Hanalei

Russell Ruderman  
Island Naturals  
Hilo/Kona

Dr. Andrew Johnson  
Niko Niko Family  
Dentistry  
Honolulu

Robert H. Pahia  
Hawaii Taro Farm  
Wailuku

Maile Meyer  
Na Mea Hawaii  
Honolulu

Tina Wildberger  
Kihei Ice  
Kihei

L. Malu Shizue Miki  
Abundant Life  
Natural Foods  
Hilo

Kim Coco Iwamoto  
Enlightened Energy  
Honolulu

Chamber of  
Sustainable  
Commerce  
P.O. Box 22394  
Honolulu, HI  
96823



Rep. Scot Z. Matayoshi, Chair  
Rep. Andrew Takuya Garrett, Vice Chair  
Committee on Labor & Government Relations

Tuesday, March 12, 2024  
9:30 AM in Room 211

RE: **SB2474 SD2** Paid Family/Medical Leave Insurance Program - **Support**

Dear Chair Matayoshi, Vice Chair Garrett & Members of the Committee,

The Chamber of Sustainable Commerce represents over 100 small businesses across the State that strive to achieve a triple bottom line: people, planet and prosperity – we know Hawaii can strengthen its economy without hurting workers, consumers, communities or the environment. This is why we support SB2474 SD2.

One of our members, Leslie Malu Shizue Miki, owner of Abundant Life Natural Foods store in Hilo, shared her thoughts on this bill:

“At first I thought, ‘I care about my employees but we don't have the funds to pay 16 weeks of paid leave – my grocery store would go under and we'd all be out of a job’; then I took a closer look at SB2474 and realized the state could help me be a better and more profitable small business owner by running this insurance program just like TDI (temporary disability insurance). Under SB2474, I would be able to afford my share of the premiums to cover 16 weeks of paid leave if an employee had to care for their dying loved one! It's the humane thing to do”.

Coming out of the Covid pandemic, our economy's resiliency validated the importance of having financial safety-nets for working families. It's important to compare and contrast how our state intervenes (or chooses not to intervene) when an individual family's crisis could result in their homelessness compared to when an entire community faces homelessness because of wildfires, lava flow or global pandemic. SB2474 SD2 would provide a needed safety net to all working families, regardless whether that family is suffering alone or with the entire state.

The Chamber of Sustainable Commerce submits A Better Balance's 2023 white paper titled “The Business Case for Paid Family and Medical Leave:” <https://www.abetterbalance.org/resources/the-business-case-for-paid-family-and-medical-leave/>



## The Business Case for Paid Family and Medical Leave

*Comprehensive paid family and medical leave presents a game-changing opportunity to support businesses and families. Paid family and medical leave will provide businesses with an unprecedented opportunity to recruit and retain valuable employees and increase productivity without creating significant administrative burdens.*

### State paid family and medical leave programs have proven to be successful for workers, businesses, and families.

- Thirteen states (RI, CA, NJ, NY, WA, MA, CT, OR, CO, MD, DE, MN, and ME) and Washington, D.C. have enacted paid family and medical leave laws,<sup>1</sup> which provide (or will provide) benefits to workers when they are unable to work due to a serious off-the-job illness or injury, to bond with a new child (including children newly placed for foster care or adoption) or to care for a family member with a serious health condition.
  - Ten states also provide (or will provide) paid family leave benefits to workers dealing with certain needs in connection with a family member's military deployment.
  - Six states also provide (or will provide) benefits known as "safe time," which covers certain needs arising from domestic or sexual violence.
- The state paid family and medical leave programs offer proven examples from which to build a national, paid family and medical leave program that is equitable and sustainable. They also prove that these policies can work for businesses as well as workers.
  - In a study of California businesses, the vast majority reported that the state's paid family leave program had a positive or neutral effect on their business; a vast majority also reported that the program resulted in no cost increases, with some even indicating that the program resulted in cost savings for their business by reducing benefit costs. Moreover, most businesses were able to adjust to the program easily; nearly two-thirds of businesses reported that temporarily reassigning work to other employees was their primary method for addressing the temporary absence of employees on paid family leave.<sup>2</sup>
  - In New Jersey, businesses of all sizes have easily adjusted to the state law. Most businesses reported no negative effects on business profitability and most reported that complying with the law is not difficult.<sup>3</sup>
  - In a survey of Rhode Island employers conducted a year after the state's paid family leave law went into effect, a majority of employers were strongly or somewhat in favor of the law. This was true among both large and small employers surveyed.<sup>4</sup>
  - In the first year after New York's paid family leave program went into effect, employers experienced a significantly easier time coordinating employee absences, especially longer absences. Additionally, after the program went into effect, the vast majority of employers were supportive of the program.<sup>5</sup>

### Paid family and medical leave programs can help small businesses thrive.

- Providing paid leave through a government program levels the playing field for small businesses. Small businesses that cannot afford to offer the same generous leave benefits as larger companies are at a competitive disadvantage in hiring.<sup>6</sup>
  - The vast majority of small business owners that want paid leave want a solution involving the federal government.<sup>7</sup>

- Small businesses have adapted well to state paid family and medical leave programs and report positive experiences with such laws.
  - A study of California businesses found that *any* negative effects from the state’s paid family leave program were exceedingly rare, but among those few employers who did report negative effects, small businesses were *less* likely than large businesses to report any negative effects resulting from the program. Additionally, nearly all of the businesses surveyed, including very small businesses, were able to craft solutions for addressing employee absences with little difficulty—often by relying on protocols already in place for other types of absences that routinely occurred prior to the implementation of the state’s paid family leave program.<sup>8</sup>
  - Another study of California’s program found that small businesses saw a 14% *decrease* in their per worker labor costs when workers take paid family leave. The smallest businesses had the greatest percentage-based savings.<sup>9</sup>
  - In New Jersey, approximately two-thirds of small businesses reported no increase in overtime pay costs due to the state paid family leave law,<sup>10</sup> and researchers have found that other employees do not resent absent co-workers.<sup>11</sup> This suggests that businesses were able to manage the temporary reallocation of absent employees’ workload without significant increased costs.

#### **Paid family and medical leave programs can help businesses recruit and retain talented workers.**

- Paid family and medical leave can help employers recruit talented employees and also helps employers retain employees. Human resources professionals consider family-friendly policies to be the most important factor in recruiting and retaining employees.<sup>12</sup> Similarly, small businesses that offer paid leave see it as necessary to recruit and retain talented employees—and those that don’t offer it report that it makes it challenging to hire.<sup>13</sup>
- Moreover, paid family and medical leave increases employee morale and employee loyalty. New Jersey employers have reported increased employee morale as a result of New Jersey’s paid family leave program, with one employer calling the effect “tremendous.”<sup>14</sup>
- By helping businesses retain valuable employees, paid family and medical leave can significantly cut down on turnover costs. Businesses spend, on average, around 21% of an employee’s salary to replace that employee if the employee quits.<sup>15</sup>
  - Paid family and medical leave can save employers money by enabling valuable employees to stay in their jobs instead of quitting when they have a child or a medical emergency. One study found that businesses in states with paid family leave laws were significantly less likely to experience high employee turnover compared to similar businesses without paid family leave benefits.<sup>16</sup>
  - For example, in California, 92.8% of employers reported that paid family leave had a positive or neutral effect on employee turnover,<sup>17</sup> saving employers the costly step of replacing an existing employee.<sup>18</sup>
- This is especially crucial at a time when many businesses are desperately seeking qualified employees.
  - More than one third of unemployed adults would be more willing to return to work sooner if their employer offered paid family leave, including nearly half of unemployed caregivers.<sup>19</sup> This suggests that continuing recruiting challenges are driven, in part, by workers’ ongoing caregiving responsibilities and their concerns

that those responsibilities may be incompatible with employment in the absence paid leave. Ensuring that workers can care for themselves and their families while working is key to robust economic recovery.

- A recent study found that workers with access to paid family and medical leave are 22% more likely than workers without such access to recommend their job to a friend.<sup>20</sup>

### **Paid family and medical leave can increase profitability and employee productivity.**

- Businesses that provide paid family leave benefits have seen marked improvements in employee productivity.
  - One study found that businesses in states with paid family leave laws significantly increased firm-wide productivity as compared to similar businesses without paid family leave benefits.<sup>21</sup> And a cross-industry analysis of 41 companies found increases of more than 50% on productivity measures after the adoption of a paid leave program.<sup>22</sup>
  - An overwhelming majority of California employers also reported positive or neutral effects on productivity (88.5%) and employee morale (98.6%).<sup>23</sup>
- Evidence suggests that increased productivity resulting from paid family and medical leave can increase employer profitability.
  - One study found an average of 63% improvement in revenue and 54% improvement in profit after companies adopted paid leave policies.<sup>24</sup>
  - An overwhelming majority (91.0%) of California employers reported that paid family leave had a positive or neutral effect on profitability/performance.<sup>25</sup>
  - A recent study of California's paid leave program found that businesses with employees who used paid family leave had *higher* per worker earnings across all workers (not just the workers who took paid family leave) than did businesses where no workers took paid family leave.<sup>26</sup>
- Paid leave also helps keep workers safe and healthy on the job, which increases productivity and decreases employer costs. Workers with paid leave are significantly less likely to suffer dangerous injuries on the job<sup>27</sup> or deaths on the job.<sup>28</sup>
  - Paid leave allows workers to recover and return to full productivity more quickly than they would by continuing to work. When workers must return to work before a chronic condition is stabilized or before they have healed from an injury, they are more likely to relapse or re-injure themselves while working.<sup>29</sup> Fewer workplace injuries can mean healthier, happier workers and lower workers' compensation costs.
- Paid family and medical leave also can also increase a firm's value. Researchers have found that Fortune 500 companies that announced the adoption of new family-friendly policies saw same-day increases in their share prices, indicating that investors anticipate that the benefits of such a program will outweigh any costs associated with providing it.<sup>30</sup>

### **Evidence shows that paid family and medical leave programs are not abused.**

- Evidence from the states show little to no abuse of paid family and medical leave programs.
  - In a survey of California employers, the vast majority said they were not aware of *any* instances of their employees abusing the state's paid family leave program.<sup>31</sup>
  - In a study of New Jersey's paid family leave program, not a single employer interviewed identified even a single instance of abuse. Indeed, several Human

Resources managers interviewed expressed their views that abuse of the program was a virtual impossibility.<sup>32</sup>

<sup>1</sup> A Better Balance, *Overview of Paid Family & Medical Leave Laws in the United States* (July 20, 2021), <https://www.abetterbalance.org/resources/paid-family-leave-laws-chart/>.

<sup>2</sup> EILEEN APPELBAUM & RUTH MILKMAN, LEAVES THAT PAY: EMPLOYER AND WORKER EXPERIENCE WITH PAID FAMILY LEAVE IN CALIFORNIA 7-9 (2011), <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>; CENTER FOR ECONOMIC AND POLICY RESEARCH, p. 8, available at <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.

<sup>3</sup> MIRIAM RAMIREZ, NEW JERSEY BUSINESS AND INDUSTRY ASSOCIATION, THE IMPACT OF PAID FAMILY LEAVE ON NEW JERSEY BUSINESSES (2012), <https://bloustein.rutgers.edu/wp-content/uploads/2012/03/Ramirez.pdf>.

<sup>4</sup> ZACHARY CAMPBELL ET AL., THE IMPACT OF PAID LEAVE: EVIDENCE FROM TEMPORARY DISABILITY INSURANCE IN RHODE ISLAND 30 (July 2017), <https://www.mathematica-mpr.com/-/media/internet/conferences/2017/drc-annual-meeting2017/summaries/hastings.pdf?la=en>.

<sup>5</sup> Ann P. Bartel et al., *The Impact of Paid Family Leave on Employers: Evidence from New York* (Nat'l Bureau of Econ. Rsch., Working Paper No. 28672, 2021), [https://www.nber.org/system/files/working\\_papers/w28672/w28672.pdf](https://www.nber.org/system/files/working_papers/w28672/w28672.pdf).

<sup>6</sup> Eileen Appelbaum & Ruth Milkman, *Achieving a Workable Balance*, CENTER FOR WOMEN AND WORK (2006), p. 23, available at <https://smlr.rutgers.edu/sites/default/files/images/achieving%20a%20workable%20balance%202006%20Appelbaum.pdf>.

<sup>7</sup> SMALL BUSINESS FOR AMERICA'S FUTURE, PAID LEAVE POLICIES ON MAIN STREET (2021), <https://www.smallbusinessforamericafuture.org/small-business-for-america-s-future-releases-paid-leave-survey-results>.

<sup>8</sup> EILEEN APPELBAUM & RUTH MILKMAN, LEAVES THAT PAY: EMPLOYER AND WORKER EXPERIENCE WITH PAID FAMILY LEAVE IN CALIFORNIA 8-10 (2011), <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>; CENTER FOR ECONOMIC AND POLICY RESEARCH, p. 8, available at <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.

<sup>9</sup> GREER COWAN ET AL., THE CALIFORNIA EXPERIENCE: LESSONS FROM 20 YEARS OF CALIFORNIA'S PAID FAMILY LEAVE PROGRAM 13 (Sept. 2021), [http://www.bayareaconomy.org/files/pdf/BACEI\\_PFL\\_Sept2021.pdf](http://www.bayareaconomy.org/files/pdf/BACEI_PFL_Sept2021.pdf).

<sup>10</sup> SMALL BUSINESS FOR AMERICA'S FUTURE, PAID LEAVE POLICIES ON MAIN STREET (2021), <https://www.smallbusinessforamericafuture.org/small-business-for-america-s-future-releases-paid-leave-survey-results>.

<sup>11</sup> Sharon Lerner & Eileen Appelbaum, *Business as Usual: New Jersey Employers' Experiences with Family Leave Insurance*, CTR. FOR ECON. & POL'Y RSCH. (2014), <http://www.cepr.net/documents/nj-fli-2014-06.pdf>.

<sup>12</sup> JOAN WILLIAMS. UNBENDING GENDER: WHY WORK AND FAMILY CONFLICT AND WHAT TO DO ABOUT IT (2001).

<sup>13</sup> SMALL BUSINESS FOR AMERICA'S FUTURE, PAID LEAVE POLICIES ON MAIN STREET (2021), <https://www.smallbusinessforamericafuture.org/small-business-for-america-s-future-releases-paid-leave-survey-results>.

<sup>14</sup> Sharon Lerner & Eileen Appelbaum, *Business as Usual: New Jersey Employers' Experiences with Family Leave Insurance*, CTR. FOR ECON. & POL'Y RSCH. (2014), <http://www.cepr.net/documents/nj-fli-2014-06.pdf>.

<sup>15</sup> HEATHER BOUSHEY & SARAH JANE GLYNN, CTR. FOR AM. PROGRESS, THERE ARE SIGNIFICANT COSTS TO REPLACING EMPLOYEES (2007), <https://cdn.americanprogress.org/wp-content/uploads/2012/11/CostofTurnover.pdf>.

<sup>16</sup> Benjamin Bennett et al., *Paid Leave Pays Off: The Effects of Paid Family Leave on Firm Performance* (Nat'l Bureau of Econ. Rsch., Working Paper No. 27788, 2021), [https://www.nber.org/system/files/working\\_papers/w27788/w27788.pdf](https://www.nber.org/system/files/working_papers/w27788/w27788.pdf).

<sup>17</sup> EILEEN APPELBAUM & RUTH MILKMAN, LEAVES THAT PAY: EMPLOYER AND WORKER EXPERIENCE WITH PAID FAMILY LEAVE IN CALIFORNIA (2011), <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>; CENTER FOR ECONOMIC AND POLICY RESEARCH, p. 8, available at <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.

<sup>18</sup> Replacing an employee costs 50-75% of an hourly employee's annual pay and up to 150% of a salaried employee's annual pay. Jodie Levin-Epstein, *Getting Punched: The Job and Family Clock* (2006), CENTER FOR LAW AND SOCIAL POLICY, p. 9, available at <http://www.clasp.org/resources-and-publications/files/0303.pdf>.

<sup>19</sup> *Morning Consult Poll: The Value of Paid Family Leave*, BIPARTISAN POL'Y CTR. (Sept. 7, 2021), <https://bipartisanpolicy.org/blog/morning-consult-poll-value-of-paid-family-leave/>.

<sup>20</sup> THEA GARON ET AL., UNPAID AND UNPROTECTED: HOW THE LACK OF PAID LEAVE FOR MEDICAL AND CAREGIVING PURPOSES IMPACTS FINANCIAL HEALTH 5 (Sept. 2021), [https://fnh-finhealthnetwork-assets.s3.amazonaws.com/uploads/2021/09/PulsePaidLeave\\_UnpaidUnprotected.pdf](https://fnh-finhealthnetwork-assets.s3.amazonaws.com/uploads/2021/09/PulsePaidLeave_UnpaidUnprotected.pdf).

<sup>21</sup> Bennett et al., *supra* note 15.

<sup>22</sup> PANORAMA & AM. SUSTAINABLE BUSINESS COUNCIL, THE BUSINESS IMPACTS OF PAID LEAVE (2019), [https://www.asbcouncil.org/sites/main/files/file-attachments/panorama\\_report\\_-\\_business\\_impacts\\_of\\_paid\\_leave.pdf](https://www.asbcouncil.org/sites/main/files/file-attachments/panorama_report_-_business_impacts_of_paid_leave.pdf).

<sup>23</sup> EILEEN APPELBAUM & RUTH MILKMAN, LEAVES THAT PAY: EMPLOYER AND WORKER EXPERIENCE WITH PAID FAMILY LEAVE IN CALIFORNIA (2011), <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>; CENTER FOR ECONOMIC AND POLICY RESEARCH, p. 8, available at <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.

<sup>24</sup> PANORAMA & AM. SUSTAINABLE BUSINESS COUNCIL, THE BUSINESS IMPACTS OF PAID LEAVE (2019), [https://www.asbcouncil.org/sites/main/files/file-attachments/panorama\\_report\\_-\\_business\\_impacts\\_of\\_paid\\_leave.pdf](https://www.asbcouncil.org/sites/main/files/file-attachments/panorama_report_-_business_impacts_of_paid_leave.pdf).

<sup>25</sup> EILEEN APPELBAUM & RUTH MILKMAN, LEAVES THAT PAY: EMPLOYER AND WORKER EXPERIENCE WITH PAID FAMILY LEAVE IN CALIFORNIA 8 (2011), <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.

<sup>26</sup> GREER COWAN ET AL., THE CALIFORNIA EXPERIENCE: LESSONS FROM 20 YEARS OF CALIFORNIA'S PAID FAMILY LEAVE PROGRAM 13 (Sept. 2021), [http://www.bayareaconomy.org/files/pdf/BACEI\\_PFL\\_Sept2021.pdf](http://www.bayareaconomy.org/files/pdf/BACEI_PFL_Sept2021.pdf).

<sup>27</sup> Abay Asfaw et al., *Paid Sick Leave and Nonfatal Occupational Injuries*, 102.9 AMERICAN JOURNAL OF PUBLIC HEALTH e59-e64 (2012), <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3482022/>.

<sup>28</sup> Daniel Kim, *Paid Sick Leave and Risks of All-Cause and Cause-Specific Mortality Among Adult Workers in the USA*. 14.10 INT. J. OF ENV. RESEARCH AND PUB. HEALTH 1247 (2017), <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5664748/pdf/ijerph-14-01247.pdf>.

<sup>29</sup> T.G. Hollo, *Evaluating family and medical leave insurance for Washington state*, 11 Economic Opportunity Institute (May 2012), <http://www.opportunityinstitute.org/wp-content/uploads/family-leave-insurance/EvaluatingFamilyandMedicalLeave-Jan13.pdf>.

<sup>30</sup> Michelle M. Arthur & Alison Cook, *Taking Stock of Work-Family Initiatives: How Announcements of "Family-Friendly" Human Resource Decisions Affect Shareholder Value*, 57 INDUSTRIAL & LAB. RELATIONS REV. 608-10 (2004).

---

<sup>31</sup> EILEEN APPELBAUM & RUTH MILKMAN, LEAVES THAT PAY: EMPLOYER AND WORKER EXPERIENCE WITH PAID FAMILY LEAVE IN CALIFORNIA 4 (2011), <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.

<sup>32</sup> Sharon Lerner & Eileen Appelbaum, *Business as Usual: New Jersey Employers' Experiences with Family Leave Insurance*, CTR. FOR ECON. & POL'Y RSCH. 24 (2014), <http://www.cepr.net/documents/nj-fl-2014-06.pdf>.





# IATSE LOCAL 665

FILM, TELEVISION, STAGE, PROJECTION AND TRADESHOWS  
Since 1937



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

Thirty-Second Legislature, State of Hawai'i  
Regular Session of 2024  
House Committee on Labor & Government Operations

Testimony by IATSE 665  
March 12th, 2024

## **S.B. 2474 S.D. 2 - RELATING TO FAMILY LEAVE**

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Tuia'ana Scanlan, International Trustee and president of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **Local 665 strongly supports SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **IATSE 665 strongly supports SB 2474 SD2. We hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,

Tuia'ana Scanlan  
International Trustee, President, IATSE 665 (he/him/his)



**TESTIMONY FROM THE DEMOCRATIC PARTY OF HAWAII  
HOUSE COMMITTEE ON LABOR AND GOVERNMENT OPERATIONS**

**MARCH 12, 2024**

**SB 2474, SD2, RELATING TO FAMILY LEAVE**

**POSITION: SUPPORT**

The Democratic Party of Hawai'i **supports** for SB 2474, SD2, relating to family leave. In 2018, delegates to the Democratic Party of Hawai'i's State Convention adopted resolution HHS: 2018-02, which "urges the Hawai'i State Legislature to enact a paid family leave plan."

It is time to *finally* establish a paid family leave program for Hawai'i's workers that provides paid time off to address family emergencies, including care for newborn keiki and kūpuna 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.

**Hawai'i's workers need this benefit.** In a 2017 public poll, 62 percent of Hawai'i respondents reported that they had wanted to take leave in the past in order to care for a new child or family member. Currently, though, only one in four private sector workers has access to paid family and medical 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 and medical leave, while they need that financial support the most.

The federal Family Medical Leave Act (which leaves out 40 percent of the state's workforce) provides for only *unpaid* leave with up to 12 weeks for employers with 50 or more employees. The Hawai'i Family Leave Law (HFLL) only applies to employers with 100 or more employees and only provides up to four weeks of *unpaid* leave to workers.

Hawai'i has the fastest growing aging population in the nation. Our senior (age 65+) population is expected to grow 81 percent by 2030. Our state currently has 154,000 unpaid caregivers providing care to kūpuna or seriously ill adult relatives, which can lead to financial and emotional strain. Hawai'i caregivers provide 144 million hours of unpaid care a year, worth \$2.6 billion annually. Notably, 34,898 residents of Hawai'i moved to states that passed paid leave laws in 2021, further showing our population's desire for family leave support.

**This program would help Hawai'i'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.

Statewide paid family and medical leave also helps even the playing field for small businesses. Most small businesses cannot afford to offer adequate paid family and medical leave to their employees, which puts them at a disadvantage when it comes to attracting and retaining the best workers. Under a statewide paid family and medical leave program, however, 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 or medical leave, employers would not need to pay them while they are on leave. Enabling small businesses to provide paid family and medical leave through a state-managed program would help them compete for workers and deliver adequate care for their employees. A survey conducted by the small business advocacy organization Small Business Majority revealed that two-thirds of small business owners support paid family and medical leave.

**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. 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.

**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. Multiple studies have been performed about the establishment of family leave for Hawai'i, all of which have found that paid family leave is a cost-effective way for workers to take adequate time off to care for their families without facing financial ruin or jeopardizing their careers, and that a statewide program can be implemented without significant cost to the state.

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 incomes.

Mahalo nui loa,

**Kris Coffield**

*Co-Chair, Legislative Committee*  
(808) 679-7454  
kriscoffield@gmail.com

**Abby Simmons**

*Co-Chair, Legislative Committee*  
(808) 352-6818  
abbyalana808@gmail.com



## SB 2474, SD2, RELATING TO FAMILY LEAVE

MARCH 12, 2024 · LGO HEARING

**POSITION:** Support.

**RATIONALE:** Imua Alliance supports SB 2474, SD2, relating to family leave, 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 1 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; and declares that the appropriations exceed the state general fund expenditure ceiling for 2024-2025.

It is time to *finally* establish a paid family leave program for Hawai'i's workers that provides paid time off to address family emergencies, including care for newborn keiki and kūpuna 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.

**Hawai'i's workers need this benefit.** In a 2017 public poll, 62 percent of Hawai'i respondents reported that they had wanted to take leave in the past in order to care for a new child or family member. Currently, though, only one in four private sector workers has access to paid family and medical 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 and medical leave, while they need that financial support the most.

The federal Family Medical Leave Act (which leaves out 40 percent of the state's workforce) provides for only *unpaid* leave with up to 12 weeks for employers with 50 or more employees. The Hawai'i Family Leave Law (HFLL) only applies to employers with 100 or more employees and only provides up to four weeks of *unpaid* leave to workers.

Hawai'i has the fastest growing aging population in the nation. Our senior (age 65+) population is expected to grow 81 percent by 2030. Our state currently has 154,000 unpaid caregivers providing care to kūpuna or seriously ill adult relatives, which can lead to financial and emotional strain. Hawai'i caregivers provide 144 million hours of unpaid care a year, worth \$2.6 billion annually. Notably, 34,898 residents of Hawai'i moved to states that passed paid leave laws in 2021, further showing our population's desire for family leave support.

**This program would help Hawai'i'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.

Statewide paid family and medical leave also helps even the playing field for small businesses. Most small businesses cannot afford to offer adequate paid family and medical leave to their employees, which puts them at a disadvantage when it comes to attracting and retaining the best workers. Under a statewide paid family and medical leave program, however, 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 or medical leave, employers would not need to pay them while they are on leave. Enabling small businesses to provide paid family and medical leave through a state-managed program would help them compete for workers and deliver adequate care for their employees. [A survey conducted by the](#)

small business advocacy organization Small Business Majority revealed that two-thirds of small business owners support paid family and medical leave.

**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. 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.

**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. Multiple studies have been performed about the establishment of family leave for Hawai'i, all of which have found that paid family leave is a cost-effective way for workers to take adequate time off to care for their families without facing financial ruin or jeopardizing their careers, and that a statewide program can be implemented without significant cost to the state.

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 incomes.

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



TESTIMONY FROM THE DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

HOUSE COMMITTEE ON LABOR AND GOVERNMENT  
OPERATIONS · MARCH 12, 2024

SB 2474, SD2, RELATING TO FAMILY LEAVE

POSITION: SUPPORT

The Democratic Party of Hawai'i Labor Caucus **supports** SB 2474, SD2, relating to family leave, 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 1 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; and declares that the appropriations exceed the state general fund expenditure ceiling for 2024-2025.

It is time to *finally* establish a paid family leave program for Hawai'i's workers that provides paid time off to address family emergencies, including care for newborn keiki and kūpuna 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.

**Hawai'i's workers need this benefit.** In a 2017 public poll, 62 percent of Hawai'i respondents reported that they had wanted to take leave in the past in order to care for a new child or family member. Currently, though, only one in four private sector workers has access to paid family and medical 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 and medical leave, while they need that financial support the most.

The federal Family Medical Leave Act (which leaves out 40 percent of the state's workforce) provides for only *unpaid* leave with up to 12 weeks for employers with 50 or more employees. The Hawai'i Family Leave Law (HFLL) only applies to employers with 100 or more employees and only provides up to four weeks of *unpaid* leave to workers.

Hawai'i has the fastest growing aging population in the nation. Our senior (age 65+) population is expected to grow 81 percent by 2030. Our state currently has 154,000 unpaid caregivers providing care to kūpuna or seriously ill adult relatives, which can lead to financial and emotional strain. Hawai'i caregivers provide 144 million hours of unpaid care a year, worth \$2.6 billion annually. Notably, 34,898 residents of Hawai'i moved to states that passed paid leave laws in 2021, further showing our population's desire for family leave support.

**This program would help Hawai'i'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.

Statewide paid family and medical leave also helps even the playing field for small businesses. Most small businesses cannot afford to offer adequate paid family and medical leave to their employees, which puts them at a disadvantage when it comes to attracting and retaining the best workers. Under a statewide paid family and medical leave program, however, 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 or medical leave, employers would not need to pay them while they are on leave. Enabling small businesses to provide paid family and medical leave through a state-managed program would help them compete for workers and deliver adequate care for their employees. A survey conducted by the small business advocacy organization Small Business Majority revealed that two-thirds of small business owners support paid family and medical leave.

**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. 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.

**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. Multiple studies have been performed about the establishment of family leave for Hawai'i, all of which have found that paid family leave is a cost-effective way for workers to take adequate time off to care for their families without facing financial ruin or jeopardizing their careers, and that a statewide program can be implemented without significant cost to the state.

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 incomes.

Mahalo,

**Jason Bradshaw**

*Chairperson, Democratic Party of Hawai'i Labor Caucus*



**Parents And  
Children Together**

**BUILDING THE RELATIONSHIPS  
THAT MATTER MOST**

ParentsAndChildrenTogether.org

## **TESTIMONY IN SUPPORT OF SB 2474 SD2 RELATING TO FAMILY LEAVE**

**TO:** Chair Matayoshi, Vice-Chair Garrett, & Members,  
House Committee on Labor & Government Operations  
**FROM:** Ryan Kusumoto, President & CEO  
**DATE:** March 12, 2024 at 9:30 AM

**Parents and Children Together (PACT) offers testimony in support of SB 2474 SD2 Relating to Family Leave**, which requires the Department of Labor and Industrial Relations to establish and administer a family leave insurance program.

The United States is the only developed country without national paid family leave. Thirteen states and the District of Columbia have passed paid family leave laws, and the states with paid family leave have seen significant health, social and economic benefits. Many of Hawaii's working families are not afforded adequate amounts of paid leave causing financial hardship and increased dependency on public assistance during times of illness or caregiving. Low-wage workers are the least likely to have access to paid leave forcing them to choose between maintaining employment or caring for their families. A family leave insurance program could enable workers to retain employment while caring for family and help businesses retain key employees and remain competitive.

Founded in 1968, PACT is a statewide community-based organization providing a wide array of innovative and educational social services to families in need. Assisting more than 15,000 people across the state annually, we help identify, address, and successfully resolve challenges through our 20 programs. Among our services are early education programs, domestic violence prevention and intervention programs, child abuse prevention and intervention programs, childhood sexual abuse supportive group services, child and adolescent behavioral health programs, sex trafficking intervention, poverty prevention and community building programs.

Paid Family Leave supports family well-being and the economy. It increases health equity among different racial and socioeconomic groups AND helps to increase worker retention and loyalty.

Thank you for the opportunity to testify. Please contact me at (808) 847-3285 or [rkusumoto@pacthawaii.org](mailto:rkusumoto@pacthawaii.org) if you have any questions.



**SB-2474-SD-2**

Submitted on: 3/10/2024 2:50:16 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Derwin	Hawaii Clubhouse Advocacy Coalition	Support	Written Testimony Only

Comments:

My name is Derwin Teranishi, a member of the Waipahu Aloha Clubhouse. I am in favor of this bill, especially while I personally experience taking care of my mom. Our family has to pay for a caregiver, daycare and other expenses while my sister and husband go to work, as well as myself. If everyone had a little help in these times of life, financial and emotional burdens would not complicate things on top of the health issues presented by those in need. Consideration should always be given when it comes to keeping the family dynamics healthy and strong. Without it, sickness or stress will eventually deteriorate things at a faster rate than the capability to be responsible with adequate support, thus the quality of the family structure for that individual will be lost.

God Bless,

Derwin Teranishi (Forensic Peer Specialist)



To: House Committee on Labor and Government Operations  
Hearing Date/Time: Tuesday March 12, 2024 9:30AM  
Place: Hawaii State Capitol, Room 309  
Re: Testimony in STRONG SUPPORT of S.B. 2474 SD2

Dear Chair Matayoshi, Vice Chair Garrett, and the Members of Committees,

Members of AAUW of Hawai'i thank you for this opportunity to testify in strong support of S.B. 2474 SD2 which would require the department of labor and industrial relations to establish and administer a family leave insurance program. We strongly support this measure.

We also request an amendment to include medical leave and safe leave. Including paid medical leave with paid family leave will simplify payment, reimbursement and administration for both the employers and the employees. Safe leave will give victims of domestic violence, sexual assault time they need to deal with such as relocating, court appearances, etc..

The United States is the only developed country without national paid family leave. Twenty one states and the District of Columbia have passed paid family leave laws(\*). The states with paid family leave have seen significant health, social and economic benefits. Paid family leave is good for business—employees become more productive and loyal when they have it.

In fact, the owners of small businesses in Hawai'i we talked to are excited to have a family leave insurance program available to them. They are already paying for temporary disability insurance (TDI) and they know the small additional payment they would need to pay to provide paid leave benefits for their employees will be worth it. It would provide time off their employees need and fund for the employers to hire temporary help. For the business owners who are already providing paid leave out of their own pocket, S.B. 2474 SD2 would provide a less expensive option.

During the 2023 legislative session, the Department of Labor and Industrial Relations was concerned about what would be required to establish and implement paid family leave in terms of staffing, information technology needs, and funding. Fortunately, twelve states and the District of Columbia have experience and information technology establishing and implementing paid family and medical leave insurance program (\*). We suggest DLIR considers outsourcing the establishment and implementation of this program.

Please pass this measure for our keiki, our kupuna, and our working families. Thank you for your consideration.

Sincerely,  
Younghee Overly  
Public Policy Committee, AAUW of Hawaii  
publicpolicy-hi@aauw.net

*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, Kaula'i, Kona, Maui, and Windward Oahu. AAUW's mission is to advance gender equity for equal opportunities in education, at workplace and for economic security, and in leadership.*

(\*) <https://bipartisanpolicy.org/explainer/state-paid-family-leave-laws-across-the-u-s/>

**SB-2474-SD-2**

Submitted on: 3/10/2024 5:35:18 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Alexander W Gage	Local 665	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is [Alexander W, Gage]. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,

Alexander w Gage

**SB-2474-SD-2**

Submitted on: 3/10/2024 6:33:58 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Kevin Kersting	IATSE local 665	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Kevin Kersting,

I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

Mahalo,

Kevin Kersting



## Hawai'i

Committee: Labor & Government Operations  
Hearing Date/Time: Tuesday, March, 12 at 9:30am  
Place: Conference Room 309 & Via Videoconference  
Re: **Testimony of the ACLU of Hawai'i in SUPPORT of SB2474 SD2 Relating to Family Leave**

Dear Chair Matayoshi, Vice Chair Garrett and Members of the Committee:

The ACLU of Hawai'i **supports SB2474 SD2 Relating to Family Leave**, which requires the Department of Labor and Industrial Relations to establish and administer a family leave insurance program that provides leave insurance benefits and extends the period of leave to 16 weeks for businesses that employ one or more employees. We are pleased to see the elimination of the 100 employee threshold to be subject to the program.

ACLU National and ACLU of Hawai'i have a longstanding commitment to redressing the adverse effects of racism and sexism and other forms of invidious discrimination. That includes decades long commitments to affirmative action in employment and paid leave reflected in our organization's policies. It includes commitments to defend essential health care coverage to address "harsh economic and social disparities that threaten our country's democratic foundation and the cohesion of our society."

In the past seven years, the State has conducted at least two comprehensive studies on the efficacy and implementation of a paid family leave program for Hawai'i. The first was **completed in 2017 by the Commission on the Status of Women (HSCSW)<sup>1</sup> with a grant from the U.S. Department of Labor**. The second was conducted by the **Legislative Reference Bureau<sup>2</sup> in response to ACT 109 (2018)**.

We don't need any more studies on a paid family leave program in Hawai'i.

The U.S. is the only developed country in the entire world that does not provide by law paid family leave to workers. The federal Family and Medical Leave Act (FMLA) only provides unpaid leave. And only for a little more than half of all U.S. employees.<sup>3</sup>

For workers living paycheck to paycheck, this is not an option. When a loved one is sick, their only options are to leave them unattended, or lose income and risk missing utility bill payments, not buying food, or worse, risk becoming houseless. This is unacceptable.

---

<sup>1</sup> [https://www.capitol.hawaii.gov/CommitteeFiles/senate/LBR/LBRfiles/DOL\\_Hawaii-State-Paid-Family-Leave-Analysis-Grant-Report.pdf](https://www.capitol.hawaii.gov/CommitteeFiles/senate/LBR/LBRfiles/DOL_Hawaii-State-Paid-Family-Leave-Analysis-Grant-Report.pdf)

<sup>2</sup> [https://lrb.hawaii.gov/wp-content/uploads/2019\\_PaidFamilyLeaveProgramImpactStudy.pdf](https://lrb.hawaii.gov/wp-content/uploads/2019_PaidFamilyLeaveProgramImpactStudy.pdf)

<sup>3</sup> [https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/WHF\\_FMLA2018SurveyResults\\_Appendices\\_Aug2020.pdf](https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/WHF_FMLA2018SurveyResults_Appendices_Aug2020.pdf)

Providing robust family leave for every worker is a principle of equality.

Nationally, a mere 17% of workers have access to paid family leave.<sup>4</sup> **That 17%, however, is nearly universally higher-paid workers who are more likely to be white.** During the COVID pandemic, those were the same workers who were able to work safely from the comfort of their own homes.

The COVID-19 pandemic showed us just how vulnerable our workers and families are to virulent disease. Not only would a public paid family leave program provide much needed assistance to Hawai'i's "essential workers" who live paycheck to paycheck and are predominantly women and people of color, it could also prove useful in protecting customers and coworkers from catching and spreading contagious illnesses.

A robust public paid family leave insurance program would provide workers up to 16 weeks of paid leave. And because a public insurance program would cover all workers in the state, it would cost just \$58 a year for each worker.<sup>5</sup> **When split with the employer, that amounts to just \$0.56 a week.**

- Of note, the lack of public paid family leave insurance exacerbates sex and gender inequality:
  - A gender wage gap emerges after a child, known as the Motherhood Penalty.
  - Wage gaps mean significantly lower earning potential over the course of someone's career.

13 states and the District of Columbia have implemented paid family leave programs. It's time for Hawai'i to join them.

Sincerely,

**Josh Frost**

Josh Frost  
Policy Assistant  
ACLU of Hawai'i  
[jfrost@acluhawaii.org](mailto:jfrost@acluhawaii.org)

*The mission of the ACLU of Hawai'i is to protect the fundamental freedoms enshrined in the U.S. and State Constitutions. The ACLU of Hawai'i fulfills this through legislative, litigation, and public education programs statewide. The ACLU of Hawai'i is a non-partisan and private non-profit organization that provides its services at no cost to the public and does not accept government funds. The ACLU of Hawai'i has been serving Hawai'i for over 50 years.*

---

<sup>4</sup> <https://www.usatoday.com/story/money/2020/08/31/lack-paternity-leave-problem-moms-and-dads-study-finds/5662562002/>

<sup>5</sup> [https://www.capitol.hawaii.gov/CommitteeFiles/senate/LBR/LBRfiles/DOL\\_Hawaii-State-Paid-Family-Leave-Analysis-Grant-Report.pdf](https://www.capitol.hawaii.gov/CommitteeFiles/senate/LBR/LBRfiles/DOL_Hawaii-State-Paid-Family-Leave-Analysis-Grant-Report.pdf)



**SB-2474-SD-2**

Submitted on: 3/10/2024 7:52:16 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Terri Ewton	IATSE665	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Terri Ewton. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. I strongly support SB 2474 SD2, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. I strongly support SB 2474 SD2. I hope your committee will do the same. Thank you for the opportunity to testify.

In Solidarity,

Terri Ewton



TESTIMONY OF THE AMERICAN COUNCIL OF LIFE INSURERS COMMENTING  
ON SB 2474, SD 2, RELATING TO PAID FAMILY LEAVE

March 12, 2024

Honorable Representative Scot Z Matayoshi, Chair  
Honorable Representative Andrew Takuya Garrett, Vice Chair  
Committee on Labor & Government Operations  
State House of Representatives  
Hawaii State Capitol, Via Videoconference  
415 South Beretania Street  
Honolulu, Hawaii 96813

Dear Chair Matayoshi, Vice Chair Garrett and Members of the Committee:

Our firm represents the American Council of Life Insurers (“ACLI”). The American Council of Life Insurers (ACLI) is the leading trade association driving public policy and advocacy on behalf of the life insurance industry. Ninety million American families rely on the life insurance industry for financial protection and retirement security. ACLI’s member companies are dedicated to protecting consumers’ financial wellbeing through life insurance, annuities, retirement plans, long-term care insurance, disability income insurance, reinsurance, and dental, vision and other supplemental benefits. ACLI’s 275 member companies represent 93 percent of industry assets in the United States.

Two hundred sixteen (216) ACLI member companies currently do business in the State of Hawaii representing 95% of the life insurance premiums and 99% of the annuity considerations in this State. A subset of ACLI member companies underwrite Hawaii temporary disability insurance (TDI) policies that provide income replacement benefits to employees when they require time away from work to address their own medical conditions.

Thank you for the opportunity to submit comments on SB 2474, SD 2, relating to the creation of a family leave insurance (FLI) program administered by the Department of Labor and Industrial Relations (DOL).

ACLI supports sustainable paid family leave laws that allow for private administration of benefits. The framework for private administration of state mandated benefits currently exists in Hawaii in the TDI program. Under the current TDI model, employers can purchase insurance from a list of authorized carriers or self-insure TDI benefits.

While the DOL oversees the TDI program and manages appeals, the administration of TDI claims is managed by private claims administrators based in Hawaii. This cooperative public/private partnership model has worked successfully for decades to ensure access to these important benefits without the expense to the state of administering the claims. In its February 12, 2024, testimony submitted at the prior joint hearing of the bill by the Senate Committee on Labor and Technology and Health and Human Services, the DOL estimated that it would need an additional 100 full time employees and a technology investment of \$60 million over the next five years to build a platform to administer claims. By adding FLI to the current TDI framework, a

sizable portion of expected DOL expenses could be saved because the capacity to administer these benefits currently exists through Hawaii based claims administrators.

Additionally, the lack of coordinated administration between the TDI and FLI programs will lead to a potentially confusing process for Hawaii employees, especially pregnancy claims that will have a TDI component and a FLI component. These two benefit programs should be administered under the TDI framework to provide a seamless administrative process for employees.

Accordingly, as drafted, ACLI does not support this measure.

ACLI strongly recommends that SB 2474, SD 2 be amended to add FLI benefits to the existing TDI statutory structure.

Again, thank you for the opportunity to comment on SB 2474, SD 2, relating to Family Leave

LAW OFFICES OF  
OREN T. CHIKAMOTO  
A Limited Liability Law Company

Oren T. Chikamoto  
P. O. Box 4277  
Honolulu, Hawaii 96812  
Telephone: (808) 531-1500  
E mail: [otc@chikamotolaw.com](mailto:otc@chikamotolaw.com)



P.O. Box 4270 Kaneohe, HI 96744  
[www.breastfeedinghawaii.org](http://www.breastfeedinghawaii.org)

TO: Representative Scot Matayoshi, Chair, Representative Andrew Takuya Garrett, Vice Chair and Members of the House Committee on Labor and Government Operations.

FROM: Patricia Bilyk, RN, MPH, MSN, IBCLC (Retired)  
Maternal Infant Clinical Nurse Specialist  
Breastfeeding Hawaii Board Member

RE: SB 2474 SD2 Relating to Paid Family Leave

DATE: Tuesday, March 12, 2024 9:30am

Good Morning Rep. Matayoshi, Chair, Rep. Takuya Garrett, Vice Chair and Members of the House Committee on Labor and Government Operations, I am Patricia Bilyk and I am representing Breastfeeding Hawaii . We are in SUPPORT of SB 2474 SD2 which would require the Department of Labor and Industrial Relations to establish a family and medical leave insurance program and begin collecting payroll contributions to finance payment of benefits.

Breastfeeding Hawaii is a 501c3 non profit organization whose mission is to protect, promote and support breastfeeding in the State of Hawaii, by providing education and advocacy to families, businesses, professionals and other community individuals.

Each day the Breastfeeding Hawaii Board Members work with breastfeeding families who are grappling with

- 1) establishing a relationship and caring for an infant,& integrating a child into the family,
- 2) establishing and maintaining a milk supply for the infant
- 3) planning to return to work 2 weeks to 3 months post delivery
- 4) the inability to take more time with their newborn because they need a paycheck and
- 5) the worry of not being able to return to the job they had prior to delivery if they need to take more time off.

We feel having paid family leave would significantly help our families with the above issues.

We further feel a Paid Family Leave Insurance Program should have the following components:

- 1) all businesses and employees covered
- 2) 16 weeks of paid leave
- 3) workers restored to the same position
- 4) progressive wage replacement

Some additional points I would like to make are:

- 1) 13 states and the District of Columbia, and those federal workers in our State have



P.O. Box 4270 Kaneohe, HI 96744  
[www.breastfeedinghawaii.org](http://www.breastfeedinghawaii.org)

paid family leave laws.

- 2) Paid family leave is good for business-employees become more productive and loyal when they feel the company supports their family needs.
- 3) States with paid family leave have seen significant health, social and economic benefits.
- 4) The United States is the only developed country in the World to not have Paid Family Leave for their new Mothers. Our Northern Neighbor Canada provides a year off for mothers with partial wage replacement and 4-6 months off for Fathers with partial wage replacement plus job security. Why can't we provide such a plan for THE FAMILIES OF HAWAII?

**We feel it is time and Pono-the right thing to do**, to provide a Paid Family Leave Insurance Program for Hawaii's working families!

We encourage this Committee to approve this bill and pass it out of Committee. Mahalo.



TO: Representative Scot Matayoshi, Chair  
Representative Andrew Garrett, Vice Chair and  
Members of the Committee on Labor and Government Operations

From: Jeanne Y. Ohta, Co-Chair  
Hawai'i State Democratic Women's Caucus

RE: SB 2474 SD2 Relating to Family Leave

POSITION: STRONG SUPPORT

The Hawai'i State Democratic Women's Caucus writes in strong support of SB2474 SD2 Relating to Family Leave which requires the Department of Labor and Industrial Relations to establish and administer a family and medical leave insurance program. The measure also eliminates the previous threshold of 100 employees for employers to be subject to the family leave law.

This measure is good for Hawai'i. We believe this is the right time to establish this program. In recent years, two analyses of establishing paid family leave programs have been conducted. These reports include an economic analysis, Hawai'i-based eligibility modeling and cost breakdowns, a feasibility study, opinion polling and focus groups, options for compliance, and enforcement protocols.

It is time now to put the robust analyses, hard work, focus, and the valuable resources already expended by government entities and stakeholders alike into establishing real policy that gives actual relief to Hawaii's hardworking families in this challenging economy.

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. To fully participate 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.<sup>1</sup>

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.

---

<sup>1</sup> Survey: Small Businesses Support Tax Reforms to Pay for Robust Infrastructure Investments, Small Business Majority, June 8, 2021, [www.smallbusinessmajority.org](http://www.smallbusinessmajority.org)

A paid family leave policy is a priority of the Hawai'i State Democratic Women's Caucus. We ask that the committee pass this important measure for Hawaii's working families; and we thank the committee for this opportunity to provide our strong support of SB 2474 SD2.



To: House Committee on Labor  
Re: **SB 2474 SD2 – Relating to Family Leave**  
Hawai'i State Capitol & Via Videoconference  
March 12, 2024, 9:30 AM

Dear Chair Matayoshi, Vice Chair Garrett, and Committee Members,

On behalf of Hawai'i Children's Action Network Speaks!, I am writing in **STRONG SUPPORT of SB 2474 SD2**. 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. It also eliminates the previous threshold of one hundred employees for employers to be subject to the Hawai'i Family Leave Law, which provides unpaid leave.

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.** The average amount of paid family leave in OECD nations is about one year. The second-worst nation after the United States (which has zero weeks of leave) is Mexico, which has 12 weeks of leave.<sup>1</sup>

**To fill that gap, thirteen states plus the District of Columbia have passed paid family leave laws.**<sup>2</sup> California was the first state to pass paid family leave, about 20 years ago. This program is not a new idea and works in other states. Hawai'i should join them.

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

In addition, start-up costs for the program would be paid back to the state by the payroll deductions. In the states with paid family leave programs, they usually took a loan from the state for start-up costs. After the program started collecting payroll deductions, they paid the loan back. Ongoing costs, including personnel, are also covered by the payroll deductions.

**Paid family leave is good for business.** In states with paid family leave,<sup>3</sup> employees are more productive, which increases profits, and loyal, which lowers turnover costs. In addition, statewide **paid family leave helps small businesses compete for the best workers.** 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.

---

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

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

<sup>3</sup> [https://www.abetterbalance.org/wp-content/uploads/2021/09/PFML\\_Business-Case\\_Fact-Sheet\\_5.10.22.pdf](https://www.abetterbalance.org/wp-content/uploads/2021/09/PFML_Business-Case_Fact-Sheet_5.10.22.pdf)

Similarly, as Hawaii struggles to keep our working-age families from moving away, we are competing with states that have paid family leave – including the entire West Coast – for the best workers. **In 2021, 34,898 residents of Hawai'i moved to states that passed paid leave laws.**<sup>4</sup> When young couples are deciding where to start a family, paid family leave may be an important deciding factor for them.

**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.**<sup>5</sup> 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.**

**We respectfully request that you consider adding language from HB2757 HD1 to create a more comprehensive paid family leave program.** This new language would add:

- **Safe leave** to help survivors deal with domestic violence, such as seeking a restraining order or relocating to safety.
- **Medical leave**, for a worker to recover from their own serious illness or injury. With the addition of medical leave, **employers also would no longer need to purchase and administer private Temporary Disability Insurance** for their employees (since employees' own illness or injury would be covered by the medical leave in the paid family program), saving them time, administrative burdens, and money.

Mahalo for the opportunity to provide this testimony. Please pass this bill.

Thank you,  
Nicole Woo, Director of Research and Economic Policy

---

<sup>4</sup> <https://www.census.gov/data/tables/time-series/demo/geographic-mobility/state-to-state-migration.html>

<sup>5</sup> [https://www.abetterbalance.org/wp-content/uploads/2021/09/PFML\\_Health-Case\\_Fact-Sheet\\_11.30.21.pdf](https://www.abetterbalance.org/wp-content/uploads/2021/09/PFML_Health-Case_Fact-Sheet_11.30.21.pdf)

March 12, 2024, 9:30 a.m.  
Hawaii State Capitol  
Conference Room 309 and Videoconference

**To: House Committee on Labor & Government Operations**  
**Rep. Scot Z. Matayoshi, Chair**  
**Rep. Andrew Takuya Garrett, Vice-Chair**

**From: Ted Kefalas, Director of Strategic Campaigns**  
**Grassroot Institute of Hawaii**

RE: COMMENTS ON SB2474 SD2 — RELATING TO FAMILY LEAVE

Aloha Chair Matayoshi, Vice-Chair Garrett and Committee Members,

The Grassroot Institute of Hawaii would like to offer its **comments** on [SB2474 SD2](#), which would establish a family leave insurance program funded by employer and employee contributions.

It also would eliminate the exemption from the family leave law for employers with fewer than 100 employees.

The idea of being able to take paid leave from work to care for a family member is certainly appealing, but decades of data demonstrate that such programs rarely live up to their promise and may even harm those they intend to help.

It is often assumed that family leave policies will be especially helpful to female workers, as women are expected to benefit more from paid leave. However, research demonstrates that family leave programs show no benefit to female workforce participation, and may even have a negative effect.

A recent study of the long-term effects of California's Paid Family Leave Act found that it did not help narrow the pay gap, and was instead associated with reduced employment and earnings for first-time mothers.<sup>1</sup>

---

<sup>1</sup> Martha J. Bailey, Tanya S. Byker, Elena Patel, et al., "[The Long-Run Effects of California's Paid Family Leave Act on Women's Careers and Childbearing: New Evidence from a Regression Discontinuity Design and U.S. Tax Data](#)," National Bureau of Economic Research, October 2019.

A different study of maternity leave reform in the United Kingdom found that among highly educated workers, paid-leave programs tend to increase gender inequality, with fewer women holding management and promotion-track jobs, while lower-educated female workers were 10 percentage points less likely to receive a promotion than they were before the reforms were enacted.<sup>2</sup>

Nor are the benefits of paid-leave programs evenly distributed. Low-income workers are significantly less likely to take advantage of paid leave, making it little more than a government-subsidized leave program for well-paid workers.

In 2020, 18 million California workers paid into the state's family leave program and were eligible to take advantage of its benefits. However, only 14% of workers earning less than \$20,000 took paid leave, while workers earning \$80,000 to \$99,999 had a utilization rate four times higher than the lowest earners. Those making \$100,000 or more a year utilized paid leave three times as much as low income workers.<sup>3</sup>

Family leave policies in San Francisco<sup>4</sup> and New Jersey<sup>5</sup> have seen similar results, with low-income families far less likely to utilize leave policies than high-income earners.

Paid-leave programs also struggle with problems of cost. It is nearly impossible to properly evaluate the financial viability of the program proposed in this bill, as the contribution requirements are left to a later determination. However, there is a real risk of underestimating the full cost of the program, which could create a burden for the state budget and taxpayers.

The AEI-Brookings Working Group on Paid Family Leave analyzed the proposed federal FAMILY Act — which also relies on payroll contributions — and argued that the authors of the bill had severely underestimated the costs of the paid-leave program. Depending on take-up rates, the funding mechanism might have only covered half the program's costs.<sup>6</sup>

Before embarking on an ambitious paid-leave program such as the one proposed by SB2474 SD2, lawmakers should demand a strict analysis of its financial impact on the state budget and the economy as a whole to ensure that the program would not become a fiscal nightmare.

---

<sup>2</sup> Jenna Stearns, [“The Long-Run Effects of Wage Replacement and Job Protection: Evidence from Two Maternity Leave Reforms in Great Britain.”](#) SSRN, May 7, 2018.

<sup>3</sup> Kristin Schumacher, [“Paid Family Leave Payments Don't Add Up for California Workers.”](#) California Budget and Policy Center, February 2022.

<sup>4</sup> Julia M. Goodman, William H. Dow and Holly Elser, [“Evaluating the San Francisco Paid Parental Leave Ordinance: Employer Perspectives.”](#) University of California at Berkeley, February 2019.

<sup>5</sup> Amy Dunford, [“Boosting Families, Boosting the Economy: How to Improve New Jersey's Paid Family Leave Program.”](#) New Jersey Policy Perspective, April 2017.

<sup>6</sup> [“Paid Family and Medical Leave: An Issue Whose Time Has Come.”](#) AEI-Brookings Working Group on Paid Family Leave, May 2017.

Finally, we must consider the effect that enacting this bill would have on Hawaii's business climate.

Because the proposed program is very broad, including even businesses with only a handful of employees, it would add to the cost of doing business in our state. Employers would have to compensate for the increased costs associated with the program, which could mean fewer jobs or stagnant wages.

Support for family leave probably would go down if workers knew it would equate to higher taxes or cause them to forego a raise or promotion.

As attractive as the idea of paid leave might be, the negative tradeoffs that accompany family leave programs cannot be ignored.

Given the many questions raised by this bill, it seems clear that more analysis is needed of the effects and fiscal impact of paid family leave in Hawaii.

Thank you for the opportunity to submit our comments.

Sincerely,

Ted Kefalas  
Director of Strategic Campaigns  
Grassroot Institute of Hawaii



**TESTIMONY OF TINA YAMAKI, PRESIDENT  
RETAIL MERCHANTS OF HAWAII  
MARCH 12, 2024  
SB 2474 SD2 RELATING TO FAMILY LEAVE.**

Good morning, Chair Matayoshi and members of the House Committee on Labor and Government Operations. I am Tina Yamaki, President of the Retail Merchants of Hawaii and I appreciate this opportunity to testify.

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

We respectfully oppose SB 2474 SD2. This measure 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 1 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. Declares that the appropriations exceed the state general fund expenditure ceiling for 2024-2025; appropriates funds; and is effective 7/1/2050.

It is our understanding that Family Leave is used when the Employee needs to take care of someone else who is a family member; and Sick Leave and Temporary Disability Insurance are used when the employee themselves is sick or injured.

**Employers want to take care of their employees. However, there must also be a balance to what businesses can afford in order to keep their doors open and their employees employed.** Many employers already offer benefits that include significant paid time off to those employees who have earned it in addition to the mandated family leave for employees to care for their family who are ill and ensure that their jobs are secure when they return to work.

As written, this measure would make Hawaii's Family Leave program the most generous in the nation. As proposed, Hawaii would provide 16 weeks of family leave whereas other states provide less. For example, **CA provides 8 weeks; New Jersey and New York provides 12 weeks and Rhode Island provides 6 weeks.** In addition, **the above-mentioned states all have separate Paid Family Leave Programs AND Temporary Disability Programs for medical leave vs. a combined Paid Family Medical Leave program.**

We would like to point out that TDI is calculated based on payroll and wage base. **By including family leave in the TDI calculations, the employer's premium rates would significantly increase.** Not to mention that the administrative process will also add an additional burden and increase the cost to the businesses. **It is important to note that in addition to the "family leave" compensation the employer would have to pay to the individual taking sick leave, the employer must pay another employee "filling in" for this individual.**

**We want to point out that Hawaii is the only state in the entire nation that mandates medical insurance coverage for employees' healthcare.** This is an added benefit to employees while being an increasing cost to employers every year with rate hikes in healthcare. **For a small business, the cost for individual health insurance could be anywhere from \$900+ per month or more per employee depending on the program they have.**

While we understand the intent of a Family Leave Insurance Program, now is not the time to implement this program. **We don't want to see more businesses closing due to the rising cost of Government**

**mandates like this one.** Retailers are already operating on a very thin margin. **Many are not able to afford these kinds of costly operational increases, especially with the recent raises in the minimum wage.** Retailers have still not recovered. **Many are still barely hanging on to keep their doors open and their employees employed.** Many still carry a large debt from being shut down and the lack of customers – especially since the Japanese visitors have not returned. The rising cost for employee health care benefits, products and goods, services, and shipping continue to have a substantial effect on our operations since the pandemic ensued. Furthermore, numerous businesses are still trying to recover from the Maui Fires last year. Some of our local retailers lost multiple stores in the fires – this not only includes Maui based stores but also business from the neighboring islands who have expanded to Maui. We are also seeing streamlined and pivoted business with shortened hours of operations and freeze in employee hiring for certain positions. We continue to see local and national retailers quietly closing their doors in Hawaii. Measures like this will encourage more businesses to close their doors as they can no longer afford to operate in Hawaii and thus more of our friends, family and neighbors will be unemployed.

**Retailers often are not able to absorb all the costs associated with these types of government mandates.** In April of 2023 Wallet Hub (<https://wallethub.com/edu/best-cities-to-start-a-business/2281>) named the best places to start a business. Compared the relative startup opportunities that exist in 100 U.S. cities. Honolulu ranked 71st out of 100.

**To pay for Government mandates like this one, business must either pass the cost on to the customer by raising prices of goods and services. This means groceries, clothing, supplies, appliances... will be even more expensive than they are now. This helps Hawaii to continue to be one of the most expensive states in the nation to live. Or we will see more businesses closing and more kamaaina out of work.**

Mahalo for this opportunity to testify.



**ACOG**  
The American College of  
Obstetricians and Gynecologists

*American College of  
Obstetricians and Gynecologists  
Hawai'i, Guam & American Samoa Section*

TO: House Committee on Labor & Government Operations  
Representative Scot Z. Matayoshi, Chair  
Representative Andrew Takuya Garrett, Vice Chair

DATE: Tuesday, March 12, 2024 9:30 AM

PLACE: Hawaii State Capitol, Conference Room 309 and via videoconference

FROM: Hawai'i Section, ACOG  
Angel Willey, MD, FACOG, Chair  
Reni Soon, MD, MPH, FACOG, Legislative Chair

**Re: SB2474\_SD2 – Relating to Family Leave**  
**Position: SUPPORT**

As a section of the nation's leading group of physicians dedicated to improving women's health and the health of our families, the Hawai'i Section of the American College of Obstetricians and Gynecologists (HI ACOG) **supports SB2474**. SB2474 would require the Department of Labor and Industrial Relations to establish and administer a family leave insurance program which is desperately needed in Hawai'i.

**Paid family leave fosters healthier families.** We care for patients across the life span, and we see every day how families in Hawai'i struggle to care for each other. We see all the time how new parents try to piece together disability, vacation or sick leave (if they have it) just to be able to spend a few weeks recovering from birth and bonding with their new baby. All too often, mothers and fathers return to work sooner than is medically recommended because they cannot afford not to. In addition, the newborn period is a critical time of development, and babies deserve this chance to bond with both parents if they can. Babies whose parents are able to take leave from work are more likely to receive regular medical checkups, vaccinations, and breastfeeding.<sup>1</sup> Time-off periods after childbirth reduce the risk of postpartum depression in new mothers.<sup>2</sup> A recent study published this year in *Obstetrics and Gynecology* that used nationwide data found that survey respondents from states with strong paid family leave policies "had a greater likelihood of breastfeeding and had lower odds of postpartum depression symptoms."<sup>3</sup>

**Women who are often the primary caregivers of infants, children, and kūpuna, are disproportionately affected by the absence of paid family leave.** We see this often too, as many of our patients even leave the workforce to care for children or elderly parents which then confers long term financial consequences. No one should have to choose between their 'ohana and their paycheck. According to AARP Hawaii, there are approximately 157,000 unpaid family caregivers in the State. According to AAUW, moms working full-time, year-round are paid 74 cents for every dollar paid to dads. This is known as the **motherhood penalty**.

---

<sup>1</sup> SB Kamerman. Parental Leave Policies: The Impact on Child Well-being. In P Mossand & M O'Brien, Eds., International Review of Leave Policies and Related Research 2006, 16-21. London, UK: Department of Trade and Industry, 2006. Retrieved from [http://www.leavenetwork.org/fileadmin/Leavenetwork/Annual\\_reviews/2006\\_annual\\_report.pdf](http://www.leavenetwork.org/fileadmin/Leavenetwork/Annual_reviews/2006_annual_report.pdf).

<sup>2</sup> P Chatterji & S Markowitz. Family Leave After Childbirth and the Health of New Mothers. National Bureau of Economic Research, 2008. Retrieved from <http://www.nber.org/papers/w14156>.

<sup>3</sup> ME Perry, L Bui, LM Yee, J Feinglass. Association between State Paid Family and Medical Leave and Breastfeeding, Depression, and Postpartum Visits. *Obstetrics & Gynecology*, Jan 2024.



HI ACOG is dedicated to the advancement of health for women and their families. Our communities benefit when families are allowed to care for each other and are able to be with the people they love when they need them the most without risking their economic security. For these reasons, HI ACOG supports SB2474 and we respectfully urge you to pass this legislation.

Mahalo for the opportunity to testify.

**SB-2474-SD-2**

Submitted on: 3/11/2024 8:22:40 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Daniel Plunkett	Kauai Christian Academy	Oppose	Written Testimony Only

Comments:

Please DO NOT pass this bill. Hawaii makes it too difficult to do business in the state already. This bill is a bad idea for the following reasons:

1. It would add yet another onerous administrative burden to businesses.
2. It would add another financial burden. It takes money out of the pockets of employees AND businesses who will have to raise prices to compensate; thus it will negatively affect EVERYONE financially.
3. There's massive potential for fraud. Do we really think everyone who will say they need months and months of paid time off will actually need it? Tons of people will be getting paid for no valid reason. Unemployment is already rife with fraud, and this will be just another way for people to get paid to NOT work. There's already a massive labor shortage.
4. Frankly, the state is terribly inefficient with the administration of programs like this. Temporary Disability Insurance is an example of something that is meant to help but is so inefficient that it is nearly useless (as I have seen firsthand the few times we had a staff member try to use it). Adding another inefficient money pit is just going to be another drain on everyone.

I know the intention is good, but in this case, less is more. Just say no.



**Rosalee Agas Yuu, RN**  
President  
1600 Ala Moana Blvd Suite 100  
Honolulu, HI 96815  
Tel: (808) 531-1628  
Fax: (808) 524-2760

The Thirty-Third Legislature, State of Hawai'i  
Hawai'i State House  
Committee on Labor & Government Operations

Testimony by  
Hawaii Nurses Association  
March 12, 2024

SB 2474-SD2 – Relating to Paid Family Leave  
DATE: Tuesday, March 12, 2024  
TIME: 9:30 AM  
PLACE: House Conference Room 309

Chair Matayoshi,

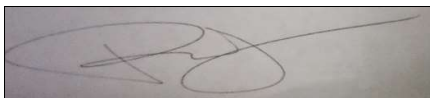
The Hawaii Nurses Association - OPEIU Local 50, affiliated with the AFL-CIO founded in 1917, represents 4,000 nurses, respiratory therapists, and other healthcare workers across the State of Hawai'i. We are grateful for this opportunity to express our **OPPOSITION of SB 2474-SD2**

While the Federal Family and Medical Leave Act grants employees up to 12 weeks of unpaid family leave annually, many workers face financial hardship without compensation during this period. This dilemma forces individuals to choose between taking essential time off to care for themselves, their children, or family members, or returning to work prematurely. Paid Family and Medical Leave represents a modern workforce benefit that empowers employees with both personal and professional flexibility.

Despite acknowledging the noble intent behind this initiative, we respectfully oppose it. **We firmly advocate for Paid Family and Medical Leave to be fully funded by employers.** Subjecting employees to mandatory payroll deductions to support this program is untenable. Furthermore, government employees already contend with substantial payroll deductions for various programs. Imposing an additional deduction could place undue financial strain on Hawaii's nurse's, a burden we cannot endorse for a program that may not benefit all employees.

We appreciate the opportunity to present our testimony in opposition to S.B. 2474.

Respectfully,



Rosalee Agas-Yuu,  
President



### Board of Directors

**Robert Hood**

*President*

Aloha Petroleum LLC

**Al Chee**

*Vice President &*

*Secretary/Treasurer*

Island Energy Services, LLC

**Casie Bui**

*Second Vice President*

Aloha Petroleum LLC

**Eric Wright**

*Immediate Past President*

Par Hawaii

**Kimo Haynes**

Hawaii Petroleum, LLC

**Alec McBarnet**

Maui Oil Petroleum, LLC

**Annie Marszal**

Lahaina Petroleum

**Jon Mauer**

Island Energy Services, LLC

**Paul Oliveira**

Maui Oil Company, Inc.

**John Peyton**

Par Hawaii

**Steve Wetter**

Hawaii Petroleum, LLC

Testimony of Bob Hood  
President of the Hawaii Energy Marketers Association (HEMA)

**OPPOSITION TO SB 2474, SD2  
RELATING TO FAMILY LEAVE**

House Committee on Labor & Government Operations  
The Honorable Scot Z. Matayoshi, Chair  
The Honorable Andrew Takuya Garrett, Vice Chair

Tuesday, March 12, 2024 @ 9:30 a.m.  
Conference Room 309 & Videoconference  
Hawaii State Capitol, 415 South Beretania Street

Aloha Chair Matayoshi, Vice Chair Garrett, and Members of the Committee:

I am Bob Hood, 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 state.

Extending family leave to 16 weeks may significantly disrupt business operations, given companies manage coordinated scheduling that balance both the business and employees' needs. This scheduling is heavily dependent upon a stable workforce to meet customer demand and maintain business productivity. Prolonged absences due to extended leave will burden the remaining employees and may affect the companies' ability to maintain normal operating hours.

Furthermore, and while we recognize the spirit of this proposed measure, Hawaii's employers are enduring financial challenges due the significantly increasing operating costs resulting from a multitude of factors within the state. These increasing costs are, in part, due to already offering significant employee benefits. Mandating further-extended family leave will compound these existing financial burdens and may also lead to the unintended consequences of workforce layoffs and/or reduced operating hours to service the communities relying-upon our products.

Thank you for the opportunity to offer testimony in opposition.

To: The Honorable Scot Z. Matayoshi, Chair  
The Honorable Andrew Takuya Garrett, Vice Chair  
House Committee on Labor & Government Operations

From: Paula Arcena, External Affairs Vice President  
Mike Nguyen, Public Policy Manager

Hearing: Tuesday, March 12, 2024, 9:30 a.m., Conference Room 309

RE: **SB2474, SD2 Relating to Family Leave**

---

AlohaCare appreciates the opportunity to provide testimony in **support of SB2474, SD2**. This measure 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; and appropriates funds.

Founded in 1994 by Hawai'i's community health centers, AlohaCare is a community-rooted, non-profit health plan serving over 84,000 Medicaid and dual-eligible health plan members on all islands. Approximately 40 percent of our members are keiki. We are Hawai'i's only health plan exclusively dedicated to serving Medicaid and Medicaid-Medicare dually-eligible beneficiaries. Our mission is to serve individuals and communities in the true spirit of aloha by ensuring and advocating for access to quality, whole-person care for all.

AlohaCare's commitment to whole-person care and health equity includes addressing social determinants of health, including housing, nutrition, and economic stability. Evidence of the health and economic benefits of paid family and medical leave are well established. Workers need to be able to take time off to attend to their own health, the health of family members, and other caregiving responsibilities without losing their wages or jobs.

Paid family leave is beneficial for family health and well-being outcomes, in terms of infant and maternal health and overall financial stability, especially in low-income families.<sup>1</sup> For example, research shows that providing new parents with paid time off to care for their newborn or recently adopted children contributes to healthy growth and development for infants and toddlers, research shows.<sup>2</sup> Rigorous U.S. and international studies find that adequate periods of paid leave have significant, positive effects on maternal physical and mental health, an increase in breastfeeding, which has health benefits for mother and child, and a reduction in maternal stress and intimate partner violence.<sup>3</sup>

Mahalo for this opportunity to testify in **support of SB2474, SD2**.

---

<sup>1</sup> <https://news.stanford.edu/2022/03/09/real-benefits-paid-family-leave/>

<sup>2</sup> <https://www.healthaffairs.org/doi/10.1377/hpb20190301.484936/full/>

<sup>3</sup> <https://www.newamerica.org/better-life-lab/reports/paid-family-leave-how-much-time-enough/maternal-health-and-wellbeing/>



## HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Second Legislature, State of Hawaii  
House of Representatives  
Committee on Labor and Government Operations

Testimony by  
Hawaii Government Employees Association

March 12, 2024

### S.B. 2474, S.D. 2 — RELATING TO PAID FAMILY LEAVE

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO opposes S.B. 2474, S.D. 2 which requires the Department of Labor and Industrial Relations to establish and administer a family and medical leave insurance program.

While the Federal Family and Medical Leave Act allows employees up to 12 weeks of unpaid family leave each year, many employees cannot afford to survive without compensation for that long and are forced with a hard choice: take much needed time to care for yourself, your child or family member, or return to work. Paid Family and Medical Leave is a twenty-first century workforce benefit that employers can provide which can allow the employee personal and professional flexibility.

**It is our strong position that Paid Family and Medical Leave must be a 100% employer paid program and benefit.** Times are financially stringent for many families here in Hawaii. On May 15, 2023, the Star Advertiser wrote that a family of four 'household survival budget' (cost to cover the necessities – housing, food, health care) is \$104,052 and 41% of Hawaii families had income that fell below the ALICE threshold. To break it down even further, 30% were ALICE families and 11% were living below the federal poverty level. We can confidently say that our members and workers in general cannot afford another mandatory payroll reduction. For families, those monies could be better spent providing childcare and education, food, housing, etc. etc. An employee-employer paid program may be a luxury that many working families cannot afford.

Furthermore, our members are already subject to hefty payroll deductions from the Employer-Union Health Trust Fund and the Employee Retirement System, among others. Adding an additional payroll deduction may cause financial constraint for our members and we cannot justify that for a program that all members may not take advantage of. Therefore, we cannot support, in good conscious, any program that is employer-employee paid for our members.

Thank you for the opportunity to provide testimony in opposition of S.B. 2474. S.D. 2.

Respectfully submitted,

  
Randy Perreira  
Executive Director



# IATSE Local 665 HAWAII'S TECHNICIANS



for  
**FILM, TELEVISION, STAGE AND PROJECTION**  
Since 1937

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

---

March 11, 2024

The Thirty-Second Legislature, State of Hawai'i  
Hawai'i State House of Representatives  
Committee on Labor and Government Operations (LGO)

**HEARING DATE, TIME AND ROOM: Tue., 03/12/24 at 9:30 AM – ROOM 309**

**RE: SD 2474, SD2 - Relating to Family Leave**

Aloha, Chair Scot Z. Matayoshi, Vice Chair Andrew Takuya Garrett and Committee Members:

My name is Irish Barber, and I am the Business Representative and head of IATSE Local 665. Our local represents approximately 800 members and 700 future members who work behind-the-scenes and backstage on feature films, television shows, concerts and conventions across all of the Hawaiian Islands. Many of our workers are mothers and fathers, and we stand in **SUPPORT** of **SB2474, SD 2**.

The United States is one of the richest countries in the world, and is the only country among 41 developed nations that does not offer paid family leave for working parents<sup>1</sup>. Although government employees enjoy paid family leave, private sector employees do not. Individual states such as California, New York, and Vermont have had to adopt state paid family leave laws<sup>2</sup>, and Hawai'i should follow suit.

Employers who have adopted paid family leave policies have experienced economic benefits. Employees feel valued and have a reciprocated a commitment to their employers resulting in **higher employee retention** and **less unnecessary turnover**. Women make up more than 50% of the workforce and are able to **retain their jobs** which helps to **close the gender pay gap** and **provide for their families**.

Proven social benefits are a **reduction in infant mortality** by 10%; **raising infant health** and **lowering prenatal stress** because infants are more likely to be **breastfed**; babies attend more **well-baby care** visits and vaccinations; and there has been **decreased postpartum depression** and parenting stress.

Please support Hawai'i's 'ōhana and **pass SB 2474, SD 2** as soon as possible.

Respectfully,

Irish Barber  
Business Representative  
Mobile (808) 479-1770

---

<sup>1</sup> <https://www.forbes.com/sites/karadennison/2023/11/13/how-us-family-leave-policies-can-catch-up-with-the-rest-of-the-world/?sh=5bb0a07832af>

<sup>2</sup> <https://onpay.com/hr/basics/paid-family-leave-by-state>



745 Fort St. Mall  
17<sup>th</sup> Floor  
Honolulu, HI 96815

808-521-9500  
NFIB.com

March 11, 2024

TO: Representative Scot Z. Matayoshi, Chair  
Representative Andrew Takuya Garrett, Vice Chair  
Members of the Committee on Labor  
& Government Operations

FR: Michael Iosua, State Director  
NFIB, Hawaii Chapter

RE: **OPPOSITION** TO SB 2474 – RELATING TO FAMILY LEAVE  
Hearing date – March 12, 2024, at 9:30 AM

Aloha Chair Matayoshi, Chair Garrett and members of the committees,

Mahalo for the opportunity to submit testimony on behalf of NFIB's Hawaii Chapter in **OPPOSITION** to SB 2474 – RELATING TO FAMILY LEAVE. NFIB is a nonprofit, nonpartisan, and member-driven organization exclusively dedicated to small and independent businesses. With members in all four counties, NFIB's Hawaii chapter advocates on issues that affect Hawaii's small and independent business owners.

NFIB opposes the proposed extension of the family leave period in Hawaii to 16 weeks. While I understand the importance of supporting families and promoting work-life balance, I believe that such an extension would have detrimental effects on businesses and the overall economy.

Firstly, extending the family leave period may place an undue burden on small and medium-sized businesses, particularly those with limited resources. Small businesses are the backbone of our economy, providing employment opportunities and contributing significantly to local communities. Mandating an extended family leave period could lead to increased financial strain on these businesses, potentially resulting in job losses and hindered economic growth.

Moreover, the proposed extension may lead to workforce management challenges for employers. Balancing the needs of the business with an extended family leave period may require companies to hire temporary replacements or restructure their teams, causing disruptions in productivity and efficiency. This could be especially problematic for industries with tight deadlines or projects that require consistent and reliable manpower.



Additionally, the financial impact of an extended family leave period is not limited to employers. Employees themselves may face financial repercussions, as some employers may be unable to provide full compensation during extended leaves. This could result in economic hardships for families, potentially negating the intended benefits of the extended leave period.

Furthermore, the current family leave provisions already provide a reasonable balance between supporting families and ensuring the sustainability of businesses. A more measured approach, such as offering incentives for businesses to voluntarily provide extended family leave or exploring alternative solutions, such as allowing private insurers to offer paid family leave insurance, as opposed to creating a new division at DLIR, could be considered to address the needs of families without imposing undue burdens on employers.

For these reasons, I strongly urge the committee to defer this measure. Mahalo for your consideration.



---

**House Labor and Government Operations  
Committee Chair, Rep. Scot Matayoshi  
Vice Chair, Rep. Andrew Garrett  
Tuesday, March 12, 9:30 AM**

**RE: SB 2474 SD2 Relating to Paid Family Leave**

Chair Matayoshi, Vice Chair Garrett, and Members of the Committee:

**The Society of Human Resource Management – Hawaii (“SHRM”)<sup>1</sup> respectfully opposes SB 2474 SD2 Relating to Paid Family Leave.**

While the intention behind this bill is commendable, evidence from other states that have implemented similar programs suggests that it may not be the most effective solution to address this issue.

For instance, in states like California and Vermont where paid sick leave mandates have been enacted, there has been little evidence to suggest a significant improvement in overall public health outcomes or employee well-being. Studies have shown that the costs associated with implementing and enforcing these programs have often outweighed the benefits, resulting in undue burdens on businesses, especially small and medium-sized enterprises.

Moreover, the lack of clear criteria and needed flexibility in many paid sick leave mandates has led to instances of abuse and misuse, where many take advantage of the system for purposes other than genuine illness. This not only undermines the legitimacy of the program but also creates additional challenges for employers in managing employee absences and unfairly shifts added burdens onto coworkers.

**Thus, despite the admirable goals the bill aims to achieve, we believe the proposed bill will result in unintended consequences.**

---

<sup>1</sup> 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.

Providing all employees, even those working for the smallest employers, with roughly 4 months of leave each year will have an adverse effect on Hawaii's labor force and Hawaii's economy. Hawaii employers, especially smaller ones, already struggle to hire and retain sufficient labor to fill all shifts and keep operations running.

***At four months, Hawaii would be on the upper fringe of time provided by those minority of states which provide paid family leave, yet, unlike other, larger states, it does not have the existing workforce pool from which to draw employees.*** This situation is exacerbated on the neighbor islands which generally have a smaller workforce pool from which to draw employees to fill positions in the first place, and further by the ability of the employee to take the leave on an intermittent basis.

***The bill fails to take into consideration Hawaii's unique circumstances as an island state.*** In Hawaii, employees cannot easily commute long distances for their employment, unlike in its mainland counterparts. It is unreasonable to expect employees to do so, especially if the position is either part time, due to the ability of the employee to take the leave on an intermittent basis, or only for a short duration, i.e., no more than four months.

***The administrative burden on employers will be increased.*** Employers will now need to address and track such things as the amount and timing of leave for an employee for four months, staffing the now vacant position, and reinstating the employee upon return from leave, which will result in higher costs and can adversely impact profitability, product pricing, and potentially business viability. Requiring the employer as well as the employee to contribute to the fund for this leave will only aggravate this.

***There is no clear evidence that paid family leave makes positions more secure for women or other caretakers.*** Proponents of such leaves often take the position that paid family leave helps women obtain and maintain employment. In fact, studies<sup>2</sup> demonstrate that such programs often are averse to keeping women employed and that the longer the length of the leave, the more likely it is that women will not return to their jobs. In this case, the longer than average leave provided in this bill, could result in adverse consequences for Hawaii's women and other caretakers.

***In addition to those outlined above, the bill also creates several classes of protected leave: HRS section 398-C requires that the individual be reinstated to the prior position at the end of the leave or an equivalent position if the former position is unavailable, while it does not require that the employee who has been on the leave be fully qualified for that equivalent position.***

The bill extends not only to situations of the employee's own illness or that of a relative, but also possibly to situations where the employee or relative needs credit or other counseling other than that provided by a healthcare provider [13, lines 14-17]. Thus, the bill becomes not

---

<sup>2</sup> <https://www.cato.org/commentary/argument-against-paid-family-leave>

simply a matter of providing for pay during a time of leave but becomes one of creating a protected category of employee for a four-month time. This can be expected to adversely affect employers, especially smaller employers.

***The bill could also potentially detrimentally affect those receiving child support and spousal support since HRS section 398-4(c) mandates that the payment received under this bill is not subject to levy, garnishment, or any other debt collection activities.*** In fact, even the employee receiving the payment under this section is unable to waive this requirement. Therefore, this payment will be immune from both spousal and child support orders which might be in effect. Clearly, this would result in an adverse effect on spouses or children who rely on these payments.

***As written, this bill will become a business killer and ultimately a job killer that will adversely affect Hawaii's small business owners and those they employ.*** Almost every other leave law in the books provides an exemption for small employers and for good reason.

Many in Hawaii have long bemoaned the trend of our longtime local mom and pop businesses that have had to shut their doors over the years. Requiring all employers no matter how small to figure out how to finance four months of paid - and protected - leave and somehow keep operations running in the meantime will take another huge step towards ensuring that only large businesses can afford to be in business in Hawaii.

***Finally, the bill currently provides no exemptions or benefits for the many employers who are already providing their employees with paid leave programs.*** Previous versions of the family leave bill have been introduced in recent years and have contemplated such provisions. Rather, this bill appears to further burden those employers who offer paid family leave by expanding further the amount of time that an employee may be absent from work and leave it to others to pick up the slack.

We urge the committee to consider the harmful consequences of this bill as currently written and look at ensuring that the bill is not only workable and pragmatic, but also avoids harming small and local businesses with onerous obligations that only larger competitors can afford to meet.

We also ask that the bill be scrutinized and refined to ensure that it provides both employees, employers, and enforcing agencies with predictability and clarity. For example, it is crucial for any leave policy to define basic and relevant terms like "serious health condition."

We encourage legislators to consider offering more flexible and targeted solutions for families. The state could create programs that reward employers that accommodate employees with childcare or caregiving demands or offer tax incentives for employers that voluntarily offer leave benefits or permit flexible scheduling and remote work.

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.

Erin Kogen and Rosanne M. Nolan  
Co-chairs, SHRM Legislative Affairs Committee

## TESTIMONY IN SUPPORT OF SB2474 SD2: RELATING TO FAMILY LEAVE

TO: House of Representatives  
Committee on Labor & Government Operations

FROM: Valerie T. Lam, Member  
*On behalf of the*  
**Honolulu County Committee on the Status of Women**  
Department of Community Services  
City & County of Honolulu  
Kapālama Hale, Suite 200, 925 Dillingham Blvd., Honolulu, HI 96817

HEARING: Tuesday, March 12, 2024 at 9:30am

Chair Matayoshi, Vice Chair Garrett, and Members, Committee on Labor & Government Operations:

**SB2474, SD2** requires the Department of Labor and Industrial Relations to establish a family leave insurance program. The **Honolulu County Committee on the Status of Women supports this bill**. SB 2474, SD2 provides an important step to address the burden that Hawaii's cost of living places on our workforce.

The Honolulu County Committee on the Status of Women is made of community members, appointed by the Mayor and selected based on their interest, knowledge, and ability to advance the status of women in the County. The Committee's duties include the public recognition of contributions by women, the assessment of changes in women's status, and the promotion of equality of the sexes. With a responsibility to address issues and concerns of women in the City and County of Honolulu, **we strongly urge your support of SB 2474 SD2** on behalf of women, as workers in Hawaii and often as the assigned "caretaker" in a household.

A family leave insurance program will help our residents to live in health and dignity. Hawaii's cost of living is so high that sudden and sometimes long-term family needs around caretaking - which in some cases can be characterized as a crisis - may result in great financial stress, forcing families to make compromises around medicine, utilities, food and even risk homelessness. Middle class, ALICE and low-income households are not always equipped with a financial safety net when family caretaking requires time away from work. This bill will assist our friends and neighbors – especially our working families - to meet their basic needs in times of family crisis.

On behalf of all the Members of the Honolulu County Committee on the Status of Women, thank you for this opportunity to provide testimony in support of this very important bill.



# Chamber of Commerce HAWAII

*The Voice of Business*

**Testimony to the House Committee on Labor and Government Operations**  
**Tuesday, March 12, 2024**  
**Conference Room 309 & via Videoconference**

**RE: SB2474 SD2 Relating to Family Leave**

Aloha Chair Matayoshi, Vice Chair Garrett, and Members of the Committee:

The Chamber of Commerce Hawaii (“The Chamber”) **respectfully opposes SB2474 SD2**, which requires the department of labor and industrial relations to establish and administer a family leave insurance program in order to provide family leave insurance benefits that extend the period of family leave to 16 weeks for businesses that employ one or more employees meeting the hourly qualifiers while eliminating the previous threshold of 100 employees for employers to be subject to the family leave law. This proposal contains some significant flaws, as emphasized below.

Albeit the Chamber’s appreciation and understanding of the intent of this bill to allow for paid family leave in the workplace, we have serious concerns that this measure is not a reasonable, manageable nor 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 time off and 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. Additionally, employers are already facing increased financial burdens from high inflation rates and the recent minimum wage increase. Additionally, businesses are expecting increased insurance rates because of the Maui wildfires.

The proposed bill does not provide leave minimums and applies to very small employers. This unlimited leave mandate could ultimately force local businesses to shut down operations or close permanently. 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 encourage businesses to adopt their own innovative paid leave programs, rather than placing yet another costly mandate on employers and businesses.



Additionally, the bill allows employees to take leave for “serious health conditions”, however the measure fails to define criteria for these conditions. This ambiguity will lead to confusion for employers and inconsistent application of leave policies throughout the state.

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 small struggling to recover from the pandemic.

The Chamber respectfully asks the committee to refrain from advancing 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.

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 entre business community to improve the state’s economic climate and to foster positive action on issues of common concern. On behalf of The Chamber, thank you for this opportunity to testify.





**American  
Heart  
Association.**

March 11, 2024

**LATE**

**Chairman of the Board**  
Brandt Farias

**President**  
Zia Khan, MD

**Board Members**  
Greg Christian  
Jason Fujita  
Michael Lui, MD  
Ben Morgan  
Matthew Reeves, D.O., MBA  
Ben Salazar  
Michael Tanoue, M.D.  
David Underriner

*Serving Hawaii since 1948*

**Our Mission:**  
“To be a relentless force for a world  
of longer,  
healthier lives.”

For more information on the AHA’s  
educational or research programs,  
visit [www.heart.org](http://www.heart.org) or contact your  
nearest AHA office.

Senator Donovan Dela Cruz, Chair  
Senator Sharon Moriwaki, Vice Chair  
Members of the Senate Committee on Ways and Means

**American Heart Association Testimony for SB 2474, S.D. 2  
“Relating to Family Leave”**

The American Heart Association (AHA) is pleased to support the intent of SB 2474, S.D. 1, and propose a few amendments. In its current format, this bill will require the Department of Labor and Industrial Relations to establish and administer a family leave insurance program. It also provides family leave insurance benefits and extends the period of family leave to sixteen weeks for businesses that employ one or more employees who meet the hourly qualifications. Finally, it eliminates the previous threshold of one hundred employees for employers to be subject to the family leave law.

In 2022, only 24% of private sector and 27% of state and local government workers in the U.S. had access to paid family leave through their employers to bond with a new child or care for a seriously ill or injured family member.

The American Heart Association supports paid leave policies as crucial for workers and their family’s health. Paid leave provides people with the time off necessary to recover, or care for a loved one, after a heart attack, stroke, or other serious health issues. For our youngest, there is a direct correlation between paid family leave and increased breastfeeding rates, which has been shown to improve cardiovascular health for both birthing parents and babies.

Based on the forgoing, AHA respectfully requests the following amendments be made to this measure:

1. Consideration of adding language from HB 2757, H.D.1, to create a more comprehensive and equitable paid family leave program, such as language that would add:
  - a. Up to 26 weeks of medical leave – which is the same amount of leave that Hawaii workers currently are eligible for under Hawaii’s Temporary Disability Insurance law – for a worker to recover from their own serious illness or injury. With the addition of medical leave, employers also would no longer

need to purchase and administer private Temporary Disability Insurance for their employees (since employees' own illness or injury would be covered by the medical leave in the paid family program), saving them time, administrative burdens, and money.

- b. A progressive wage replacement structure that is at a graduated scale.
  - c. Up to 16 weeks of safe leave per year to deal with domestic violence, such as seeking a restraining order or relocating to safety.
2. In Section 3 of the bill, broaden the definition of "Family member" to include, but not be limited to, a child (regardless of age), parent or parent of a spouse or domestic partner, a spouse, domestic partner, grandparent, grandchild, sibling, or an individual whom the covered individual has a significant personal bond that is or is like a family relationship, regardless of biological or legal ties. Other states have included a broad and inclusive definition of "family member" in their paid leave policies, along with processes and checks to ensure that the family-like relationship is real.

The American Heart Association appreciates the opportunity to submit testimony on SB 2474, S.D. 2, and urges your support of this measure with our proposed amendments.

Sincerely,



Jamie Morgan  
Sr. Region Lead, State Government Relations

**LATE**



March 11, 2024

Chair Scot Z. Matayoshi  
Vice Chair Andrew T. Garrett  
House Committee on Labor & Government Operations

**Re: S.B. 2474 S.D.2 Relating to Family Leave**

**Hearing: Tuesday, March 12, 2024, 9:30 a.m., 309 via Videoconference**

Dear Chairs Matayoshi and Garrett, and Members of the Committee on Labor & Government Operations:

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. 2474 S.D.2** to require the Department of Labor and Industrial Relations to establish and administer a family leave insurance program that pays family leave insurance benefits and extends the period of family leave to 16 weeks for certain business employees under specified terms.

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 amendments proposed by S.B. 2474 are reasonable and sound.

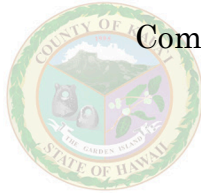
Thank you for the opportunity to submit testimony on this measure.

Hawai'i State Association of Counties (HSAC)  
Counties of Kaua'i, Maui, Hawai'i, and City & County of Honolulu  
Website: [hawaiicounties.org](http://hawaiicounties.org) | Email: [hsac@hawaiicounties.org](mailto:hsac@hawaiicounties.org)



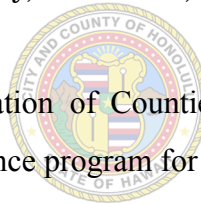
**LATE**

Testimony of the  
**Hawai'i State Association of Counties**  
on  
**S.B. No. 2474, S.D.2**  
Relating to Family Leave.



Committee on Labor & Government Operations

Tuesday, March 12, 2024, 9:30 a.m.

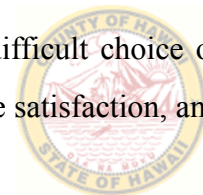
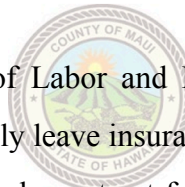


The Hawai'i State Association of Counties (HSAC) **supports** S.B. No. 2474, S.D.2, which provides family leave insurance program for employees to care for their families.

S.B. No. 2474, S.D.2, mandates the Department of Labor and Industrial Relations to establish a family leave insurance program and to pay family leave insurance benefits to eligible employees. It also establishes a family leave insurance fund as a trust fund to provide covered individuals, including self-employed individuals, up to 16 weeks of paid family leave.

S.B. No. 2474, S.D.2 will relieve employees of having to make the difficult choice of leaving their job to provide care for family members. It will improve employee satisfaction, and loyalty, and may become an incentive for the retention of employees.

For these reasons, the Hawai'i State Association of Counties strongly supports S.B. No. 2474, S.D. 2, and requests your favorable consideration of this measure.





March 12, 2024

Members of the House Committee on Labor & Government Operations:

Chair Scot Z. Matayoshi  
Vice Chair Andrew Takuya Garrett  
Rep. Jeanne Kapela  
Rep. Rose Martinez  
Rep. Jackson D. Sayama  
Rep. Adrian K. Tam  
Rep. David Alcos III

**LATE**

Re: SB2474 SD2 Relating to Family Leave

Dear Chair Matayoshi, Vice Chair Garrett, and Members of the House Committee on Labor & Government Operations:

The Hawai'i State Coalition Against Domestic Violence (HSCADV) addresses the social, political, and economic impacts of domestic violence 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 in **strong support of SB2474 SD2** which would implement paid family and medical leave in Hawai'i. We respectfully request an amendment that would allow survivors of domestic violence, sexual assault, and stalking safe leave to *§398-E Eligibility for payment of benefits* and recommend the language used in HB2757 as indicated below.

Page 8, starting line 10:

(D) Is a victim of domestic abuse, sexual assault, or stalking who needs leave for medical attention; mental health care or other counseling; victim services, including legal services; court appearances; or relocation for themselves or a family member; or

~~(D)~~(E) Has a qualifying exigency.

**This critical policy is not only beneficial for caregivers and families throughout our islands but also to survivors of domestic violence, sexual assault, and stalking (all forms of intimate**



**partner violence, IPV) who need to take time off to receive victim services, make court appearances, seek medical services, or relocate themselves and family.**

This change would ensure that safe leave is available to workers who themselves are survivors of domestic violence, sexual assault, or stalking or to care for a family member who is a survivor.

Survivors of domestic violence face many challenges when making decisions about their safety. One of the most crucial factors is their finances. The ability to provide for themselves and their families is a key economic consideration for survivors when deciding to leave an abusive partner. It's also important to recognize the impact that financial abuse can have on survivors making it almost impossible to take unpaid time off to address their medical, emotional, and/ or legal needs without extensive time off. We must support them in every way possible.

According to the CDC, approximately 75% of female intimate partner violence survivors and 48% of male domestic violence survivors experience some form of injury related to intimate partner violence. Negative health outcomes that are associated with intimate partner violence include conditions affecting the heart, muscles and bones, and digestive, reproductive, and nervous systems, many of which are chronic. Survivors can experience mental health problems such as depression and PTSD symptoms.<sup>1</sup>

The lifetime per-victim cost is \$103,767 for women and \$23,414 for men. This economic cost estimate includes almost 32 million women and 12 million men who are victims of intimate partner violence during their lives in the US. The lifetime economic cost to the U.S. population is \$3.6 trillion for medical services for IPV-related injuries, lost productivity from paid work, criminal justice, and other costs.<sup>2</sup>

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

Sincerely,  
Angelina Mercado, Executive Director

---

<sup>1</sup> Intimate partner violence: Consequences. *U.S. Centers for Disease Control and Prevention*. (2018). Retrieved from <https://www.cdc.gov/violenceprevention/intimatepartnerviolence/fastfact.html>

<sup>2</sup> Ibid.



# HAWAII WORKERS CENTER

(503) WORKERS

**LATE** \*Testimony submitted late may not be considered by the Committee for decision making purposes.

Defending and Respecting the workers of  
Hawaii'i

hawaiiworkerscenter@gmail.com  
Mail: 2252 Puna St., Honolulu, HI 96817  
hawaiiworkerscenter.org

March 11, 2024

**LATE**

Hawaii'i State House of Representatives  
Committee on Labor and Government Operations  
Rep. Scot Z. Matayoshi, Chair  
Rep. Andrew Takuya Garrett, Vice Chair

**Executive Board  
Committee**

Rev. Sam Domingo  
*Board Chair*

Mary Ochs  
*Vice Chair*

Dr. Arcelita Imasa  
*Secretary*

John Witeck  
*Treasurer*

**Board Members**  
Yoko Liriano

Nanea Lo

Innocenta Sound-Kikku

Ray Catania

Justin Jansen

Joli Tokusato

Leyton Torda

Kami Yamamoto

**Executive Director**  
Sergio Alcubilla III, Esq.

**RE: STRONG SUPPORT for S.B. 2474 SD2 RELATING TO FAMILY LEAVE**

Dear Chairs Rep. Matayoshi, Vice-Chair Rep. Garrett, and Members of the Committee on Labor and Government Operations:

The Hawaii'i Workers Center (HWC) envisions a Hawaii'i 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 workers.

The HWC stands in strong support of S.B. 2474 SD2 requires the department of labor and industrial relations to establish and administer a family leave insurance program.

Paid family is often a luxury that is afforded to higher paying jobs and professional industries. However, the majority of Hawaii's workforce is not afforded this luxury and cannot afford to take unpaid leave to care for a new child or assist a family member who is sick. Our current system only allows an extension of unpaid leave to employees of large employers with more than 100 employees.

Allowing parents to care for newborn children or family members who are ill should not be a luxury or benefit afforded only to the few. As Hawaii's population ages and many continue to live in multigenerational homes, it is imperative that we have a system in place to support our kupuna, young families, and working class communities. This program will begin to lay the framework so that all of Hawaii's workers will not have to make the choice between caring for a loved one and bonding with their newborn or being able to pay rent the next month.

We ask that you please pass and support S.B. 2474 SD2.

Sincerely,

Sergio Alcubilla  
Executive Director



COMMITTEE ON LABOR & GOVERNMENT OPERATIONS

BILL SB2474 SD2  
POSITION: SUPPORT



Hearing Date: March 12, 2024, 930am, room CR309

Aloha Chair Matayoshi, Vice Chair Garrett and Committee Members:

**Aloha United Way supports SB2474 SD2**, which requires the Department of Labor and Industrial Relations to establish and administer a family leave insurance program, to provide family leave insurance benefits and extend family leave to sixteen weeks for qualified businesses and employees.

**Aloha United Way and its partners in the ALICE initiative strongly support this bill** to create a state system on paid family leave, and the ALICE reports and work of the AUW agencies who serve the needs of thousands of local families when they need to take unpaid time from work or decide to leave a job because of family caregiving needs. AUW's 2022 ALICE report found that **44% of Hawaii's households are ALICE** and showed an alarming 50% increase in ALICE households falling into poverty. ALICE stands for Asset Limited, Income Constrained, Employed, and refers to households who are employed but whose incomes are not enough to meet their basic living costs.

This bill will help to reverse this trend, and will increase income and employment opportunity for ALICE families, strengthen our workforce and economic security and may **mean the difference between a family deciding to leave Hawaii or stay as part of our workforce** and community.

In addition, by using the framework and cost structure of a program like Unemployment Insurance, this type of support for families in the workforce can be made available without undue burden on small business or employers and help to balance the needs of family caregivers and employers. The appropriation of funds to support the implementation of this program is a vital investment in the well-being and strength of our workforce and long-term prosperity of our state.

On behalf of ALICE families across the state, we ask for your action to pass SB2474 SD2.  
Mahalo for the opportunity to testify,

Handwritten signature of Suzanne Skjold in blue ink.

Suzanne Skjold  
Chief Operating Officer  
Aloha United Way

Handwritten signature of Kayla Keehu-Alexander in blue ink.

Kayla Keehu- Alexander  
Vice President, Community Impact  
Aloha United Way





**LATE**

#### HIPHI Board

Misty Pacheco, DrPH  
Chair

*University of Hawai'i at Hilo*

Titiimaea Ta'ase, JD

Secretary

*State of Hawai'i, Deputy Public Defender*

Carissa Holley, MEd

Treasurer

*Hale Makua Health Services*

Keshia Adolpho, LCSW

*Na'au Healing Center*

Debbie Erskine

*ARCH-MEPS Consulting LLC, Owner*

Camonia Graham - Tutt, PhD

*University of Hawai'i - West O'ahu*

Jennifer José Lo, MD

*Hawai'i Health Partners*

May Okihiro, MD, MS

*John A. Burns School of Medicine, Department of Pediatrics*

Kathleen Roche, MS, RN, CENP

*Kaiser Permanente*

Dina Shek, JD

*Medical-Legal Partnership*

*For Children in Hawai'i*

Garret Sugai

*HMSA*

JoAnn Tsark, MPH

*John A. Burns School of Medicine, Native Hawaiian Research Office*

#### HIPHI Initiatives

Coalition for a  
Tobacco-Free Hawai'i

Community-Based Research &  
Evaluation

Community Health  
Worker Initiatives

COVID-19 Response

Environmental Health

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/Healthy Aging  
& Community Living

Public Health Workforce  
Development

Date: February 8, 2024

To: Representative Scot Z. Matayoshi, Chair  
Representative Andrew Takuya Garrett, Vice Chair  
Members of the Committee on Labor & Government Operations

Re: Strong Support for SB2474 SD2, Relating to Paid Family Leave

Mtg: Tuesday, March 12, 2024 at 9:30 AM

---

The Healthy Eating Active Living (HEAL) Coalition, convened by the Hawai'i Public Health Institute<sup>i</sup>, **strongly supports SB2474 SD2**. This bill would provide employees up to 16 weeks of paid family leave by establishing a family and medical leave insurance program within the Department of Labor and Industrial Relations, which would be funded through payroll contributions.

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. Thirteen states and Washington, DC<sup>ii</sup>, 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 obesity<sup>iii</sup>. 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<sup>iv</sup>.

“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).”<sup>v</sup>

Furthermore, when people can take time away from work to care for themselves and their families, there are many health benefits. People are able to better manage chronic conditions, it improves health for mothers and fathers; it allows families to care for their kūpuna; and it has been shown to increase health equity.

For all of these reasons, we **strongly support SB2474 SD2**, and thank this committee for considering this important policy.

Mahalo,



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

---

<sup>i</sup> Created by the legislature in 2012, **Healthy Eating + Active Living Coalition**, formerly 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.

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

<sup>iii</sup> 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).

<sup>iv</sup> 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).

<sup>v</sup> [http://www.nccp.org/publications/pdf/text\\_1059.pdf](http://www.nccp.org/publications/pdf/text_1059.pdf)



**LATE**

**House Committee on Labor & Government Operations**

**Hawai'i Alliance for Progressive Action (HAPA) Supports: SB2474**

Tuesday, March 12, 2024 12:30 p.m House Conference Room 309

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

HAPA supports SB2474. 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.

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often the primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave.

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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck.

At the first hearing for SB2474, the Department of Labor testified that they would need at least 100 new staff, so [the prior committee's report](#) requested that the WAM Committee add nearly \$16 million for 122 new positions, making this bill very expensive.

That is many times higher than what two comprehensive analyses of implementing paid family leave in Hawai'i found:

- One study estimated that we'd need between 14 and 24 new staff, at a cost of \$5.4 million spread out over 5 years ([see p. 31 here](#))
- The other study (prepared for the Legislative Reference Bureau) estimated that we'd need about 22 new staff at a cost of about \$2.6 million per year ([see p. 84 here](#))

A key point here is that ALL of those costs would be paid back to the state by the payroll deductions.

Please support HB2757 HD1.

Mahalo for your consideration,

A handwritten signature in black ink, appearing to read 'Anne Frederick'.

Anne Frederick, Executive Director



**LATE**

894 Queen Street  
Honolulu, Hawaii 96813  
Phone: 808.597.6550  
www.papaolalokahi.org

**House Committee on Labor and Government Operations**

Representative Scot Z. Matayoshi, Chair

Representative Andrew Takuya Garrett, Vice Chair

**Tuesday, March 12, 2024, 9:30 AM, Conference Room 309 and Videoconference**

**RE: SB 2474 SD 2 – RELATING TO FAMILY LEAVE**

**Position: SUPPORT**

Dear Chair Matayoshi, Vice Chair Garrett, and Members of the Committee,

Papa Ola Lokahi testifies **in support** of SB 2474 SD 2, which establishes a family leave insurance fund and benefits for employed and covered individuals. The ability for local families to remain in Hawai‘i can be strengthened through a number of vehicles, including this one, and we appreciate the Legislature’s commitment to build and strengthen programs that serve the public.

Reports from various federal, state, and local resources find that Native Hawaiians are [likely to live in multi-generational households](#) and have a [strong representation in the tourism/hospitality industry](#), which often puts them at the crux of balancing familial care needs with providing stable income. In addition, Native Hawaiians are one of the ethnicities found to be more likely as Asset Limited, Income Constrained, Employed (ALICE) or under the federal poverty line in Hawai‘i according to a [2022 Aloha United Way report](#). However, the evidence can clearly be interpreted to realize that building ways for our people to continue caring for themselves and each other creates positive impact in both quantifiable outcomes as well as in many ways that we cannot measure.

Thank you for the opportunity to testify in **SUPPORT** of this critical legislation.

*Papa Ola Lōkahi, the Native Hawaiian Health Board, authorized by the federal Native Hawaiian Health Care Improvement Act, is charged with raising the health status of Native Hawaiians to the highest possible level, which we achieve through strategic partnerships, programs, and public policy.*



**MAUI**  
CHAMBER OF COMMERCE  
VOICE OF BUSINESS

**LATE**

**HEARING BEFORE THE HOUSE COMMITTEE ON LABOR & GOVERNMENT OPERATIONS  
HAWAII STATE CAPITOL, HOUSE CONFERENCE ROOM 309  
Tuesday, March 12, 2024 AT 9:30 A.M.**

To The Honorable Scot Z. Matayoshi, Chair  
The Honorable Rep. Andrew Takuya Garrett, Vice Chair  
Members of the Committee on Labor & Government Operations

**OPPOSE SB2474 SD2 RELATING TO FAMILY LEAVE**

The Maui Chamber of Commerce **OPPOSES SB2474 SD2.**

While the Chamber understands the intent of this measure, we cannot continue to hit small businesses with increased regulations and costs on all fronts. There have been numerous requirements that have been placed on small businesses that they are accumulating to the point where it is less costly and more beneficial for a small business to close its doors. We see numerous small businesses, sometimes long-time local businesses, close their doors since COVID-19 due to the ever-rising costs of doing business.

We object to the requirement of allowing up to 16 weeks of family leave when the state currently requires only 4 weeks. Small businesses are having a very hard time finding employees as it is, to require them to try to find a temporary employee for up to 16 weeks would not help them at all. And this is just one of many issues we have with this bill.

As the state looks at more economic development, we have to ensure we have a business-friendly environment to attract new industries. Additionally, we also see bills to expand the definition of family in family leave laws that increases costs on multiple fronts. Small businesses are the life blood of Hawaii's economy and to pile yet another requirement on them is approaching (or passed) the last straw.

We understand the committee may be looking at replacing this bill with language from HB2757 as a compromise. However, we strongly believe this is not the right time to expand family leave, nor is HB2757 the right program to do so. If a family leave program was optional for businesses to opt into as an incentive to attract workers and employees could contribute, that would be more palatable, but we recognize that would still be harmful to businesses who would have to accommodate an employee being out for up to 16 weeks, putting a strain on the business and all of their other employees.

For this reason, we **OPPOSE SB2474 SD2** and respectfully ask that it be deferred.

Sincerely,

Pamela Tumpap  
President

To advance and promote a healthy economic environment for business, advocating for a responsive government and quality education, while preserving Maui's unique community characteristics.



**Hawaii Medical Association**

1360 South Beretania Street, Suite 200 • Honolulu, Hawaii 96814  
Phone: 808.536.7702 • Fax: 808.528.2376 • hawaiimedicalassociation.org

**LATE**

**COMMITTEE ON LABOR & GOVERNMENT OPERATIONS**

Rep. Scot Z. Matayoshi, Chair  
Rep. Andrew Takuya Garrett, Vice Chair

Date: March 12, 2024  
From: Hawaii Medical Association  
Beth England MD, Chair- HMA Public Policy Committee

**RE: SB 2474 SD2, RELATING TO FAMILY LEAVE**

**Position: Support**

The HMA stands in strong support of SB2474 SD2, which “Requires the Department of Labor and Industrial Relations to establish and administer a family leave insurance program”.

Supporting family leave is an evidence-based method to improving health outcomes, particularly for new mothers and their keiki. Women who lived in states with more generous medical and family leave policies were found to have lower rates of post-partum depression<sup>1</sup>. Parents with medical leave in the United States are more likely to have their children immunized and are also more likely to breastfeed, both interventions that have demonstrated advantages to individual and population health<sup>2</sup>. Other studies have even found a decrease in infant mortality associated with extension of paid leave<sup>3</sup>.

All workers and their families in Hawaii deserve an equal opportunity to enjoy the benefits of paid family leave. Thank you for allowing the HMA to testify in support of this measure.

**References**

1. Perry, Madeline F. MD; Bui, Lilian BS; Yee, Lynn M. MD, MPH; Feinglass, Joe PhD. Association Between State Paid Family and Medical Leave and Breastfeeding, Depression, and Postpartum Visits. *Obstetrics & Gynecology* 143(1):p 14-22, January 2024. | DOI: 10.1097/AOG.0000000000005428
2. Burtle A, Bezruchka S. Population Health and Paid Parental Leave: What the United States Can Learn from Two Decades of Research. *Healthcare (Basel)*. 2016 Jun 1;4(2):30. doi: 10.3390/healthcare4020030. PMID: 27417618; PMCID: PMC4934583.
3. Rossin M. The effects of maternity leave on children's birth and infant health outcomes in the United States. *J Health Econ*. 2011 Mar;30(2):221-39. doi: 10.1016/j.jhealeco.2011.01.005. Epub 2011 Jan 18. PMID: 21300415; PMCID: PMC3698961.

**2024 Hawaii Medical Association Officers**

Elizabeth Ann Ignacio, MD, President • Nadine Tenn-Salle, MD, President Elect • Angela Pratt, MD, Immediate Past President  
Jerris Hedges, MD, Treasurer • Thomas Kosasa, MD, Secretary • Marc Alexander, Executive Director

**2024 Hawaii Medical Association Public Policy Coordination Team**

Beth England, MD, Chair  
Linda Rosehill, JD, Government Relations • Marc Alexander, Executive Director



**LATE**

## TESTIMONY IN SUPPORT OF SB 2474, SD 2

**TO:** Chair Matayoshi, Vice Chair Garrett, & LGO Committee Members

**FROM:** Nikos Leverenz  
Grants & Advancement Manager

**DATE:** March 12, 2024 (9:30 AM)

---

Hawai'i Health & Harm Reduction Center (HHRC) **strongly supports** SB 2474, SD 2. This bill requires the Department of Labor and Industrial Relations to establish and administer a family leave insurance program.

The percentage of people in Hawai'i over the age of 65 will increase to 22.5 percent of the population by 2030. This demographic reality means that many of their children, mostly women, will be disproportionately impacted by the lack of paid family leave. Right now unpaid leave to care for an aging parent (or a new child) is an option available only to those who work for large companies. Unpaid leave forces people to choose between their continued employment and the needs of their families.

[Only 27% of workers nationwide have access to paid family leave](#), per the Bureau of Labor Statistics. As with employer-provided health insurance under the Prepaid Health Care Act in 1974, Hawai'i should endeavor to demonstrate that a commitment to essential family needs should be a part of this state's economic baseline.

HHRC's mission is to reduce harm, promote health, create wellness, and fight stigma in Hawai'i and the Pacific. We work with many individuals who are impacted by poverty, housing instability, and other social determinants of health. Many have behavioral health problems, including those relating to substance use and underlying mental health conditions. Many of our clients and participants have been deeply impacted by trauma, including histories of physical, sexual, and psychological abuse.

Thank you for the opportunity to testify on this measure.

**SB-2474-SD-2**

Submitted on: 3/12/2024 7:13:38 AM  
Testimony for LGO on 3/12/2024 9:30:00 AM



Submitted By	Organization	Testifier Position	Testify
Joell Edwards	Wainiha Country Market and Hawaii Childrens Action Network	Support	Written Testimony Only

Comments:

Aloha Chair, Vice Chair, and Committee Members,

My name is Joëll Edwards . I am a small business owner and community leader living and working in Wainiha , Kauai and I am testifying in **support** of bill HB2757.

This bill remains important to me . I testified last year during committee and will continue to rally for support .

Our working families need to know they are supported while they care for their ohana knowing they will have security in their jobs. This also will reduce the stress of the patient. I know that while I was caring for my own mom she would ask me if my was going to lose my job by taking time off work when her diagnosis changed to critical.

I worked in California at that time and was able to take FMLA intermittently and have a work/life balance and support my mom too.

I implore you to not delay this bill again this year , with the wildfires on Maui we will begin to see the physical affects of the fire on residents, first responders and more in the coming years and many families will need this additional layer of support and security. Lets not wait for review from the state as there have been plenty of research, planning etc.

Mahalo for listening and allowing me to share my support.



**SB-2474-SD-2**

Submitted on: 3/8/2024 4:31:29 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Krystal Baba	Individual	Support	Written Testimony Only

Comments:

Aloha Chair, Vice Chair, and Committee Members,

I **strongly support** bill SB2474. It is time for Hawai‘i to support our families with programs like paid leave.

Mahalo for your support and careful consideration!

Mahalo,  
Krystal Baba

**SB-2474-SD-2**

Submitted on: 3/8/2024 4:32:11 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

I support this bill.

**SB-2474-SD-2**

Submitted on: 3/8/2024 5:56:40 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jessie L Gonsalves	Individual	Support	Written Testimony Only

Comments: My name is Jessie L Gonsalves and I am testifying in support of SB2474, which would create a paid family leave program in Hawai'i. Paid leave is important to me because, it would've helped alot when I was pregnant and had to take time away from work to take care of my daughter. Also when my dad had to be medivacced to Oahu to be hospitalized. Mahalo!

**SB-2474-SD-2**

Submitted on: 3/8/2024 6:29:04 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Gilmer Borbo	Individual	Support	Written Testimony Only

Comments:

I support this bill.

**SB-2474-SD-2**

Submitted on: 3/8/2024 7:16:23 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Christian Pangayan	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

My name is \_\_Christian Pangayan\_\_ and I am testifying in **support** of SB2474, which would create a paid family leave program in Hawai'i.

Paid leave is important to me because I have to use my own personal Sick leave/Vacation pay due to my 2 girls who have constantly Therapy appointments every month. My Daughter's is under FMLA. My youngest daughter is been seen more urgently due to Suicidal attempts during Covid19 lockdown. My 2 girls depression and anxiety was really bad. I have to take leave due to mentally episodes. I can't leave my youngest daughter by herself at home, when she is sick or mentally episode's. So I have to use FMLA again.

How can I take my girls Vacation to the mainland when I have to use my own sick leaves/Vacations for FMLA. Please approve this SB2474 for families that been having hard time mentally and financially.

Mahalo!

**SB-2474-SD-2**

Submitted on: 3/8/2024 7:44:24 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Leah Yamamoto	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

My name is LK and I am testifying in **support of** SB2474, which would create a paid family leave program in Hawai‘i.

Paid leave is important to me as it would provide the support that working parents and families need to thrive.

Mahalo!

**SB-2474-SD-2**

Submitted on: 3/8/2024 8:28:23 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
D. Dianne Bowen-Coleman	Individual	Support	Written Testimony Only

Comments:

In strong support.

**SB-2474-SD-2**

Submitted on: 3/8/2024 11:12:29 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kristi Chinen	Individual	Support	Written Testimony Only

Comments:

I support this bill



**SB-2474-SD-2**

Submitted on: 3/8/2024 11:53:19 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Loukise Leuma	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

My name is Loukise Leuma and I am testifying in **support** of SB2474, which would create a paid family leave program in Hawai'i.

Paid leave is important to me because at this very moment in time I am struggling with my baby that was just born. My wife and I are finding it hard to share the burden as I work a full time job. My work supports us but at the same time breaks me, so it makes it very difficult to find the energy after work to help watch my daughter. Paid leave would help at least give me a little cushion to help my wife watch our daughter without being afraid of falling behind on our bills. Please help Hawai'i residence raise our keiki!

Mahalo!

**SB-2474-SD-2**

Submitted on: 3/9/2024 1:36:17 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Evelyn Aczon Hao	Individual	Support	Written Testimony Only

Comments:

I support SB 2474 SD2. Working families need paid family leave in order to prevent their having to make the impossible choice between providing income for family needs and staying home to give the care an ailing family member needs. Please pass this bill.

Thank you!

Testimony on SB 2474  
RELATING TO Family Leave

Feb. 28, 2024, 10:01 a.m.

Conference Room 211 & Videoconference

State Capitol

415 South Beretania Street

Aloha Chair Dela Cruz and Members of the Committee:

My name is Dolores Foley and I am in STRONG SUPPORT of SB 2474, SD1. The bill provides paid family leave for working caregivers who need some time to care for a loved one at home.

Family caregivers are the backbone of Hawaii's long term care system. They provide countless hours of care that range from bathing, preparing meals and escorting loved ones for medical visits. They lovingly perform these daily tasks so that their family member can remain in their homes and age in place. However, many are still working and struggling to juggle work and caregiving responsibilities. With Hawaii's high cost of living, few can afford to quit their jobs. They shouldn't have to choose between their own financial security and caring for a loved one. Please support these unsung heroes by passing SB 2474, SD1. They deserve this help.

Mahalo for the opportunity to testify!

Dolores Foley  
Kailua HI  
dolores@hawaii.edu

**HOUSE COMMITTEE ON LABOR & GOVERNMENT OPERATIONS**

**Rep. Scot Z. Matayoshi, Chair  
Rep. Andrew Takuya Garrett, Vice Chair**

**NOTICE OF HEARING**

**DATE: Tuesday, March 12, 2024  
TIME: 9:30 a.m.**

**RE: SB 2474 SD2 RELATING TO FAMILY LEAVE**

**Aloha Chair Matayoshi, Vice Chair Garrett, and Members of the Committee:**

**My name is Linda Dorset, and I am in STRONG SUPPORT of SB2474 SD2. The bill establishes a family leave insurance program that provides insurance benefits for working caregivers who need some paid time off to care for a loved one at home.**

**Family caregivers are the backbone of Hawaii's long term care system. They provide countless hours of care that range from bathing, preparing meals and escorting loved ones for medical visits. They lovingly perform these daily tasks so that the family member can remain in the home and age in place; but they sacrifice income, job security, and savings. Family caregivers often pay as much as \$7,200/Year out of their own pockets for needed supplies such as incontinent supplies, medications, and additional in-home assistance. It is estimated that there are 154,000 Caregivers giving 144 Million Care Hours/Year which amounts to \$2.6 Billion of Unpaid Labor/Year. Many must also balance work and caregiving or leave the workforce altogether. With Hawaii's high cost of living, few can afford to quit their jobs. They shouldn't have to choose between their own financial security and caring for a loved one.**

**Please support SB2474 SD2. Caregivers deserve this help. We know probably all of us will be needing this help.**

**Mahalo for the opportunity to testify!**

**Linda Dorset  
Wailuku, Maui**

**SB-2474-SD-2**

Submitted on: 3/9/2024 9:36:02 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Stephanie Austin	Individual	Support	Written Testimony Only

Comments:

Please support important bill!

**SB-2474-SD-2**

Submitted on: 3/9/2024 9:47:30 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Yvonne Perez	beautybyyvonne	Support	Written Testimony Only

Comments:

Aloha, I am in support of this. Also it would be a big help for caregivers who are often struggling and alone with not much help financially ,this will bring some peace and comfort knowing that we are appreciated and taken care of also as we do for our loved ones that need us. Thanks for your support.

Aloha ,Yvonne

**SB-2474-SD-2**

Submitted on: 3/9/2024 10:26:11 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kika Kwan Wing	Individual	Support	Written Testimony Only

Comments:

I support paid family leave. Having recently delivered prematurely, the effects of extended unpaid and unprotected leave from work has been extremely stressful and financially devastating for my family, on top of the stress of a medically fragile preemie in NICU, on a neighbor island. Paid family leave can reduce the stress on those of us already struggling to raise and keep our 'ohana in Hawai'i. Mahalo.

**SB-2474-SD-2**

Submitted on: 3/9/2024 10:32:57 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jordan Smith	Individual	Support	Written Testimony Only

Comments:

Hawai'i residents need and deserve a family leave insurance program! Please pass SB2474.



**SB-2474-SD-2**

Submitted on: 3/9/2024 10:45:52 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Christine Trecker	Individual	Support	Written Testimony Only

Comments:

I strongly support SB2474 SD2.

**SB-2474-SD-2**

Submitted on: 3/9/2024 11:46:03 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Caroline Azelski	Individual	Support	Written Testimony Only

Comments:

In support of SB2474 SD2. Thank you.

**SB-2474-SD-2**

Submitted on: 3/9/2024 11:47:16 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jamie Pardau	Individual	Support	Written Testimony Only

Comments:

I am urging the legislature of Hawaii to join every advanced nation and 13 states in the US to pass Paid Family and Medical Leave. This program would benefit workers and businesses alike. Employee retention has been a direct result in states with paid leave. There are health, social and economic benefits when workers are able to receive partial salaries during a 12 week family leave or a 26 week medical leave. The cost to the state for establishing and administering this program will be paid back - most likely within three years. Small businesses can benefit as well, since everyone pays into the system. They are not left on their own to cover the cost of employee benefits. Even in times of budgetary difficulties, some programs are worth the investment. SB 2474 is one of those.

**SB-2474-SD-2**

Submitted on: 3/9/2024 12:58:58 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Patricia Blair	Individual	Support	Written Testimony Only

Comments:

A humane action that I support.

**Hearing Date: Tuesday, March 12, 2024, 9:30 am, Conference Rm. 309**

**To:** House Committee on Labor and Governmental Operations  
Chair, Representative Scot Z Matayoshi  
Vice Chair, Representative Andrew Takuya Garrett

**Re: TESTIMONY IN SUPPORT OF SB 2474, SD2 RELATING TO ECONOMIC DEVELOPMENT**

**From:** Jean Evans, (Individual)

**Re: TESTIMONY IN SUPPORT OF SB 2474, SD2 Relating to Paid Family Leave**

Dear Chair Matayoshi, Vice Chair Garrett and Members of Committees,

My name is Jean Evans and **I am Strong support of SD 2472, SD2 Relating to Paid Family Leave**

It is shocking to know that the United States is the **ONLY** developed country in the world that does not provide paid family leave. Currently 13 states and the District of Columbia do have such laws and all reports show they help to retain talented productive employees while increasing family well-being.

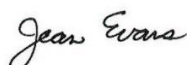
The proposed bill for family and medical leave is based on the successful insurance model which includes a large pool of companies and employees to make it affordable. The leave may be taken to care for a new child, a family member with a serious health condition, or a qualifying service member who is individual's next of kin. This leave may also be taken for self-care for victims of domestic abuse, sexual assault. In addition, an employee may take this leave if they are injured, sick or disabled and cannot perform their duties.

As well as benefiting employees and their families, paid family leave is good for businesses. Many companies are having significant difficulty recruiting employees who often initially choose to apply to a potential employer based their benefit package and, in particular, how they are seen to value and care for their staff. This benefit also has been shown to increase employee retention and loyalty.

Without paid family leave, it's been demonstrated that, workers and working families are relocating to areas that allow families to take paid time leave. This is true here in Hawaii where the cost of living is so high that workers cannot survive if they take unpaid leave or have to quit their job due to a family medical/health issue.

Please pass SB 2474, SD2 for the sake of working families in Hawaii.

Thank you for allowing me to submit testimony today and I encourage you to pass this important measure.



Jean Evans

**SB-2474-SD-2**

Submitted on: 3/9/2024 1:51:21 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Doug Pyle	Individual	Oppose	Written Testimony Only

Comments:

I support true paid family leave. Employees should not have to pre-pay for their own leave. This bill does not provide paid family leave so I oppose the current draft and ask it be amended to provide real paid leave.

Under current language, employees would pay for their own leave through payroll deductions. This amounts to a pay cut. For public employees with a union negotiated CBA, this pay cut side-steps the collective bargaining process.

Therefore I oppose SB2474 as it is currently drafted, but ask it be amended.

I strongly urge the bill be amended so it is truly "paid family leave" - payments into the fund should be split between employers and the public through state appropriations, and employer (not employee) contributions.

The state cost could be funded by a more progressive tax on highly profitable corporations and very high income earners. As President Biden proposed in his State of the Union address: Millionaires and billionaires do not pay their fair share as it is. The wealthiest pay less as a percentage than workers - who the bill requires suffer payroll deductions. The very wealthy and most profitable corporations can afford to contribute much more to fund fair and truly "paid" family and medical leave. The COVID pandemic demonstrated how important protected leave is for both infected people and family members taking care of the sick - and for preventing spread of disease.

The following should be amended. The bill currently reads:

**§398-I Wage withholding.** (a) An employer may **deduct and withhold contributions from each employee of up to one-half of the cost** of providing family leave insurance premiums, and the employer shall provide for the remaining cost over the amount of contributions of the employer's employees.

(Bold for **emphasis** added)

This section 398-I burdens employees with a pay cut. It should be amended (with other conforming amendments) to provide state funding instead of employee deductions, and amended to relieve small or unprofitable employers with public funds toward the amount the bill currently

requires employees to contribute. Larger and more profitable employers should pay the entire cost of paid leave for their employees.

Furthermore the benefit should not be less generous than any existing CBA negotiated between employers and their union.

If this bill is amended to relieve employees of the burden of paying into the insurance fund (via paycheck deduction), and if it is amended to protect any more generous CBA terms, then I would enthusiastically support the amended bill. We do need longer protected leave as the rest of the bill provides. As it reads now, I oppose the bill's employee-deduction funding structure, as it is an intrusion into collective bargaining for public employees and is a paycut via payroll deductions. Please amend the bill.

**SB-2474-SD-2**

Submitted on: 3/9/2024 2:00:53 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Bonnie Fraser	Individual	Support	Written Testimony Only

Comments:

Aloha,

I fully support paid family leave. Taking care of our loved ones is difficult, time consuming, exhausting, and expensive. We need this.

Mahalo,



**SB-2474-SD-2**

Submitted on: 3/9/2024 2:12:12 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Dyson Chee	Individual	Support	Written Testimony Only

Comments:

Mahalo for the opportunity to testify in support of SB2474!

**SB-2474-SD-2**

Submitted on: 3/9/2024 2:47:14 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
ANDREW ISODA	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

My name is Andrew Isoda and I am testifying in **support** of SB2474, which would create a paid family leave program in Hawai'i.

Paid leave is important to me [because, opportunity to share personal story].

Mahalo!

Andrew Isoda

Lahaina, Mau'i

To:

Rep. Scot Z. Matayoshi, Chair

Rep. Andrew Takuya Garrett, Vice Chair

Rep. Jeanne Kapela

Rep. Adrian K. Tam

Rep. Rose Martinez

Rep. David Alcos III

Rep. Jackson D. Sayama

From:

Lydia Anna K-Aloha, BSW  
Candidate for Masters of Social Work  
University of Hawaii at Manoa

Re: S.B. 2474 RELATING TO FAMILY LEAVE

I am a current Masters student at University of Hawaii at Manoa and I am testifying in favor of this bill for Family Leave Insurance Benefits. I am also currently working in a skilled nursing and rehab facility here on Oahu and I noticed the hardship that comes with taking care of an elderly loved one. It is especially hard if family members are not able to take paid time off of work to care for their loved one.

With Hawai'i being one of the top states with a high cost of living, it is difficult to pay for rent and utilities on just one income alone. This bill will help a lot of people to care for their family and still be able to pay for their rent and bills. This will give families the opportunity to care for their loved one, and for the elderly, preventing hospitalizations because someone will be home to take care of them when needed.

I think this bill will be most beneficial for the community because they will be able to care for their loved ones and be financially stable.

**SB-2474-SD-2**

Submitted on: 3/9/2024 4:07:59 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Missy Saiki	Individual	Support	Written Testimony Only

Comments:

Testimony on Senate Bill No. 2474, Senate Draft 2

Relating to Family Leave

Chair Scot Matayoshi, and Members of the Committee:

My name is Missy Saiki, and I am a former family caregiver. I am in **STRONG SUPPORT of SB 2474, SD2 which provides family leave insurance benefits for working family caregivers.**

As a former family caregiver, I am very familiar with the stresses and challenges associated with family caregiving.

Family caregivers truly are the foundation of Hawaii’s long term care system. They lovingly provide countless hours of unpaid care so that their family members can remain in their homes and age in place. However, many are still working and struggling to balance work and caregiving responsibilities. With the high cost of living in our state, few can afford to quit their jobs. These caregivers shouldn’t have to choose between their own financial security and caring for a loved one. Please support family caregivers by passing SB 2474, SD2. They are most deserving of this help.

Mahalo for this opportunity to testify.

Sincerely,

Missy Saiki

Kapaa, Hawaii

**SB-2474-SD-2**

Submitted on: 3/9/2024 5:12:56 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Cassandra Antonell	Individual	Support	Written Testimony Only

Comments:

I fully support this bill! Hawaii's families are struggling & passing this family leave bill would be a powerful step in the right direction towards supporting working families. Mahalo

**SB-2474-SD-2**

Submitted on: 3/9/2024 6:37:25 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Courtney Velazquez	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

My name is Courtney Velazquez and I am testifying in **support** of SB2474, which would create a paid family leave program in Hawai'i.

Paid leave is important to me because I had access to this benefit when I lived in Washington state and it provided huge peace of mind for handling major life events.

Mahalo!

**SB-2474-SD-2**

Submitted on: 3/9/2024 6:56:28 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Dawn Morais Webster Ph.D.	Individual	Support	Written Testimony Only

Comments:

Thank you for hearing this bill. It resonates with me as I prepare to leave for PA to support my daughter through the arrival of her first baby. As a professor at a liberal arts College in PA she is fortunate in getting generous paid leave. Her husband, high school teacher will also get some paid leave to attend to the needs of his wife and child.

People in Hawaii are far less fortunate.

No one should have to give up income 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. 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. Public policy must address the needs of the public.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state.

This is a bill that challenges us to live up to our culture of aloha for our loved ones in need. Please pass this bill and make paid family leave a reality in Hawaii. It's long overdue.

Mahalo.

**SB-2474-SD-2**

Submitted on: 3/9/2024 7:22:41 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Cheryl Ho	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

My name is Cheryl Ho and I am testifying in **support** of SB2474, which would create a paid family leave program in Hawai'i.

Paid leave has been shown to increase worker loyalty. Workers feel that their employers care about not only their work output, but their family and home life that influences output.

Workers who receive **paid family leave** can avoid the harmful emotional stress of trying to choose between staying home to care for their sick child or elder, and going to work so that they don't lose pay. If they choose the latter, the feelings of guilt toward their sick family member can have a harmful effect on their relationship. Conversely, the sick person's feelings of being neglected can lead to resentment.

With Paid Family Leave in place, the health needs of workers' families receive the attention they merit, while the employers who offer such insurance receive the grateful loyalty of their workers.

Please pass SB2474, for the sake of the health of Hawai'i's families!!

Mahalo!

Cheryl Ho, Nu'uauu



**SB-2474-SD-2**

Submitted on: 3/9/2024 7:36:39 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Hello

Chair Matayoshi, Vice Chair Garrett, and Committee Members,

My name is Nanea Lo and I am testifying in support of SB2474, which would create a paid family leave program in Hawai'i.

Paid Leave can change so many peoples lives in Hawai'i especially in a place where multi-generational families live in one space. Health means everything paid family leave should have been passed a very long tine ago. Hawaii's families need support!

Pass SB2474 SD2 Now!

me ke aloha 'āina,

Nanea Lo, Mō'ili'ili, O'ahu

**SB-2474-SD-2**

Submitted on: 3/9/2024 9:17:36 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Sara Harris	Individual	Support	Written Testimony Only

Comments:

Dear Chair Matayoshi, Vice Chair Garrett and members of the House Committee on Labor & Government Operations,

I am an OBGYN on Oahu and I am in strong support of paid family leave.

As a new mother who recently completed her 12 weeks of maternity leave, this is an issue near and dear to my heart. I was so fortunate to be able to be off for a full 12 paid weeks after the birth of my son. I had to piece together sick leave and vacation hours, in addition to my extra earned leave in order to be paid for the full time off. I know that many of my patients are not so lucky.

So many of my patients have far less time off postpartum and often at only a fraction of their pay. They must struggle with the difficult decision to return to work too soon after birth or take unpaid leave, which many just cannot afford to do. I can't even think about what I would have done if I had to return to work at 6 weeks postpartum, juggling the balance of providing for my family financially while also physically providing for my child. I know I would not have been able to do my job at work or complete my responsibilities at home to the best of my ability. Paid family leave can eliminate these challenging choices and ultimately will lead to a more effective workforce with parents returning to work after a more reasonable time with their family.

Please support SB2474! Thank you for your consideration.

Sincerely,  
Sara Harris, MD

**Chair Scot Matayoshi**  
**Vice Chair Andrew Garrett**

**House Committee on Labor & Government Operations**

**Tuesday, March 12, 2024**  
**9:30 AM**

**TESTIMONY IN SUPPORT OF SB2474 SD2 RELATING TO FAMILY LEAVE  
WITH AMENDMENTS**

Aloha Chair Matayoshi, Vice Chair Garrett, Members of the House Committee on Labor & Government Operations,

My name is Jun Shin. I am a union service worker as well as a labor and social justice activist, testifying as an individual in **SUPPORT** of **SB2474 SD2 WITH AMENDMENTS**, Relating to Family Leave. As you may already know and as other testifiers will attest, there is no federal law guaranteeing paid family and medical leave for private sector workers. Hawai'i law provides only a four-week extension of unpaid leave to workers in workplaces with more than 100 employees.

Working people should not be asked/forced to choose between caring for a family member or taking care of themselves and getting paid. The vast majority of our people are struggling to survive in Hawai'i with our high cost of living and the general affordability crisis. It might be a bit of a cliché at this point, but a cliché is a cliché for a reason. This is especially the case for workplaces/industries with low wages and/or little to no benefits. Making sure that workers are able to at least receive a portion of their lost wages will go a long way in making sure they and their families are able to maintain a sense of stability during difficult times.

Contrary to the testimony of the Department of Labor & Industrial Relations, paid family leave will not require hundreds of new personnel. Whether you look at the study done by the Hawai'i State Commission on the Status of Women (14-24 personnel at a cost of \$5.4 million spread out over 5 years) or the Legislative Reference Bureau (22 new staff at a cost of about \$2.6 million per year), it would cost far less. Also, in the long run, the state would be paid back for this cost through payroll deductions!

**Suggested Amendment: Add safe leave so that domestic violence survivors can have a safety net while seeking a restraining order or relocating to safety.**

Please **PASS Senate Bill 2474 SD2** out of your committee with **AMENDMENTS**. Give working people a break, literally!

Mahalo for the opportunity to testify,

Jun Shin,

State House District 23 | State Senate District 12

Cell: 808-255-6663

Email: [junshinbusiness729@gmail.com](mailto:junshinbusiness729@gmail.com)

**SB-2474-SD-2**

Submitted on: 3/9/2024 11:30:00 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Aloha: please support this bill. Thirteen states and the District of Columbia have passed paid family leave laws, and the states with paid family leave have seen significant health, social and economic benefits. Paid family leave is good for business—employees become more productive and loyal when they have it.

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.

HB2757 would require the department of labor and industrial relations to establish and administer a family and medical leave insurance program. The program extends family leave to 12 weeks and medical leave to 26 weeks for businesses that employ one or more employees. Employees can take family leave to care for a new child, a family member with a serious health condition, to care fo a qualifying service member who is individual’s next of kin, and for victims of domestic abuse, sexual assault, or stalking to take self care. Employees can take medical leave when they have a serious health condition that makes the covered individual unable to perform the functions of the individual's position. The medical leave insurance program would meet Hawai‘i’s temporary disability insurance (TDI) requirement.

Mahalo for your consideration.

Elizabeth Hansen/ Hakakau HI 96710

**SB-2474-SD-2**

Submitted on: 3/10/2024 1:39:32 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House Committee on Labor & Government Operations,

I am in **STRONG SUPPORT** of SB2474 SD2. It is time that **ALL** workers, particularly low-wage workers, are provided with the same *humane* working conditions that other workers are afforded. Being able to stay home when you are sick or when your young children are sick and not lose your pay (that is unfortunately never enough to begin with) is a benefit that all employers should be providing for their employees. This also obviously reduces the spread of viruses that could have serious health impacts for co-workers.

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

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

**SB-2474-SD-2**

Submitted on: 3/10/2024 1:44:44 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Laura Hughes	Individual	Support	Written Testimony Only

Comments:

I support SB2474, paid family leave is critical for young parents in Hawai'i. As the proud auntie of my new three month old neice paid family leave would make a critical difference in my sister's ability to raise my neice. Hawai'i has the opportunity to be ahead of the rest of the nation regarding paid family leave and I urge lawmakers to support this bill.

Kevin L. Johnson, Ko Olina, Hawai'i

**Hawai'i Legislature**  
**House Committee on Labor & Government Operations**  
**Tuesday March 12, 2024, Conference Room 309, 9:30 a.m.**

TO: The Honorable Scot Z. Matayoshi, Chair  
RE: Support for SB 2474 SD 2, Relating to Family Leave

I would like to take this opportunity to express my **strong support of SB 2474 SD 2, Relating to Family Leave.**

I recently had the experience of caring for my spouse for several weeks after surgery. While I am retired, it certainly opened my eyes to the challenges this would pose to folks still in the workforce. My previous employer would NOT have allowed me paid time off for this task and hiring it done would have been beyond my means.

The hundreds of thousands of Hawaii citizens providing this care would likely have to enter the ranks of unemployed with no guarantee of returning to their jobs, when the situation changes. Investing in family caregivers serves to benefit both the overall health of Hawaii and decrease the burden these folks may place on the Social Service programs (through no fault of their own).

Your forward thinking **support SB 2474 SD 2** is greatly appreciated.

Sincerely,

*Kevin L. Johnson*



**SB-2474-SD-2**

Submitted on: 3/10/2024 8:04:07 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Aloha / please support this important bill!  
Mahalo, Rodger Hansen, Hakalau HI 96710

**SB-2474-SD-2**

Submitted on: 3/10/2024 8:30:08 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Caroline Kunitake	Individual	Support	Written Testimony Only

Comments:

Dear Chair Matayoshi, Vice Chair Takuya Garrett, and members of the Committee for Labor and Government Operations,

My name is Caroline Kunitake and I support SB 2474 SD2.

I have provided unpaid care to family members and it is not easy to do this necessary work while working a full time job. Like most people, these aging family members did not adequately plan or prepare for their physical and mental decline. Caregivers endure a lot of ongoing stress while supporting and meeting the needs of their loved ones. I believe that paid family leave would help to ease the financial stress since Hawaii has one of the highest costs of living in the nation.

The United States is the only developed country without national paid family leave. Thirteen states and the District of Columbia have passed paid family leave laws, and the states with paid family leave have seen significant health, social and economic benefits.

Paid family leave is good for business—employees become more productive and loyal when they have it. 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.

SB2474 would require the department of labor and industrial relations to establish and administer a family leave insurance program. The program extends family leave to 16 weeks for businesses that employ one or more employees. Mothers who gave birth would be able to take paid family leave in addition to temporary disability insurance (TDI).

Please support this bill. I appreciate the opportunity to provide testimony in support of SB2472 SD2.

Mahalo,

Caroline Kunitake



**SB-2474-SD-2**

Submitted on: 3/10/2024 9:23:39 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Nancy Yang	Individual	Support	Written Testimony Only

Comments:

As an OBGYN provider in Hawai'i, I strongly support this bill. Many of my patients come to us to request postpartum leave, but the strict rules of 6-8 weeks is often not sufficient for patients. One of my patients requested 12 weeks for her to recover from a traumatic c-section, but I had to tell her I could only sign for 8 weeks and I wasn't sure if she would be able to keep her benefits beyond that, and it would be unpaid. I've had to warn many patients that if their employer couldn't accommodate their leave request and didn't meet the criteria set by current Hawai'i law, that they could lose their job. The current laws are also confusing and difficult to use to counsel patients on how to best use their paid and unpaid leave, but patients come to us as doctors for these answers. SB2474 will allow for us to provide the leave that our patients need to care for themselves and recover from their medical conditions, while still being able to have financial stability.

**SB-2474-SD-2**

Submitted on: 3/10/2024 9:26:52 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Patrick Chee	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett and members of the House Committee on Labor and Government Operations,

My name is Patrick Chee and I am in **strong support of SB2474**.

For many years I cared for my aging dad while working and it was a challenge to balance his care needs and work and having to worry about not being paid. I am thankful that I had savings and was ok not needing to work through those many times when I needed to take care of my father during the work day. Doctor's appointments, hospital visits, even just driving him places took time away from work. I do not regret taking the time I did to spend with him because they were the last few years of his life. However, for those who do not have a safety net like I did, not being paid while caring for family members is a serious sacrifice and can lead to significant financial hardship.

My caregiving experience is not unique. The majority of us will need to take care of children or other loved ones in need during work time and potentially losing pay in order to do so.

If passed, SB2474 would require the department of labor and industrial relations (DLIR) to establish and administer a family leave insurance program. The program extends family leave to 16 weeks for businesses that employ one or more employees. Mothers who gave birth would be able to take paid family leave in addition to temporary disability insurance (TDI). SB2474 would eliminate the previous threshold of 100 employees for employers to be subject to the family leave law.

Passing this law could significantly improve the lives of caregivers and their families by reducing the financial burden that unpaid family caregiving can impose.

**I strongly support SB2474 and I urge you to support it as well.**

Mahalo,  
Patrick Chee

**SB-2474-SD-2**

Submitted on: 3/10/2024 9:27:40 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

I support this bill as we need to do more to take care of our ohana members. America stands out for not having such a program. Every other industrialized nation sees the value of this. So should we.

Testimony on Senate Bill No. 2474, Senate Draft 2  
RELATING TO FAMILY LEAVE  
Tuesday, March 12, 2024 at 9:30 a.m.  
Conference Room 309 & Videoconference  
State Capitol  
415 South Beretania Street

Aloha Chair Scot Matayoshi and Members of the Committee:

My name is Christina Enoka and I am a former caregiver of my father who had stage 4 cancer. I am in STRONG SUPPORT of SB 2474, SD2 which provides family leave insurance benefits for working family caregivers.

During my father's illness, my sister and I helped our mother with the daily care and transport to doctor appointments which included chemotherapy and radiation treatment. Because my mother did not drive, it was necessary to assist with weekly grocery shopping and other household upkeep purchases. Additionally, I was the primary contact for insurance claims processing. My father's care lasted for 10 months until his death. My father wanted to be at home and my sister, and I did everything we could to accommodate his wishes; this included taking time off from work either using vacation hours or unpaid time. It also involved running a variety of necessary errands frequently in addition to our own household needs. This brought some peace to my mother as she was able to stay by his side throughout his illness.

Family caregivers are the backbone of Hawaii's long term care system. They provide countless hours of care that range from bathing, preparing meals and escorting loved ones for medical visits. They lovingly perform these daily tasks so that their family member can remain in their homes and age in place. However, many are still working and struggling to juggle work and caregiving responsibilities. With Hawaii's high cost of living, few can afford to quit their jobs. They should not have to choose between their own financial security and caring for a loved one. Please support these unsung heroes by passing SB 2474, SD2. They deserve this help.

Mahalo for the opportunity to testify!

Christina Enoka  
Mililani, Oahu  
Ncsmn150@gmail.com

**SB-2474-SD-2**

Submitted on: 3/10/2024 9:59:04 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Alika Valdez	Individual	Support	Written Testimony Only

Comments:

I support this agenda.



**SB-2474-SD-2**

Submitted on: 3/10/2024 10:01:30 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Cynthia J. Goto	Individual	Support	Written Testimony Only

Comments:

Support

**SB-2474-SD-2**

Submitted on: 3/10/2024 11:51:34 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

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.

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often the primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave.

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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck.

**SB-2474-SD-2**

Submitted on: 3/10/2024 12:04:11 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Christopher Foster	Individual	Support	Written Testimony Only

Comments:

Good afternoon.

My name is Christopher Foster. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,

Christopher Foster



**SB-2474-SD-2**

Submitted on: 3/10/2024 12:13:34 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Catherine Valdovino	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Catherine Valdovino .I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,

Catherine Valdovino



**SB-2474-SD-2**

Submitted on: 3/10/2024 12:37:25 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Aloha,

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.

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often the primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave.

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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck.

Mahalo.

**SB-2474-SD-2**

Submitted on: 3/10/2024 12:42:53 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

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. Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. PLEASE pass SB2474 SD2.

Mahalo

Brad



**SB-2474-SD-2**

Submitted on: 3/10/2024 12:44:49 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Edward Kaohu	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Edward Kaohu. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,

Edward Kaohu

**SB-2474-SD-2**

Submitted on: 3/10/2024 1:11:06 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Sonny Ortiz	Individual	Support	Written Testimony Only

Comments:

My name is [Sonny Ortiz]. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to family leave.

**SB-2474-SD-2**

Submitted on: 3/10/2024 1:40:46 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Support for our families to care for each other is basic, foundational and Pono. Please support!

Judith C. White, Psy.D.

**SB-2474-SD-2**

Submitted on: 3/10/2024 1:44:34 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Nandita Sharma	Individual	Support	Written Testimony Only

Comments:

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. Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. I strongly urge you to support this Bill.

**SB-2474-SD-2**

Submitted on: 3/10/2024 1:53:20 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Penelope Hazzard	Individual	Oppose	Written Testimony Only

Comments:

A business with one employee would have to shutter i could support the bill in less drastic form, say 10 od 20 employees. Right correction but not fair for the small business Think hairdresser with three employees. Two go out on family leave but owner of shop still has to pay fixed costs such as rent, utilities, insurance.

**SB-2474-SD-2**

Submitted on: 3/10/2024 1:54:27 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

My wife Lucy and I strongly urge you to approve a an accessible and workable program which would provide paid family leave for individuals needing to take off from work to care for a child, grandchild, parent, grandparent, or other family member. Helping out in these situations is not only a display of aloha but is absolutely essential in Hawaii with its high cost of living. Please make Hawaii one of the states that provide paid family leave! Aloha!

**SB-2474-SD-2**

Submitted on: 3/10/2024 1:57:42 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Laura Totero	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Laura Totero. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,



Laura Toterò

**SB-2474-SD-2**

Submitted on: 3/10/2024 2:00:49 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Anna Mackey	Individual	Support	Written Testimony Only

Comments:

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.

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often the primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave.

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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck.

**SB-2474-SD-2**

Submitted on: 3/10/2024 2:09:58 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Keahi Kuikahi	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Keahi S Kuikahi. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,

Keahi S Kuikahi

**SB-2474-SD-2**

Submitted on: 3/10/2024 2:25:30 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
pamela burrell	Individual	Support	Written Testimony Only

Comments:

Aloha Senators,

I strongly support SB2474 SD2. Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. Family leave is stressful enough as reasons are often life threatening. Please show some compassion.

Thank you for this important consideration,

Pamela Burrell, Kalihiwai, Kaua'i

**SB-2474-SD-2**

Submitted on: 3/10/2024 2:32:08 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
David Pullman	Individual	Support	Written Testimony Only

Comments:

Family leave is important and should be a right for every worker!

**SB-2474-SD-2**

Submitted on: 3/10/2024 2:35:16 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Daniel R Freund	Individual	Support	Written Testimony Only

Comments:

Here is something the legislature can do to support families who live in and and want to stay in Hawaii. Please vote for it.

- Dan Freund, Kapaa

**SB-2474-SD-2**

Submitted on: 3/10/2024 2:38:06 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Cynthia Maryanoff	Individual	Support	Written Testimony Only

Comments:

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. Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state .herefore I strongly support this!



**SB-2474-SD-2**

Submitted on: 3/10/2024 2:43:06 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Eliel Starbright	Individual	Support	Written Testimony Only

Comments:

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. Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. Eliel, Kapaa

**SB-2474-SD-2**

Submitted on: 3/10/2024 2:48:03 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Shay Chan Hodges	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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck.

**SB-2474-SD-2**

Submitted on: 3/10/2024 2:51:17 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
TOM DIGRAZIA	Individual	Support	Written Testimony Only

Comments:

Srongly support!

**SB-2474-SD-2**

Submitted on: 3/10/2024 2:56:19 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kelly Klocker	Individual	Support	Written Testimony Only

Comments:

I support workers having access to **family leave**, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill. Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state.

**SB-2474-SD-2**

Submitted on: 3/10/2024 2:57:40 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Karen L Worthington	Individual	Support	Written Testimony Only

Comments:

Dear Chair Matayoshi, Vice Chair Takuya Garrett and Committee members,

I urge you to demonstrate your support of working families in Hawai‘i by passing SB2472 SD2. Paid Family and Medical Leave is an essential support that we in Hawai‘i can and should provide to working families so they can care for themselves, their keiki, and their kūpuna. Please pass SB2472 SD2 and create a Family and Medical Leave program to support our workforce.

Sincerely,

Karen Worthington

Kula, Hawaii

**SB-2474-SD-2**

Submitted on: 3/10/2024 2:58:31 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Mariann Tesauro	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Mariann Tesauro. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,

Mariann Tesauro

**SB-2474-SD-2**

Submitted on: 3/10/2024 3:09:18 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jen Hayashi	Individual	Support	Written Testimony Only

Comments:

My name is Dr. Hayashi and I am an Ob/Gyn resident within the state of Hawaii.

I am writing in support of SB2474 as a citizen concerned for my community members and a physican caring for my patients. Expanding parental coverage supports the health and well-being of recently pregnant individuals, as well as their family in a transitional time. This coverage will also support those who work in smaller communities and businesses, ones that we hope to sustain.

Thank you for your concern,

Jen Hayashi, MD

**SB-2474-SD-2**

Submitted on: 3/10/2024 3:20:57 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Danelle Guion	Individual	Support	Written Testimony Only

Comments:

Please support SB2574 SD2 because 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. Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state.

Thank you for your support!



**SB-2474-SD-2**

Submitted on: 3/10/2024 3:30:32 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Judie Hoepner	Individual	Support	Written Testimony Only

Comments:

I strongly support this bill

**SB-2474-SD-2**

Submitted on: 3/10/2024 3:35:23 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

As a psychologist who has worked with families in crisis, I support this bill on family leave.

**SB-2474-SD-2**

Submitted on: 3/10/2024 3:36:28 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Teri Heede	Individual	Support	Written Testimony Only

Comments:

The fact that implementation is slated for 2050 is disheartening but, at least this is a step in the right direction.

Please pass the bill.

**SB-2474-SD-2**

Submitted on: 3/10/2024 3:47:35 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Robert N Mansfield, Jr	Individual	Support	Written Testimony Only

Comments:

All workers deserve family leave to care for family members seriously ill.

**SB-2474-SD-2**

Submitted on: 3/10/2024 3:51:41 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Joan Johnson	Individual	Support	Written Testimony Only

Comments:

A few of the reasons to support SB 2474, SD 2, Relating to Paid Family Leave

-Our working families already experience considerable financial pressures. At some point in time, practically every worker will need to take time away from their job to care for a new child or a seriously ill member of their family. Most cannot take unpaid leave and still maintain financial stability due to the high cost of living in Hawaii.

-SB 2474 would provide for the implementation of a state-administered family leave insurance program to help support Hawaii's workers and their families. The program would be available to all of Hawaii's employees regardless of the size of their employer and funded by payroll deduction and employer contribution.

-Studies show that in California small businesses saw a 14% **decrease** in their per worker labor costs since implementation of paid family leave in that state. If small businesses can offer paid family leave, it helps level the playing field when it comes to hiring and retaining the best, most qualified candidates for their business.

-In short, implementation of a state-administered paid family leave insurance program in Hawaii would benefit our workforce, their families and our businesses. Providing financial security for our working families and better employee retention for our businesses at a reasonable cost would be a good result for everyone.

Thank you.

**SB-2474-SD-2**

Submitted on: 3/10/2024 3:52:55 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Please support this measure to help families thrive. The costs to society from broken families is much greater than the cost of supporting families to thrive by giving family leave to ensure keiki a strong start in life. Early childhood development is crucial to healthy adults.

**SB-2474-SD-2**

Submitted on: 3/10/2024 4:04:57 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Arcelita Imasa	Individual	Support	Written Testimony Only

Comments:

I support this bill. We need this protection of our workers rights.

HOUSE OF REPRESENTATIVES  
THE THIRTY-SECOND LEGISLATURE  
REGULAR SESSION OF 2024

COMMITTEE ON LABOR AND GOVERNMENT OPERATIONS

Rep. Scot Z. Matayoshi, Chair  
Rep. Andrew Takuya Garrett, Vice Chair

Hearing: Tuesday, March 12, 2024, 9:30 a.m.

Aloha Chair Matayoshi, Vice Chair Garrett and Members of the Committee on Labor & Government Relations. My name is Carol Wakayama and I wish to submit this testimony in STRONG SUPPORT of S.B. 2474, S.D. 2 (“Relating to Family Leave”).

Hawaii State law currently provides four weeks of ‘family leave benefits’ only to companies with more than 100 employees. However, because this very important benefit is not currently provided to individuals working in small businesses, S.B. 2474, S.D. 2 would help provide more equity in the labor market and community.

By providing the capacity to take ‘family leave’ for every employee (should the need arise), S.B. 2474, S.D. 2 could provide life-improving (or saving) benefits to: 1) young families with a child who needs specialized care; 2) families providing assistance to elderly family members; and 3) any other person who needs to care for another precious someone, who may have a serious medical/health condition.

Without having a ‘family leave’ type benefit, employees could be placed into a position where they are forced to choose between their jobs or caring for a family member. Losing their jobs (because their employer doesn’t offer ‘family leave’) would also force the question of “in addition to losing my job, will I also become houseless”? - directly into conflict with the love and concerns they have for their family members.

Because so many people live paycheck-to-paycheck, losing one’s job or source of income - simply because the employer doesn’t provide a ‘family leave’ benefit - could not only harm the family, but, also the community at large. S.B. 2474, S.D. 2 might become a ‘life saver to the community’ when another pandemic or public health crisis strikes.

As I witnessed the Covid pandemic claiming such a terrifying level of fatalities, I often wondered if the number of fatalities might possibly have been much lower if employees (who previously did not have any type of family leave benefits) - felt they could take ‘time off’ to rest and heal - without fearing that they will lose their jobs/source of income. I humbly request your support of S.B. 2474, S.D. 2. Thank you for this opportunity to provide my testimony.

Sincerely,

Carol Wakayama  
Honolulu, Hawaii



House Committee On Labor and Government Operations  
Testimony on Senate Bill No. 2474, SD2  
Relating to Family Leave

Aloha Chair Matayoshi and Members of the Committee:

My name is Deborah M. Oyakawa, and I was a caregiver for my mother who had dementia. I am in STRONG SUPPORT of S.B 2474, SD2. The bill provides a family leave insurance program that can help working caregivers with paid time off to care for their loved ones at home.

Due to the stress of being a caregiver, my focus and energy level were taxed and I was not performing well at work. I had to reduce my hours significantly. To supplement my income, I tapped into my retirement plan and eventually drained the funds. I am now in my sixties with no retirement money to help support me.

There are many family caregivers who find themselves in similar situations. They sacrifice their own financial security to provide countless hours of care that range from bathing, preparing meals and escorting loved ones for medical visits. They lovingly perform these daily tasks so that their family member can remain in their homes and age in place. In addition, family caregivers often pay out of their own pockets for needed health care supplies and additional assistance. Like me, they have to draw down from their personal and retirement savings. They shouldn't have to choose between their own livelihood or take care their families. Please support these unsung heroes by passing S.B 2474, SD2.

Mahalo for the opportunity to testify!

Deborah M. Oyakawa  
Waikoloa, HI 96738  
[deboyakawa@gmail.com](mailto:deboyakawa@gmail.com)

March 12, 2024

TO: Chair Scot Matayoshi and Committee Members  
FROM: Carl Takamura  
RE: SB 2474, SD2

My name is Carl Takamura and my sister and I provided care for my mother, especially during the latter years of her life before she passed away at 105. I strongly support this bill that would establish a family care insurance program for working caregivers who need paid time off to care for a loved one at home.

Family caregivers are a vital and, I believe, an underappreciated component of Hawaii's long term care system. They provide countless hours of care performing daily tasks so that their loved one(s) can continue to live at home and age in place. Many caregivers struggle to provide this care, often at the sacrifice of their own families, personal health, and financial security. This bill would provide some much-needed support for these unsung heroes.

We urge you to approve this important proposal.

Mahalo,

*Carl Takamura*

Carl Takamura  
Honolulu, Hawaii  
Email: ctakamura@aol.com

**SB-2474-SD-2**

Submitted on: 3/10/2024 4:57:49 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
irene kloepfer	Individual	Support	Written Testimony Only

Comments:

The state is here to support and protect the people. This family leave is vital to a healthy and moral economy. Please pass this bill. Mahalo

**SB-2474-SD-2**

Submitted on: 3/10/2024 5:01:38 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Lee Eisenstein	Individual	Support	Written Testimony Only

Comments:

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.

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often the primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave.

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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck.

**SB-2474-SD-2**

Submitted on: 3/10/2024 5:23:06 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Georgia L Hoopes	Individual	Support	Written Testimony Only

Comments:

I support SB2474 SD2

Mahalo,

Georgia Hoopes, Kalaheo

**SB-2474-SD-2**

Submitted on: 3/10/2024 6:11:04 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Avery Olson	Individual	Support	Written Testimony Only

Comments:

As an OBGYN practicing in the state of Hawaii, I am a part of some of the most beautiful moments of people's lives. That moment is where parenting starts, at the birth of the child. The most influential time in that infant's life however, is yet to come. These are the days following birth, some of the most crucial time for maternal healing and bonding. Family leave is KEY for building the beautiful families of the Hawaiian islands, and it should be extended.

Mahalo for listening,

Avery Olson, MD

**SB-2474-SD-2**

Submitted on: 3/10/2024 6:27:27 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Aloha Committee Chair and members of the LGO,

I fully support this bill SB2474 SD2. As a public worker union member I used paid leave 4 times to help my wife care for my young family. My wife did not have paid leave but I was fortunate for having it. Everyone should have this benefit which I feel is a right for all workers. Mahalo

Raymond Catania, Hawaii Workers Center Kauai

**SB-2474-SD-2**

Submitted on: 3/10/2024 6:31:17 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

I strongly support family leave. Mahalo.



**SB-2474-SD-2**

Submitted on: 3/10/2024 6:36:58 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

I strongly support

**SB-2474-SD-2**

Submitted on: 3/10/2024 6:48:09 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Kapala Novikoff	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Kapala Novikoff. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,

Kapala Novikoff

**SB-2474-SD-2**

Submitted on: 3/10/2024 7:38:01 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Lauren Kamalei Stovall	Individual	Support	Written Testimony Only

Comments:

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.

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often the primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave.

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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck.

Please support the wellbeing of caregivers. The importance of their role in society cannot be overstated. Passing this bill will bring us closer to a world where caregivers are given the support they need to help the most vulnerable in our communities, creating a ripple effect that benefits everyone.

Mahalo nui,

Lauren Kamalei Stovall

**SB-2474-SD-2**

Submitted on: 3/10/2024 7:40:19 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Please support this bill regarding family leave. Every family needs as much support as we can provide as a community. A large majority of families in our state are struggling with daily expenses and challenges. Extending family leave can help with these issues.

**SB-2474-SD-2**

Submitted on: 3/10/2024 7:41:17 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Renee Rabb	Individual	Support	Written Testimony Only

Comments:

Thank you for the opportunity to testify in support of SB2474 by Senator Moriwaki which establishes a family leave insurance program. The ability of workers to take time off when their families most need them strengthens the fabric of a compassionate society. Much like unemployment insurance, when a worker needs this assistance the right thing to do is have it available.

Mahalo,

Renee Rabb

Hawauuan Paeadise Park

Keaau, HI 94749

**SB-2474-SD-2**

Submitted on: 3/10/2024 8:18:02 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Marcia Kemble	Individual	Support	Written Testimony Only

Comments:

Please support this bill to establish and administer a family leave insurance program. So many families would benefit from this for different types of caregiving they may need for keiki or kupuna.

**SB-2474-SD-2**

Submitted on: 3/10/2024 9:05:50 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Tamara Paltin	Individual	Support	Written Testimony Only

Comments:

Testifying in strong support all workers deserve access to family leave. Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses in our state. It is essential for families to care for newborn keiki and family members who are seriously ill.

Mahalo for your commitment and service to our communities,

Tamara Paltin



**SB-2474-SD-2**

Submitted on: 3/10/2024 9:07:29 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Peggy Brandt	Individual	Support	Written Testimony Only

Comments:

I strongly support SB2474 SD2. As a therapist and maternal and child health public health professional, I understand and see first-hand the importance of family leave when a child is born. Please support our communities. The benefits are manifold and the financial investment is returned in multiples to our community.

**SB-2474-SD-2**

Submitted on: 3/10/2024 9:12:40 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Linda L Jenks	Individual	Support	Written Testimony Only

Comments:

I agree

**SB-2474-SD-2**

Submitted on: 3/10/2024 9:29:39 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Maki Morinoue	Individual	Support	Written Testimony Only

Comments:

Aloha

I support [SB 2474 SD2](#)

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. Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state.

It is a must with a massive aging population in Hawai'i that is growing alongside a debilitating amount of younger generations moving out of Hawai'i, unable to return due to the lack of affordable housing, small business support, innovation, economic diversity, and circular economic pathways in Hawai'i. Family leave is vital to be able to make ends meet as well as being able to live culturally and economically. In Hawai'i we kakou our 'ohana. This will help us do just that.

Mahalo

Maki Morinoue

Holualoa, Hawai'i Island

**SB-2474-SD-2**

Submitted on: 3/10/2024 9:38:57 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Ramona Hussey	Individual	Support	Written Testimony Only

Comments:

I strongly support SB2474 SD2 which would require family leave for those low income earners and families who are truly struggling to support their families. Unless you've been there yourself, you can't imagine the stress of having to work while caring for a family member. Please support this bill.

**SB-2474-SD-2**

Submitted on: 3/10/2024 9:44:55 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Brandon Tapati	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Brandon Tapati I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,

Brandon Tapati

**SB-2474-SD-2**

Submitted on: 3/10/2024 10:01:09 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Abby Simmons	Individual	Support	Written Testimony Only

Comments:

Aloha Chair, Vice Chair and esteemed Committee,

Please support SB2474 SD2. This is the last remaining Family Leave Bill and it's such an important piece of legislation.

Mahalo nui loa for your consideration,

Abby Simmons

**SB-2474-SD-2**

Submitted on: 3/10/2024 10:18:01 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Shannon Rudolph	Individual	Support	Written Testimony Only

Comments:

**SUPPORT**



**SB-2474-SD-2**

Submitted on: 3/10/2024 10:46:34 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Axel Beers	Individual	Support	Written Testimony Only

Comments:

Dear Chair, Vice Chair, and Committee Members,

I am writing in strong support of SB2474 SD2, requiring the establishment of a paid family leave program for Hawai`i. Paid family leave has proven benefits, including decreased infant mortality rates, lessened burdens on senior care homes and care workers, and increased health equity across racial and socioeconomic groups.

According to the Aloha United Way, about half of the households in Maui County make below the household survival budget. We are asset limited, income constrained, and employed. In the event that a member of the household gets a serious illness, or an elder requires senior care, our families would be in severe crisis and unable to make the income required for survival.

The United States is the only modernized country which does not mandate paid family leave, and a number of states have enacted this legislation. In Hawai`i, where we value so closely our family, we should also have this legislation.

My only feedback at this time is to examine funding mechanisms to ensure that the burden to pay for this program does not fall on median income earners and below. Please fund this program through methods that raise revenue from high income earners.

Thank you for your time.

Sincerely,

Axel Beers

Kahului, Maui

**SB-2474-SD-2**

Submitted on: 3/11/2024 12:04:52 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
LorrieAnn Santos	Individual	Support	Written Testimony Only

Comments:

In regards to SB2474 SD2 relating to Family Leave, I support family leave to care for new born keiki and seriously ill family members. This bill is essential in the Hawaiian concept of 'ohana and our multigeneration households. It is also vital to caring for Hawaii's growing aging population. We can look to the success of other countries, such as Canada that allows one year of family leave for new born keiki, and Greece that has no care homes because families are able to care for their kupuna. Support SB2474 SD2 to keep our families, keiki, and kupuna healthy and contributing members of our community, homes, and the State of Hawaii. Respectfully, Lorrie Ann Santos

March 11, 2024

Dear Chair Matayoshi, Vice Chair Garrett, and Labor and Government Operations Committee Members including: Senators Kapela, Martinez, Sayama, Tam and Alcos.

Re: SB 2474 Relating to Family Leave LGO Committee Hearing scheduled for Tuesday, March 12, 2024

Thank you for allowing me to submit this testimony. I strongly support Senate Bill # 2474 for creating and establishing family leave insurance programs relating to Paid Family Leave Benefits for all Hawaii community working members who are looking to our Hawaii legislature for the support they need when they must take care of family emergencies at home. Hopefully this bill will find its way to the Governor's desk for final signature because both individuals and businesses need urgent support and relief for this important business-related issue. Hawaii's businesses deserve opportunities to provide care and concern for their employees.

By eliminating the 100-employee threshold, you are also supporting small business employees who may be needing this family leave relief more than others. This measure helps diverse groups and prevents racism, sexism, and individual discrimination of all types. As a strong supporter of affirmative action in all cases of employment, paid leave reflects our community's commitment to the ideals of Aloha, civil rights, and fairness for all. Health coverage for all is something I also support, and I believe that Family Leave Insurance Benefits will provide a way for persons with illnesses or family members with health issues to immediately address their own and family health care needs. It will also aid and encourage fairness for their elderly relatives who need additional support at home and any minor children of a worker's family who may need health care and/or also need care and supervision by their adult guardian who must spend time at home to help their child either heal from a disease and/or cope with an immediate medical procedure. Minors need their parents or guardians to be with them in all cases when there is a medical crisis.

From what I have read about Family Leave, the United States is the only developed country in the world that does not provide by law paid family leave to their workers. The current federal law only provides leave without pay or support. Since the cost of living is extremely high in Hawaii, this makes family leave a non-option for most of our employees due to the fact of their living often paycheck-to-paycheck. When someone in your family is ill, it is important to be able to be at home with them and supporting them with daily care and attention. Workers in Hawaii do not want to lose their only family income or risk not paying for their rent or mortgage, and thereby becoming houseless. That type of self-sacrifice is unthinkable. We need to pass this bill to establish this insurance program immediately so that workers and employers are guaranteed a program that will support employees and deeply support employers also by allowing employees to keep their jobs instead of forcing them to quit working whenever there is a family crisis and by allowing employers to plan ahead for employee relief and care.

Personally, I have worked with employees in need of family care and I know of their mental stress and personal concern for family. This is a common issue that should be part of Hawaii's legislation reassurance to our citizens. Thank you for hearing my testimony in strong support for SB 2474 concerning the establishment of Family Leave Insurance programs.

Mahalo,

Bevin Parker-Evans

[songaid2@yahoo.com](mailto:songaid2@yahoo.com) 808-651-6793



**SB-2474-SD-2**

Submitted on: 3/11/2024 3:38:58 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Molly Takagi	Individual	Support	Written Testimony Only

Comments:

Please pass this bill. Paid family leave would make a huge difference for our Hawaii families and impact the development and trajectory of our young people towards a better future.

**SB-2474-SD-2**

Submitted on: 3/11/2024 4:21:27 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jean Jewell	Individual	Support	Written Testimony Only

Comments:

I support this bill that will help our working families.

Jean jewell

96725

**SB-2474-SD-2**

Submitted on: 3/11/2024 4:40:05 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Raimar Bylaardt II of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,





**SB-2474-SD-2**

Submitted on: 3/11/2024 5:36:16 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

All civilized countries have such law, vote yes!

**SB-2474-SD-2**

Submitted on: 3/11/2024 6:52:41 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Hawai'i families need paid family leave:

- In Hawai'i, where many families are living paycheck to paycheck, it is critical that our state implement programs so that families are able to thrive, not just survive.
- Currently, only one in four private sector workers has access to paid family leave.
- Paid Family & Medical Leave has health benefits:
  - It allows people to better manage their chronic disease by creating time they can get treatment.
  - PFML improves health for both mothers and fathers.
  - When mothers can stay with their children, breastfeeding is increased, which leads to life-long health benefits for babies.
  - It allows families to provide care for their kūpuna.
  - It has been shown to increase health equity.

Please support and pass this critically important bill.

Thank you for your consideration,

Michele Nihipali

54-074 A Kam Hwy.

Hauula, HI 96717

**SB-2474-SD-2**

Submitted on: 3/11/2024 7:25:30 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Aloha,

I strongly support this legislation. All workers deserves family & medical leave. We are a family oriented state and need to support families especially in time of need. No one should need to choose between work/a pay check and helping one's family in time of need.

Mahalo,

Mary Ochs

**SB-2474-SD-2**

Submitted on: 3/11/2024 7:33:16 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Rick Gerding	Individual	Support	Written Testimony Only

Comments:

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. Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state.

**SB-2474-SD-2**

Submitted on: 3/11/2024 7:58:36 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Justin Hughey	Individual	Support	Written Testimony Only

Comments:

Aloha,

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck.

Justin Hughey

**SB-2474-SD-2**

Submitted on: 3/11/2024 8:03:28 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Nate Hix	Individual	Support	Written Testimony Only

Comments:

We all believe that people should be able to take care of their family members when it's needed. Hawai'i has a great opportunity to give its residents this ability by passing this bill and joining almost all of the other developed nations who already have paid family leave policies in place. Please pass this bill.

**SB-2474-SD-2**

Submitted on: 3/11/2024 8:11:52 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Nellieshy mamuad	Individual	Support	Written Testimony Only

Comments:

i support **SB2474 SD2** to assist families who need to take leave with pay.

To: Hawaii State Senate Committee on Labor & Government Operations

Hearing Date/Time: Tuesday, March 12, 2024, 9:30am

Place: Hawaii State Capitol, CR 309 & Videoconference

Re: Judith Ann Armstrong supports SB2474 SD1 Relating to Family Leave

Dear Chair Senator Scot Z. Matayoshi, Vice Chair Senator Andrew Takuya Garrett and members of the Committee on Labor & Government Operations

I, Judith Ann Armstrong, support SB2474 SD2 Relating to Family Leave.

The United States is the only developed country without national paid family leave. Thirteen states and the District of Columbia have passed paid family leave laws, and the states with paid family leave have seen significant health, social and economic benefits. Paid family leave is good for business—employees become more productive and loyal when they have it.

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.

Thank you for this opportunity to testify in support of SB2474 SD2.

Sincerely,

Judith Ann Armstrong



**SB-2474-SD-2**

Submitted on: 3/11/2024 8:37:14 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Dan Gardner	Individual	Support	Written Testimony Only

Comments:

Chair Matayoshi, Vice-Chair Garret and Members of the Labor& Goverment Operations:

My name is Dan Gardner, and my wife Deborh and I are in very **STRONG SUPPORT** of SB 2474 SD2. The bill provides paid family leave for working caregivers who make time to care for a loved one at home. Caregivers are the backbone of Hawai'i's long term care system. They provide countless hours of care to loved ones - from bathing, preparing meals and escorting them for medical visits. They lovingly perform these daily tasks so that their family member can remain in their homes and age in place. Many caregivers have to quit or retire from their jobs prematurely to provide the needed care, often sacrificing their own source of income and financial security. Caregivers should not have to choose between their jobs and caring for their family. Please support these unsung heroes by passing S.B. 2474 SD2.

Sincerely, Dan Gardner

**SB-2474-SD-2**

Submitted on: 3/11/2024 8:37:19 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Beverly M. Munson	Individual	Support	Written Testimony Only

Comments:

I am writing to ask for your **SUPPORT in passing SB2474 SD2**, relating to Paid Family Leave.

When California passed its Paid Family Leave Law more than 20 years ago, I was working as the Chief Human Resources Officer at two hospitals. From firsthand experience I can tell you that:

- This small payroll tax has **minimal impact on an employee's paycheck**, but a **hugely positive impact when a worker has to take time off** to care for a family member.
- **Implementation of a Paid Family Leave provision is not difficult or unduly cumbersome** for Human Resources and Payroll administrators.
- The estimate of **administrative costs for the State of Hawaii is overstated in comparison to what 20 other states have experienced**. 20 other states already have in place systems to administer Paid Family Leave -- all successful models that Hawaii can follow to minimize state administrative costs. **Hawaii can do this in an efficient and cost-effective manner!!!**
- Paid Family Leave is **essential to making Hawaii attractive to younger generations of workers**. If we want to keep our braintrust in Hawaii, we have to make Hawaii a place where workers can care for their families without significant financial hardship. With 20 other states already having Paid Family Leave in place, Hawaii is falling behind as a place future generations want to establish careers.

From my experience administering Paid Family Leave in California, I can tell you many stories of how Paid Family Leave made a significant difference. For brevity, I will share only one here:

An employee's 7-year old son was diagnosed with cancer and had to undergo chemotherapy and other treatments. Before Paid Family Leave became law, she had no choice but to drop him off at chemotherapy like she was dropping him off daycare or school and come to work instead of being by his side as he endured painful and nauseating treatment. She needed income to cover medical costs not covered by health insurance (co-pay, out-of-network care, treatment deemed "experimental" by the insurance company).

When this child was finished with his treatment, he was too ill to go back to school or to a daycare setting, so the mother had no choice but to bring him back to the office and have him rest on a sleeping bag in the corner of her workstation. Having her ill child trying to "sleep off" chemotherapy on the floor of an office was this working mother's only choice. Needless to say, trying to step up to her dual responsibilities caused overwhelming stress which eventually led to

her own health problems. And, try as she may, being focused on work was impossible, so her productivity and work accuracy suffered. Fortunately, our employer was empathetic and supportive.

After California started its Paid Family Leave program, the change in that employee's life was dramatic. On her son's treatment days, she was able to sit with him during treatment which eased his discomfort. After treatment, she was able to take him home and let him rest comfortably. She could focus on his care because she had income. And, when she was at work, she could focus on work. We observed a notable improvement in her productivity and work accuracy. Her stress related health conditions also diminished greatly.

The financial safety net provided through a small payroll tax made a tremendous difference in our employee's life and her son's suffering on treatment days, AND our employer benefitted from having our employee's focus on work when she was at work.

Younger generations of workers have the freedom to evaluate a State's conditions for workers and families. And, they are choosing where they will work and live based on "Family Friendly" factors. A robust and skilled workforce is essential to Hawaii's economic health. To be competitive as a place to work and live, Hawaii needs Paid Family Leave -- now, not later.

Thank you for considering my own experience with Paid Family Leave. I ask that you support this Bill.

Beverly M. Munson. Kapolei, HI

**SB-2474-SD-2**

Submitted on: 3/11/2024 8:41:34 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Laurie Temple	Individual	Support	Written Testimony Only

Comments:

Please support paid family leave. Thank you!

**SB-2474-SD-2**

Submitted on: 3/11/2024 8:59:02 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Sherri Thal	Individual	Support	Written Testimony Only

Comments:

I strongly support SB 2474 SD2

**SB-2474-SD-2**

Submitted on: 3/11/2024 9:04:51 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

I strongly support this bill and ask that you give working families a break by passing this important legislation. Thank you so much.

Liz Nelson

**SB-2474-SD-2**

Submitted on: 3/11/2024 9:17:20 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Alissa Nelson	Individual	Support	Written Testimony Only

Comments:

Aloha Senators,

I am writing in strong support of SB 2474, requiring the Department of Labor and Industrial Relations to create a family and medical leave insurance program.

In Hawai‘i, where many families are living paycheck to paycheck, it is critical that our state implement programs so that families are able to thrive, not just survive.

Currently, only one in four private sector workers has access to paid family leave, meaning that leave to care for loved ones is a privilege benefitting very few, not a right afforded to all, despite the fact that lower income individuals are more likely to provide care for others due to the high costs of care in our medical and social support systems.

As a public health professional, it's important to me to point out that paid Family & Medical Leave has health benefits:

- It allows people to better manage their chronic disease by creating time they can get treatment.
- PFML improves health for both mothers and fathers.
- When mothers can stay with their children, breastfeeding is increased, which leads to life-long health benefits for babies.
- It allows families to provide care for their kūpuna.
- It has been shown to increase health equity.

I hope that you vote to further this bill and improve the health of families in Hawai'i.

Respectfully,

Alissa Nelson, LMSW/MPH

**SB-2474-SD-2**

Submitted on: 3/11/2024 9:18:51 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Robert Douglas	Individual	Support	Written Testimony Only

Comments:

Fully support. We can and must do better in regards to maternal care in this country. Corporations should not be allowed to take advantage of their lower paid employees. Having had 2 sons while working for an enlightened company that offered us maternity and paternity leave it's obvious that maternity leave is important for both the mother and child. Paternity leave is also important and equally in cases where the father has to assist in difficult situations. Please pass this.



**SB-2474-SD-2**

Submitted on: 3/11/2024 9:19:57 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jennifer L Stotter	Individual	Support	Written Testimony Only

Comments:

Please support SB2474. Paid family leave is a necessity for working families to simply get by, much less thrive. The US is the only developed country in the world to not require paid leave for parents, thus it is incumbent upon the state to support families. We can go above and beyond by expanding paid leave to include caregivers to those other than children. The state can further show its support for working women, who disproportionately account for the majority of caregivers. For the many families that live paycheck to paycheck, allowing up to 16 weeks of leave, and providing options that include either insurance or the use of accrued leave, can greatly ease the additional burden of wondering how the bills will be paid. Although "sick leave" is not explicitly noted in the bill, I presume it is included under "accrued paid leaves, including but not limited to vacation, personal, or family leave." Allowance of the use of "sick leave" needs to be a viable option for the full 16 weeks, as many times employees may have an excessive number of hours of sick leave. They should not be punished for the need to use the hours for caregiving purposes. This further allows employees with this type of leave to receive full pay and ongoing benefits while they provide the needed care.

As a mother, I have birthed two children at a time that paid leave was not mandated. I have also had to utilize FMLA to care for one of my children following a serious medical situation. Use of paid leave was limited--although I am grateful I had and was able to use some employee provided personal leave, it was inadequate. I am also very aware that many families do not even have the options I had available and would have to make the unfair choice between working to provide for basic needs or providing needed care.

Passage of this bill will literally change lives for the better. I thank you for the increase from 4 to 16 weeks and for recognizing the desperate needs of working families. Please pass the bill.

**SB-2474-SD-2**

Submitted on: 3/11/2024 9:23:51 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jordan Fuhrmeister	Individual	Support	Written Testimony Only

Comments:

I support this bill. Please pass a paid family leave program in Hawai'i.

**SB-2474-SD-2**

Submitted on: 3/11/2024 9:27:41 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Olivia Manayan	Individual	Support	Written Testimony Only

Comments:

Aloha,

My name is Olivia Manayan and I am an OB/GYN resident physician based in Honolulu, HI. I write to you today to strongly urge the passing of SB2474 relating to paid family leave. As a provider of obstetrics care, I have directly witnessed the positive effects of allowing parents to take time off of work in order to bond with and care for their newborn, as well as to recover from the physical and emotional experience of childbirth. According to the American College of Obstetricians and Gynecologists (ACOG) Statement of Policy on Paid Parental Leave, the proven benefits of paid parental include "decreased infant and childhood mortality, decreased infant and birthing parent rehospitalization rates, decreased post-partum depression and intimate partner violence, improved infant attachment and child development, improved exercise ability and stress management for the birth parent, improved breastfeeding initiation and continuation, improved worker morale and retention, and increased income over time" (1).

Amongst OECD nations, the US currently ranks last in paid parental leave policies. Until we see a federal policy passed which mandates parental leave, it is up to individual states to take the lead and pass policies which help to maintain and uphold its resident's health. I encourage the senators to join the 13 states which have already enacted mandatory paid leave systems.

Mahalo for your time,

Olivia Manayan, MD MPH

1. Paid Parental Leave. American College of Obstetricians and Gynecologists. Updated November 2023. Accessed March 10, 2024. <https://www.acog.org/clinical-information/policy-and-position-statements/statements-of-policy/2020/paid-parental-leave>

**SB-2474-SD-2**

Submitted on: 3/11/2024 9:30:01 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Nancy Hall	Individual	Support	Written Testimony Only

Comments:

Paid family leave is essential for the functioning of society! As a State of Hawaii retiree and Union member I had sick leave and vacation leave that I used for 3 surgeries and also taking care of my terminally ill husband. I believe that every working person should have these benefits.

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 9:32:16 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Patti Hatzistavrakis	Individual	Support	Written Testimony Only

Comments:

I, Patti Hatzistavrakis, support bill 2474 SB (SD2) RELATING TO FAMILY LEAVE, which requires the Department of Labor and Industrial Relations to establish and administer a family leave insurance program. Paid Family & Medical Leave (PFML) provides working ‘ohana with paid time off from work to care for and bond with a new Keiki or to address caregiving needs for themselves or loved ones. PFML is insurance that is funded by small deductions from paychecks, that can be used to pay employees when they need Parental, Medical, or Caregiving leave.

In Hawai‘i, where many families are living paycheck to paycheck, our state must implement programs so that families can thrive, not just survive. PFML has health benefits such as allowing people to better manage their chronic disease by creating time they can get treatment. PFML improves health for both mothers and fathers and when mothers can stay with their children, breastfeeding is increased, which leads to life-long health benefits for babies. It allows families to provide care for their kūpuna and has been shown to increase health equity.

I firmly support bill 2474 SB (SD2) RELATING TO FAMILY LEAVE and urge the Committee on Labor & Government Operations to pass it so that ‘ohana in the State of Hawai‘i can truly thrive in times of need.

I appreciate the opportunity to testify in support of bill 2474 SB (SD2) RELATING TO FAMILY LEAVE and the Committee's consideration. Thank you!

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 9:40:15 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Patrick Ah Loy	Individual	Support	Written Testimony Only

Comments:

- **Testimony:**



Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Patrick Ah Loy. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,

Patrik Ah Loy

**SB-2474-SD-2**

Submitted on: 3/11/2024 9:50:24 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Aloha,

We've all missed important family moments & obligations due to our employment. We can never change the past, but we can make the future better. Progress please.

Mahalo,

JN Makawao

**LATE**



**SB-2474-SD-2**

Submitted on: 3/11/2024 10:50:54 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Hawaii families need family leave because it is absolutely essential to have state programs that support our local families and have them thrive. It has health benefits that include increase access to health equity, care for kupuna, better management of chronic disease through proper treatment and life long health benefits for mothers and children.

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 11:00:43 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Chris Barzman	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

I am testifying in **support** of SB2474, which would create a paid family leave program in Hawai'i.

Paid leave is important to me because it supports the well-being of families by allowing parents to bond with newborns or adopted children without sacrificing their income, promoting healthier family dynamics and child development. Secondly, it aids in gender equality by enabling both mothers and fathers to take time off work, reducing the burden of caregiving disproportionately placed on women and encouraging more equitable sharing of responsibilities at home.

Additionally, paid family leave contributes to economic stability by reducing turnover rates and increasing employee retention, ultimately benefiting businesses. Overall, paid family leave is an essential policy that promotes family health, gender equality, economic stability, and workplace satisfaction.

Mahalo

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 11:01:17 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Leilani Kailiawa	Individual	Support	Remotely Via Zoom

Comments:

Aloha, Chair Matayoshi, Vice Chair Garret, and Committe Members,

My name is Leilani Kailiawa. form Hawaii Island I am testying in stong Support of SB2474, which would create a paid family leave program in Hawaii.

Paid Leave is important to me because I have a lived experience with my youngest son who was hospitalized for 7 months at Kapiolani Medical Center for Women and Children. I needed to be there at his bedside to breastfeed and take care of him, which is important for our family for his development. I exhaued by TDI and needed to quite. Paid Leave would have helped us.

Mahalo for allowing me to testify

With gratitude

Leilani Kailiawa

**LATE**

Send DataSend Data

**SB-2474-SD-2**

Submitted on: 3/11/2024 11:01:17 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Alice Luck	Individual	Support	Written Testimony Only

Comments:

I support this measure because as an employer I see how difficult it is for my employees to take care of family members when they are sick. Hawaii families rely on extended family for support and caregiving. Many of them are in the middle of caring for both their own children and their aging parents. The silver tsunami that is already upon us is going to overtax our already strapped workers and they need more state support to be able to care for the elderly since we don't have enough senior care supports here.

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 11:07:58 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Daphne Kahawai-Tom	Individual	Support	Written Testimony Only

Comments:

I am in full support of this bill! Mahalo Ha'a ha'a

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 11:33:53 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Ka'ale'a Kyrstin Hanawahine	Individual	Support	Written Testimony Only

Comments:

I support this bill.

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 11:54:29 AM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Benjamin Joel Hanusa	Individual	Support	Written Testimony Only

Comments:

I'm passionate about this bill passing because I believe we shouldn't have to choose between taking care of our love ones and a paycheck! We as parents have a duty to our keiki to help Hawai'i be a better place for them to grow up and live in.

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 12:22:21 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Janice Palma-Glennie	Individual	Support	Written Testimony Only

Comments:

aloha,

All workers deserve access to have time off work at times during their life to care for others. Studies show that family leave programs can be established in a manner that is affordable for small businesses and our state. and, no matter the cost, having members of our society needing care when their loved ones can't help because they're working is too high a price.

mahalo for supporting SB2474 SD2.

janice palma-glennie

kailua-kona

**LATE**



**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 1:36:32 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Erin Stamos	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Erin Stamos. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to family leave.

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. As a woman who is the primary caregiver for a preschooler, and also has elderly parents, I understand too well how we 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,

Erin Stamos



**SB-2474-SD-2**

Submitted on: 3/11/2024 1:59:51 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and Members of the Committee,

My name is Julianna Davis and I strongly support SB 2474 SD 2 which requires the Department of Labor and Industrial Relations to establish and administer a family leave insurance program.

With the highest cost of living in the country, workers in Hawai'i are often living paycheck to paycheck to make ends meet. Paid family leave ensures that workers do not have to choose between their financial security and the health and well-being of their family.

I ask that you please pass and support SB 2474 SD 2. Mahalo for your time and consideration.

Sincerely,

Julianna Davis

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 2:17:03 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Aimee Grace	Individual	Support	Written Testimony Only

Comments:

Aloha - my name is Aimee Malia Grace, MD, MPH, FAAP and I am a pediatrician by background and a public health/health policy professional. I am writing today in my individual capacity.

Paid leave is **CRITICAL** for our families in our state. I had a baby last year and being out on maternity leave for four months, mostly unpaid, was financially stressful for our family during a time that should be family-focused and joyful.

The long-term outcomes on children and families from passing this bill would be tremendous.

Thank you for passing this legislation!

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 2:18:56 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Shelly Tokunaga May	Individual	Support	Written Testimony Only

Comments:

Aloha e Chair Matayoshi, Vice Chair Garrett, and Committee Members

I am testifying in **support** of SB2474, which would create a paid family leave program in Hawai‘i. I live in Kāne‘ohe with my extended ‘ohana.

Paid Family Leave is important to me as a working mom with two young keiki and elderly parents. Like many families in Hawai‘i it is so expensive to live here. This bill affords families protection when life events happen like sick keiki or kūpuna. Working families in Hawai‘i need the steady income to provide basic needs while being able to care for their family. I ask that you pass paid family leave.

Mahalo!

Shelly Tokunaga May, EdD, LSW

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 2:36:30 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

**LATE**

Submitted By	Organization	Testifier Position	Testify
Travis Counsell	Individual	Support	Written Testimony Only

Comments:

Please support Paid Family Leave and prioritize healthy, strong families in Hawaii. Mahalo.

**SB-2474-SD-2**

Submitted on: 3/11/2024 2:37:39 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

**LATE**

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Rev. Samuel L Domingo	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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck.

**SB-2474-SD-2**

Submitted on: 3/11/2024 2:54:16 PM

Testimony for LGO on 3/12/2024 9:30:00 AM



<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Chelsie Counsell	Individual	Support	Written Testimony Only

Comments:

I am writing in strong support of SB2474.

In Hawai‘i, where many families are living paycheck to paycheck, it is critical that our state implement programs so that families are able to thrive, not just survive.

In my household, I am a key money provider for our mortgage. Without protected paid family leave, being able to have a family remains questionable.

Paid Family & Medical Leave has health benefits for our community:

It allows people to better manage their chronic disease by creating time they can get treatment.

PFML improves health for both mothers and fathers.

When mothers can stay with their children, breastfeeding is increased, which leads to life-long health benefits for babies.

It allows families to provide care for their kūpuna.

It has been shown to increase health equity.

Thank you for taking time to seriously consider this bill.



**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 2:57:23 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
kayceekaleofilm@gmail.com	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Kaycee Kaleo Phillips. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,

Kaycee Kaleo Phillips



**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 3:08:25 PM  
Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Grant Tokumi	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

My name is Grant Tokumi and I am testifying in **support** of SB2474, which would create a paid family leave program in Hawai'i.

Paid leave is important to me.

Mahalo!

Grant Tokumi

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 3:18:32 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jordan Kapono Nakamura	Individual	Support	Written Testimony Only

Comments:

Aloha my name is Jordan Kapono Nakamura, a kama'aina worker, and I support SB2474. It's time Hawai'i adopts a long overdue statewide policy ensuring paid family leave for working ohana. This benefits our keiki and strengthens the standard of basic working conditions for all residents. California has long held a 6 week policy for paid parental leave. Cuba has recently created a social maternity policy where parents can be with their babies on full salary until their children are 15 months old. Hawai'i's focus on the health and wellness of its young people and the importance of community for a human's early stages of development can certainly reflect these values through legislating a competitive policy that helps families, especially when so many other places have already implemented them. I'm single without children but as a longtime worker alongside people who have had various levels of paid family leave, I've seen firsthand the benefit of the ability for families to be close to their children and focus on this new stage of life with all the attention it deserves and requires, without needing to worry about the mounting pressures of their day jobs and the precarity that can compound with trying to negotiate these demanding shifts in schedule inherent to raising a new child. Mahalo.

**SB-2474-SD-2**

Submitted on: 3/11/2024 3:27:40 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

I support this bill.

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 3:27:47 PM  
Testimony for LGO on 3/12/2024 9:30:00 AM



Submitted By	Organization	Testifier Position	Testify
Patrick Karjala	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

My name is Patrick Karjala and I am testifying in **support** of SB2474, which would create a paid family leave program in Hawai'i.

Paid leave is important to me as a father of a newborn. As it currently stands, I am only permitted 4 weeks of leave. Any further leave I am required to use vacation. This is woefully inadequate for the support of new parents, who are adjusting to life with and supporting a newborn child.

Drexel University reports: "The American College of Obstetricians and Gynecologists states that a minimum of six weeks paid leave is essential for the health of mother and child and benefits the employer as well. Six weeks is also the youngest age that most childcare facilities begin offering services. The American Academy of Pediatrics recommends 12 weeks of paid leave for parental, medical, and family caregiving purposes. The recommended leave suggested by the International Labour Organization based on their research is 18 weeks, and more than half of countries globally offer more than 14 weeks."

Additionally, increases in paid leave are shown to benefit both families and employers by allowing for better early childhood outcomes for children, lower stress and better health for parents, and better retention and performance from employees taking longer leave. (<https://drexel.edu/hunger-free-center/research/briefs-and-reports/making-the-case-for-paid-family-leave/>)

Please help us support healthier families and children by passing this bill!

-Patrick Karjala  
Mililani, HI

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 4:01:39 PM  
Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Diliaur Tellei	Individual	Support	Written Testimony Only

Comments:

I write in support of this measure. I am happy to see it moving forward and urge the committee to pass it to the next stage.

People shouldn't have to be making the choice between providing care for their families and putting food on the table or making rent. I hear so many people talking about how Hawai'i is not the same it used to be, and I think it's because so many people have to turn inward and keep their nose to the grindstone just to survive. If everyone is just surviving, how in the world are we supposed to build a community? Having assurance of paid family leave for the times when it's needed--which are already trying without the thought of making ends meet--would go toward building that community instead of leaving it to degrade further. Let's protect our people and our families by passing this bill. Thank you!

**SB-2474-SD-2**

Submitted on: 3/11/2024 4:20:49 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Jacqueline S. Ambrose	Individual	Support	Written Testimony Only

Comments:

Aloha,

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. Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state.

**LATE**



**SB-2474-SD-2**

Submitted on: 3/11/2024 4:34:37 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Terri Yoshinaga	Individual	Support	Written Testimony Only

Comments:

I support this bill.

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 4:49:55 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Danielle Beaver	Individual	Support	Written Testimony Only

Comments:

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.

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often the primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family leave.

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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck.

**LATE**

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 4:54:56 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Please pass this bill. This is an important bill for the health of every family In Hawaii.

Marion McHenry

Princeville,Kauai

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 5:08:03 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Kristy Arias	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and committee members,

My name is Kristy Arias and I am testifying in support of bill SB2474, which would create a paid family leave program in Hawai'i.

Paid leave is important to me because I am so tired of seeing my friends and ohana financially suffer if they need to care for a loved one. Please, pass this very important bill!!!

Mahalo,

Kristy Arias

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 5:47:15 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

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

Comments:

Please support this bill with your vote.

Kū i ka pono!

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 5:50:45 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Jeannette Kojane	Individual	Support	Written Testimony Only

Comments:

Dear Chair Matayoshi, Vice-Chair Garrett and members of the committee,

I am submitting this testimony in strong support of SB 2474 to create paid Family and Medical Leave . Please support this bill.

I have worked in the field of serious illness for over 35 years including the last 25 years in Hawaii and believe this will be one tool to help with current crisis among family caregivers. We expect family caregivers to bear the burden of caring for loved ones at the expense of their own families, jobs and personal health. We must find ways to help relieve the burden and paid leave will be a step in the right direction.

In Hawaii, we care for each other and certainly care for our loved ones. However, we have pushed people to the edge and must come up with private and governmental solutions to help as we do not currently have a system of support services or personnel to meet the need.

Thank you for your consideration

Jeannette Kojane, MPH

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 6:08:54 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Maxine Haun	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

My name is Maxine Haun and I am testifying in **support** of SB2474, which would create a paid family leave program in Hawai'i.

Paid leave is important to me because I believe that Hawaii has a family oriented culture where family members feel a need to be there and care for family that need support during a health crisis. It is also important for working mothers to be able to recuperate after childbirth and have the opportunity to bond with their children. The special love and care that a mother/father gives to a child in the first few months after birth helps to set a strong foundation for the family.

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 6:19:06 PM  
Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
A. Mente	Individual	Support	Written Testimony Only

Comments:

I strongly support SB2474 to help Hawaii's families.



**SB-2474-SD-2**

Submitted on: 3/11/2024 7:25:10 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

**LATE**

Submitted By	Organization	Testifier Position	Testify
Barbara Barry	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

My name is Barbara Barry from Maui and I am testifying in **support** of SB2474, which would create a paid family leave program in Hawai'i.

Paid leave is important to everyone.

Mahalo!

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 8:19:23 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Raelyn Reyno Yeomans	Individual	Support	Written Testimony Only

Comments:

I am in Support. Thank you!

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 8:44:30 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Nikki-Ann Yee	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

Mahalo for this opportunity to testify. I am testifying in **strong support** of SB2474, which would create a paid family leave program in Hawai'i. Hawai'i has always been a family-oriented and centered society. Paid Family Leave supports workers in balancing work and family kuleana by allowing workers to take time off without sacrificing income. It is important for our state policies to reflect our values. Please pass this measure and join the 13 other states, plus the District of Columbia, to create a paid family leave program. Mahalo for all you do for Hawai'i!

**LATE**

**SB-2474-SD-2**

Submitted on: 3/11/2024 9:21:48 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Ashlee Valeros	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett, and members of the House committee,

My name is Ashlee Valeros. I'm a member of IATSE Local 665, the union representing technicians and artisans in the entertainment industry in Hawai'i. **I strongly support SB 2474 SD2**, relating to 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 the 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.

Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck. **I strongly support SB 2474 SD2. I hope your committee will do the same.** Thank you for the opportunity to testify.

In Solidarity,

Ashlee Valeros

March 11, 2024

**LATE**

Aloha Chair Matayoshi, Vice Chair Garrett, and Committee Members,

My name is Karen Ginoza, and I am testifying in **support** of SB2474, which would create a paid family leave program in Hawaii. I have a long history of being a caregiver. In my first year of teaching, my father was diagnosed with cancer, my mother fell and injured herself and my oldest sister was suffering from a mental disorder. In this chaotic time, my oldest brother became a full-time caregiver.

Currently I am a caregiver for my oldest brother who is living in a care home.

I would like to share the story of my niece who is a caregiver for her father. She has been a caregiver for her father for the past year. He was released from the hospital on February 24, 2023, and is currently receiving hospice services at home. She helps with personal care and is available whenever different workers come to her home to provide services.

She did not qualify for unpaid leave because her company did not meet the requirement of one hundred employees. She had to take a leave of absence from work. Caregiving has created a financial burden on her family because of the lack of income as well as impacting her future employment. She also shared with me the mental and emotional stresses of having to care for her dad full time.

I urge you to pass SB 2474 (family leave), so my niece can receive assistance while caring for her dad. This will also help other families facing the same problems.

Thank you for your support.

Karen Ginoza

**SB-2474-SD-2**

Submitted on: 3/11/2024 11:50:03 PM

Testimony for LGO on 3/12/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Thomas Brandt	Individual	Support	Written Testimony Only

Comments:

Strong support!

**LATE**