



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

**BRENNA H. HASHIMOTO**  
DIRECTOR  
KA LUNA HO'OKELE

**SYLVIA LUKE**  
LT. GOVERNOR  
KA HOPE KIA'ĀINA

**BRIAN K. FURUTO**  
DEPUTY DIRECTOR  
KA HOPE LUNA HO'OKELE

**STATE OF HAWAII | KA MOKU'ĀINA O HAWAII**  
**DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**  
**KA 'OIHANA HO'OMŌHALA LIMAHANA**  
235 S. BERETANIA STREET  
HONOLULU, HAWAII 96813-2437

Statement of  
**BRENNA H. HASHIMOTO**  
Director, Department of Human Resources Development

Before the  
**HOUSE COMMITTEE ON LABOR**  
Thursday, January 30, 2025  
9:00AM  
State Capitol, Conference Room 309

In consideration of  
**HB425, RELATING TO PUBLIC EMPLOYMENT**

Chair Sayama, Vice Chair Lee, and the members of the committee.

The Department of Human Resources Development (HRD) is opposed to HB 425.

The purpose of HB 425 is to:

- Establish a paid family leave program for state and county employees.
- Authorize a qualifying employee to take up to 12 weeks of paid leave for the birth or placement of a child or to care for a family member who has a serious health condition.
- Require the employee to agree to subsequently work for the employer for at least 12 weeks upon return to service except under certain conditions.

We are opposed to the measure for the following reasons:

1. Most public sector employees already receive generous vacation and sick leave benefits, which can be used in place of the allowable state family leave.
2. This bill would grant an additional 12 weeks of family leave on top of accrued vacation and sick leave, raising concerns about its impact on government operations and the delivery of public services.

We are available to answer any questions or provide further information as needed.

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

January 30, 2025

To: The Honorable Jackson D. Sayama, Chair,  
The Honorable Mike Lee, Vice Chair, and  
Members of the House Committee on Labor

Date: Thursday, January 30, 2025  
Time: 9:00 a.m.  
Place: Conference Room 309, State Capitol

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

**Re: H.B. 425 RELATING TO PUBLIC EMPLOYMENT**

**I. OVERVIEW OF PROPOSED LEGISLATION**

HB425 proposes the addition of a new part to Chapter 78, Hawaii Revised Statutes (HRS), that establishes a paid family leave program for state and county employees. Employees who have completed at least 1,250 hours of service over at least twelve months will be able to take a total of twelve weeks of paid leave during a twelve-month period for the birth of a child; placement of a child for adoption or foster care; or to care for a family member with a serious health condition. Before taking paid family leave, the employee must agree in writing to work for the employing agency for at least 12 weeks after the leave ends.

The DLIR provides comments on the proposal.

**II. CURRENT LAW**

Chapter 398, HRS, requires employers with 100 or more employees to provide unpaid family leave to employees to care for the employee's child, spouse, or parent with a serious illness or upon the birth or adoption of a child.

Chapter 392, HRS, requires Temporary Disability Insurance (TDI) benefits to be paid to a qualified employee while the employee is disabled due to non-industrial illness or injury.

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

The Department submits the following comments for this measure:

- §78-B(j)(1), §78-C(a), and §78-C(a)(4) do not include “reciprocal beneficiary” and “grandchild” in the lists of family members.
- §78-B(e)(2) allows the employee to use leave accrued or accumulated but does not require the employer to provide paid sick leave in a situation in which the employer would not normally provide paid leave. DLIR suggests the “paid leave” at the end of the sentence (page 5, line 7) be amended to “sick leave” to assure that the employee has sufficient sick leave for Temporary Disability Insurance (TDI) purposes. The State and counties use sick leave to meet the requirement to provide employees with TDI. Each employee must have at least three weeks of sick leave for the employee’s own illness or injury. If “paid leave” is not amended to “sick leave,” it would permit the employer to pay sick leave when another type of “paid leave,” such as vacation leave, could be used. This could allow the employee to deplete the employee’s TDI benefit for reasons unrelated to the employee’s own disability.
- §78-C(c) allows but does not require the employing agency to obtain a third opinion from a health care provider when the second and original opinions differ. Since the third opinion is at the employing agency’s option, it appears the employing agency is allowed to choose to use the first or second opinion. If this is not the intent of the bill, the Department requests the section be clarified.
- §78-H requires the adoption of rules necessary to administer this program. The measure does not allow for adequate time for the rule-making process under Chapter 91.



1200 Ala Kapuna Street • Honolulu, Hawai'i 96819  
Tel: (808) 833-2711 • Fax: (808) 839-7106 • Web: [www.hsta.org](http://www.hsta.org)

**Osa Tui, Jr.**  
President

**Logan Okita**  
Vice President

**Cheney Kaku**  
Secretary-Treasurer

**Ann Mahi**  
Executive Director

## TESTIMONY TO THE HAWAI'I HOUSE COMMITTEE ON LABOR

**Item: HB 425 – Relating to Public Employment**

**Position: Support**

**Hearing: Thursday, January 30, 2025, 9:00 am, Room 309**

**Submitter: Osa Tui, Jr., President - Hawai'i State Teachers Association**

Dear Chair Sayama, Vice Chair Lee and members of the committee,

The Hawai'i State Teachers Association (HSTA) strongly supports HB 425, which establishes a paid family leave program for state and county employees in Hawai'i. Our state currently faces a critical teacher shortage and a alarmingly high vacancy rate across state and county positions, a challenge that HB 425 can help address. By providing paid family leave, we can make Hawai'i a more attractive place to work and retain our valuable educators and other public employees.

Many teachers struggle to balance their professional responsibilities with the demands of caring for a new child or a family member with a serious health condition. This can lead to burnout, decreased morale, and ultimately, teachers leaving the profession. HB 425 would provide much-needed support for teachers during these critical times, allowing them to focus on their families without sacrificing their careers.

Paid family leave is not only essential for retention but also for recruitment. Prospective teachers are more likely to choose Hawai'i as their place of work if they know they will be

supported in starting or caring for their families. This bill sends a clear message that Hawai'i values its teachers and other public employees and recognizes the importance of work-life balance. By investing in our teachers' well-being, we invest in the future of our keiki and our state.

The HSTA urges you to pass HB 425 and provide Hawai'i's public employees with the paid family leave benefits they deserve. This bill is a crucial step toward addressing our teacher shortage and our severe shortage of public workers statewide while also improving morale, and ensuring that our keiki have access to a quality education. We strongly recommend passage of HB 425.

Mahalo.



## UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

**HOUSE OF REPRESENTATIVES  
THE THIRTY-THIRD LEGISLATURE  
REGULAR SESSION OF 2025**

**COMMITTEE ON LABOR**  
Rep. Jackson D. Sayama, Chair  
Rep. Mike Lee, Vice Chair

Thursday, January 30, 2024, 9:00 AM  
Conference Room 309 & Videoconference

**Re: Testimony on HB425 – RELATING TO PUBLIC EMPLOYMENT**

Chair Sayama, Vice Chair Lee, 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 **strongly supports** HB425, which establishes a paid family leave program for state and county employees. Authorizes a qualifying employee to take up to 12 weeks of paid leave for the birth or placement of a child or to care for a family member who has a serious health condition. This measure also requires the employee to agree to subsequently work for the employer for at least 12 weeks upon return to service except under certain conditions.

We strongly believe that paid family leave is a benefit that employers can and should provide to their workforce to remain in step with evolving trends in the labor market. While the benefits afforded to public employees at the State and county level have lagged behind those offered in the private sector, this is an opportunity for Hawaii’s public sector employers to gain ground in recruiting and retaining employees in their collective effort to fill vacant positions.

Mahalo for this opportunity to testify on this measure.

---

**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*



## HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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

The Thirty-Third Legislature, State of Hawaii  
House of Representatives  
Committee on Labor

Testimony by  
Hawaii Government Employees Association

January 30, 2025

### H.B. 425 — RELATING TO PUBLIC EMPLOYMENT

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports H.B.425, which establishes a paid family leave program for state and county employees and authorizes a qualifying employee to take up to 12 weeks of paid leave for the birth or placement of a child or to care for a family member who has a serious health condition.

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. We appreciate the intent of this family leave program because it is 100% employer paid.

Furthermore, our state's workforce is facing a 24% vacancy rate – our state must explore ways to develop modern and attractive benefits to recruit and retain qualified employees. We believe that a 100% employer paid family leave program can serve as one of many tools, to help accomplish this.

Thank you for the opportunity to provide testimony in support of H.B. 425.

Respectfully submitted,

Randy Perreira  
Executive Director



The House Committee on Labor  
January 30, 2025  
Room 309

RE: HB 425, Relating to Public Employment

Attention: Chair Jackson Sayama, Vice Chair Mike Lee and members of the  
Committee

The University of Hawaii Professional Assembly (UHPA) **supports HB 425**, relating to  
public employment.

HB 425 establishes an employer funded paid family leave program for qualified state  
and county employees. This bill will not only provide current state and county  
employees with essential support during birth, adoption, or to care for a sick family  
member, but will enhance the desirability for state and county employment.

The establishment of paid family leave is a priority issue for our members. Support by  
the employer for family care is often highlighted as a main attractor for young,  
highly-educated workers seeking employment. The establishment of paid family leave  
is an investment into the success of the State and Counties, especially in light of the  
high vacancy rates in these public employer jurisdictions.

**UHPA supports and requests the passage of HB 425.**

Respectfully submitted,

Christian L. Fern  
Executive Director  
University of Hawaii Professional Assembly





## Hawai'i

Committee: Labor  
Hearing Date/Time: Thursday, January 30, 2025  
Place: Conference Room 309 & Via Videoconference  
Re: **Testimony of the ACLU of Hawai'i providing  
COMMENTS on HB425 Relating to Public Employment**

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

The ACLU of Hawai'i **offers comments on HB425 Relating to Public Employment**, which establishes a paid family leave program for state and county employees and authorizes a qualifying employee to take up to 12 weeks of paid leave for the birth or placement of a child or to care for a family member who has a serious health condition. The bill also requires the employee to agree to subsequently work for the employer for at least 12 weeks upon return to service except under certain conditions.

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."

While we applaud the bill's intent, we have serious concerns and believe the bill does not go far enough. Additionally, we believe implementing this bill would create significant administrative and logistical hurdles in the future should the legislature wish to implement a paid family leave public insurance program for all employees, both the public and private sectors.

More than state and county workers, who already have access to medical and sick leave, essential and low-income workers in the private sector need access to a paid family leave program. We believe HB425 suffers from a perceived and unrealistic approach that might serve as a first step toward a more comprehensive and all-inclusive public insurance paid family leave program.

- HB425 does not explicitly indicate which state department would administer the program.

- HB425 provides for no appropriation to establish the program nor any staffing positions to administer it.
- HB425 includes no forward-looking mechanisms should the legislature choose to expand paid family leave coverage to workers across the state, not just public workers.

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)**.

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.

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

“As of March 2023, only 27 percent of civilian workers had access to paid family leave through their employer,” according to the U.S. Department of Labor.<sup>4</sup> What’s more, that number drops substantially when looking at “the lowest-wage earners, just 6 percent” of whom have access to paid leave through their employers. **Those most likely to have access to paid family leave are higher-wage earners, who also happen to be white.** During the COVID pandemic, those were the same workers 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.

---

<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/WHD\\_FMLA2018SurveyResults\\_Appendices\\_Aug2020.pdf](https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/WHD_FMLA2018SurveyResults_Appendices_Aug2020.pdf)

<sup>4</sup> <https://www.dol.gov/newsroom/releases/wb/wb20241121>

A robust public paid family leave insurance program would provide workers up to 12 weeks of paid leave. And because a public insurance program would cover all workers in the state, it could cost as little as \$58 a year for each worker.<sup>5</sup> **When split with the employer, that amounts to just \$0.56 a week.**

A robust public paid family leave insurance program would provide workers up to 12 weeks of paid leave. And because a public insurance program would cover all workers in the state, it could cost as little as \$58 a year for each worker.<sup>6</sup> **When split with the employer, that amounts to just \$0.56 a week.**

A more recent study conducted by researchers at Vanderbilt University determined a universal paid family leave program could be funded with just 0.7% of payroll (0.35% paid by the employer, 0.35% paid by the employee).

### How would paid family leave work in Hawai'i?

- Employers currently pay **0.5%** of payroll for **TDI alone**
- A state-run **PFL program** would cost **0.7%** of payroll
- Employers could cover the cost of PFL premiums or have their employees to pay up to half
- The state's administration costs are included in the 0.7%

<i>A worker earning:</i>	<i>Would pay:</i>	<i>And receive:</i>
<b>Minimum wage</b> (\$29,000 per year)	<b>\$102</b> per year	<b>\$504</b> per week
<b>Average wage</b> (\$62,000 per year)	<b>\$217</b> per year	<b>\$930</b> per week
	<i>in premiums</i>	<i>in benefits</i>

- Of note, the lack of public paid family leave insurance exacerbates sex and gender inequality:

<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)

<sup>6</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)

- 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. To that end, we would ask that this bill be substantially amended to mirror HB755, or that the committee defer this measure.

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.*



Randy Perreira  
President

# HAWAII STATE AFL-CIO

888 Mililani Street, Suite 501 • Honolulu, Hawaii 96813

Telephone: (808) 597-1441  
Fax: (808) 593-2149

The Thirty-Second Legislature  
House of Representatives  
Committee on Labor

Testimony by  
Hawaii State AFL-CIO

January 30, 2025

## TESTIMONY IN SUPPORT OF HB425 - RELATING TO PUBLIC EMPLOYMENT

Chair Sayama, Vice Chair Lee, and members of the committee:

The Hawaii State AFL-CIO is a state federation of 74 affiliate labor organizations representing over 68,000 union members across Hawaii in industries including healthcare, construction, hospitality, entertainment, transportation, and government. The Hawaii State AFL-CIO serves its affiliates by advocating for the rights of working families, promoting fair wages, safe working conditions, and policies that strengthen Hawaii's workforce.

We support HB425, which establishes a paid family leave program for state and county employees, providing up to 12 weeks of paid leave for the birth or placement of a child or to care for a family member with a serious health condition. Paid family leave is critical to supporting the well-being of employees and their families. Allowing workers to take time off without financial hardship promotes healthier outcomes for children, fosters stronger family bonds, and ensures employees can provide care for loved ones during challenging times.

This measure demonstrates the State's commitment to creating a supportive and equitable workplace for public employees. Ensuring access to paid family leave benefits not only improves employee morale but also enhances workforce retention and productivity, ultimately benefiting the communities these employees serve.

We urge the committee to advance this important legislation.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Chris Burnett".

Chris Burnett  
Director, Committee on Political Education

To: House Committee on Labor  
Re: **HB 425 – Relating to Paid Family Leave**  
Hawai'i State Capitol & Via Videoconference  
January 30, 2025, 9:00 AM

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

On behalf of Hawai'i Children's Action Network Speaks!, I am submitting **COMMENTS on HB 425**. This bill establishes a paid family leave program for state and county employees, which would authorize a qualifying employee to take up to 12 weeks of paid leave for the birth or placement of a child or to care for a family member who has a serious health condition. It also requires the employee to agree to subsequently work for the employer for at least 12 weeks upon return to service except under certain conditions.

The United States is the only developed country without national paid family leave.<sup>1</sup> The average amount of paid family leave in OECD nations is about one year. To fill that gap, thirteen states plus the District of Columbia have passed statewide paid family leave laws.<sup>2</sup> California was the first state to pass paid family leave, about 20 years ago. Hawai'i should join them.

However, HB425 does not create the type of statewide program that the others have established. In the other states, the paid family leave program covers all workers, including private sector workers, and is 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. That means that **the cost to the employer under HB425 would be significantly higher than they would have with the type of statewide program in other bills this session, such as HB755.**

Let's say a state or county worker earns the state average wage of about \$62,000 per year and has a new baby:

- Under HB425, their employer will pay them for 12 weeks of leave, which is **more than \$14,000**.
- Under HB755, their employer pays **\$217 per year** in premiums (assuming they split the cost with the employee),<sup>3</sup> and then **they do NOT have to pay the employee during the 12 weeks that they are on leave, because they are paid from the fund.**
- It would take over 60 years of premiums under HB755 to cost the employer more than the amount they would have to pay the employee under HB425. Even if the employer were to cover the employee's half of the premium (as is allowed in HB755), it would take more than 30 years for HB755 to cost the employer more than HB425.
- In addition, employers also would no longer need to purchase Temporary Disability Insurance under HB755, since employees' own illness or injury would be covered by the medical leave in the program.

Mahalo for the opportunity to provide these comments,  
Nicole Woo  
Director of Research and Economic Policy

<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> "Analysis Model of Paid Family & Medical Leave Programs in Hawaii," December 18, 2024, Prenatal to 3 Policy Impact Center, Vanderbilt University, Nashville, TN

**HB-425**

Submitted on: 1/30/2025 5:41:08 AM

Testimony for LAB on 1/30/2025 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kevin K. Holu	Individual	Support	Written Testimony Only

Comments:

Hawaii Teamsters & Allied Workers Local 996 is in support of HB425

## Hawai'i Association of Professional Nurses (HAPN)



To: The Honorable Representative Jackson Sayama, Chair of the House Committee on Labor

From: Hawai'i Association of Professional Nurses (HAPN)

Subject: Relating to Public Employment

Hearing: Thursday, January 30, 2025, 9:00 AM

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

On behalf of the Hawai'i Association of Professional Nurses (HAPN), we submit this testimony in **strong support of HB425 with amendments** to ensure provider-neutral language in the definition of "health care provider."

### **Ensuring Equity Through Provider-Neutral Language**

While we commend the bill's intent to expand access to paid family leave for Hawai'i's public employees, we respectfully request that the definition of "health care provider" be revised to include all licensed healthcare professionals who are authorized under Hawai'i law to diagnose, treat, and certify medical conditions.

As currently written, the bill defines a "health care provider" as a physician, which excludes Advanced Practice Registered Nurses (APRNs), Physician Assistants (PAs), and other qualified providers who serve as primary healthcare professionals for many Hawai'i residents. This exclusion is inconsistent with existing Hawai'i law and creates unnecessary barriers to care.

### **Why This Amendment is Critical**

1. Aligns with Hawai'i Law: APRNs and PAs are recognized as independent healthcare providers under state law and already certify medical leave in multiple healthcare settings.
2. Expands Access to Care: Hawai'i continues to face a provider shortage, particularly in rural and underserved areas. Restricting certification to physicians limits timely access to care.
3. Ensures Efficiency and Equity: Using provider-neutral language removes unnecessary delays and ensures public employees receive paid family leave without unnecessary administrative burdens.

### **Proposed Amendment**

We respectfully request that Section 78-A be amended as follows:

"Health care provider" means a licensed health care professional authorized to diagnose and treat medical conditions, including but not limited to, physicians, advanced practice registered nurses, physician assistants, and other licensed providers acting within their scope of practice as defined under state law.



## **Conclusion**

HB425 is a critical step in supporting Hawai'i's public employees. However, adopting provider-neutral language strengthens the bill by ensuring that all qualified healthcare professionals, including APRNs and PAs, can provide the necessary certification for paid family leave. This amendment will improve healthcare access, address provider shortages, and support timely leave approvals for public employees.

HAPN remains committed to advocating for policies that enhance access to healthcare, support APRNs, and improve health outcomes for the people of Hawai'i. We urge the committee to pass HB425 with this crucial revision.

Mahalo for the opportunity to testify and for your continued support of Hawai'i's healthcare workforce.

Respectfully,

Dr. Jeremy Creekmore, APRN  
President, HAPN

**HB-425**

Submitted on: 1/28/2025 8:07:26 AM

Testimony for LAB on 1/30/2025 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Younghee Overly	Individual	Support	Written Testimony Only

Comments:

I support HB425 which would provide paid family leave for Hawaii state and county employees. Please consider deducting and withholding contributions from each employee of up to 50% to be consistent with HB755, paid family and medical leave measure which includes employees of private sector and non-profit sector. Otherwise, employers of private sector and non-profit sector will be disadvantaged as employers.

**HB-425**

Submitted on: 1/28/2025 3:55:01 PM

Testimony for LAB on 1/30/2025 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Reece Jones	Individual	Support	Written Testimony Only

Comments:

I am a strong supporter of this bill. Starting a new family or caring for a sick family member are among the most important tasks in life. This pro-family bill provides the support for members of community to care for each other.

**HB-425**

Submitted on: 1/28/2025 5:33:57 PM

Testimony for LAB on 1/30/2025 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Ariel Gruenthal	Individual	Support	Written Testimony Only

Comments:

My name is Ariel Gruenthal-Rankin and I am a state employee recruited from the mainland. When I interviewed for my position, I was shocked to learn that the state of Hawaii has no paid parental leave. This was certainly a major concern in my consideration for this position. As a young family, it has also affected our family planning for future children after I took my position.

The culture of our state is focused on 'ohana and supporting our keiki. The fact that we lag so far behind on basic support for families is very concerning. This coupled with the extremely high cost of living and education in our state makes being a parent here an incredible financial burden. No parent should have to choose between losing their income or bonding with their new child and healing after birth. This is indefensible. Please do the right thing and truly support healthy, happy 'ohanas in Hawaii by providing paid leave for state and county employees.

I thank you for your consideration.

**HB-425**

Submitted on: 1/28/2025 9:08:08 PM

Testimony for LAB on 1/30/2025 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Andrea Kawabata	Individual	Oppose	Written Testimony Only

Comments:

Aloha,

I am submitting testimony in opposition of this bill. State and county workers are already allowed 12 weeks of paid leave with use of their vacation and sick leave with a doctor's note, etc. We accrue 21 days of vacation and 21 days of sick leave each year. If a relatively new employee were provided 12 weeks of paid leave, they should have to return to work for at least 2 years unless circumstances don't allow them to. The requirement to return for at least 12 weeks is too short. Plus, the employee is paid during those 12 weeks, and so there is no equal return of goodwill by the employee.

Thank you.

**HB-425**

Submitted on: 1/29/2025 1:10:31 AM

Testimony for LAB on 1/30/2025 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Unhee Lim	Individual	Support	Written Testimony Only

Comments:

Dear House Committee on Labor,

I am submitting my testimony in support of HB425.

I cared for my father during his last months and since have been caring for my mother through her deterioration. It has made me think a lot. A lot – how can I help my parents to have their dignified and peaceful farewell to life and where can I get help for myself, the sole caregiver, to carry out their wishes without having my own life disintegrating. I often think for inspiration of all the acquaintances whose caring for their elderly parents made an impression on me. My reading of health statistics has extra meanings, e.g., that “more than 11 million family members and other unpaid caregivers provided an estimated 18.4 billion hours of care to people with Alzheimer’s or other dementias in 2023, ... valued at \$346.6 billion” [2024 Alzheimer’s Disease Facts & Figures].

Simply put, family caregiving sustains this society.

We family caregivers need our job to sustain our livelihood during the challenging times and to return to and resume productive life, with renewed vigor and focus hopefully and with gratitude in our heart that we had the privilege of sharing our parents’ last moments.

Thank you for supporting family caregivers.

Respectfully,

Unhee Lim

Honolulu

**HB-425**

Submitted on: 1/29/2025 9:00:42 AM

Testimony for LAB on 1/30/2025 9:00:00 AM

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

Comments:

To Whom It May Concern:

I am in strong support of HB 425 – Relating to Public Employment. There is a large body of academic research documenting that parental leave policies improve employment outcomes for mothers in the years after childbirth. This is particularly important in light of the gender pay gaps that exist in Hawaii’s labor market, and the fact that gender pay gaps are often driven primarily by lower employment and wages for women after childbirth. In addition, there is substantial evidence documenting that the benefits of parental leave policies have intergenerational effects, generating improvements in child health.

Sincerely,

Teresa Molina  
Associate Professor

Department of Economics

University of Hawaii at Manoa

**HB-425**

Submitted on: 1/29/2025 11:46:03 AM

Testimony for LAB on 1/30/2025 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Justin Tyndall	Individual	Support	Written Testimony Only

Comments:

Date: January 29, 2025

Subject: HB 425

I am an Associate Professor of Economics at UHERO and the Department of Economics at the University of Hawai‘i at Mānoa. My testimony is submitted as an individual and not as a representative of the University of Hawai‘i.

I strongly support HB 425, which would establish paid family leave for state employees. The absence of such a policy imposes unnecessary hardship on workers, is damaging to gender equity goals, and weakens the state’s ability to attract and retain talented workers.

Many of my colleagues have struggled due to the lack of paid family leave. After the birth of a child, new parents are often forced to juggle job responsibilities with newborn care, an impossible task that creates significant stress for families. Research consistently shows that paid family leave improves employee retention, improves long-term employment outcomes for mothers, and leads to better health outcomes for mothers as well as children.

The absence of paid family leave presents a major obstacle to recruiting and retaining state employees. Many qualified professionals weigh maternity and paternity benefits when considering employment in Hawai‘i, and without a reasonable family leave policy, the state risks losing talent to employers that offer better support.

I respectfully urge you to support HB 425 to establish family leave for State employees.

-Justin Tyndall



**HB-425**

Submitted on: 1/29/2025 12:03:25 PM

Testimony for LAB on 1/30/2025 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Miro Gabrovski	Individual	Support	Written Testimony Only

Comments:

Okay I wrote more than a few sentences.

I was gonna put this:

I am an Associate Professor of Economics at the Department of Economics at the University of Hawai‘i at Mānoa. My testimony is submitted as an individual and not as a representative of the University of Hawai‘i.

I strongly support HB 425, which would establish paid family leave for state employees. The absence of such a policy imposes unnecessary hardship on workers, is damaging to gender equity goals, and weakens the state’s ability to attract and retain talented workers.

Many of my colleagues have struggled due to the lack of paid family leave. After the birth of a child, new parents are often forced to juggle job responsibilities with newborn care, an impossible task that creates significant stress for families. Research consistently shows that paid family leave improves employee retention, improves long-term employment outcomes for mothers, and leads to better health outcomes for mothers as well as children.

The absence of paid family leave presents a major obstacle to recruiting and retaining state employees. Many qualified professionals weigh maternity and paternity benefits when considering employment in Hawai‘i, and without a reasonable family leave policy, the state risks losing talent to employers that offer better support.

I respectfully urge you to support HB 425 to establish family leave for State employees.

**HB-425**

Submitted on: 1/29/2025 1:29:36 PM

Testimony for LAB on 1/30/2025 9:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Malik Younsi	Individual	Support	Written Testimony Only

Comments:

I am an Associate Professor in the Department of Mathematics at the University of Hawai‘i at Mānoa. My testimony is submitted as an individual and not as a representative of the University of Hawai‘i.

I strongly support HB 425, which would establish paid family leave for state employees. The absence of such a policy imposes unnecessary hardship on workers, is damaging to gender equity goals, and weakens the state’s ability to attract and retain talented workers.

Many of my colleagues have struggled due to the lack of paid family leave. After the birth of a child, new parents are often forced to juggle job responsibilities with newborn care, an impossible task that creates significant stress for families. Research consistently shows that paid family leave improves employee retention, improves long-term employment outcomes for mothers, and leads to better health outcomes for mothers as well as children.

The absence of paid family leave presents a major obstacle to recruiting and retaining state employees. Many qualified professionals weigh maternity and paternity benefits when considering employment in Hawai‘i, and without a reasonable family leave policy, the state risks losing talent to employers that offer better support.

I respectfully urge you to support HB 425 to establish family leave for State employees.

**HB-425**

Submitted on: 1/29/2025 11:36:52 PM

Testimony for LAB on 1/30/2025 9:00:00 AM

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

Comments:

I strongly support HB 425, which would establish paid family leave for state employees. Though I am not a state employee, I hope that the approval of this bill is the first step in ensuring all workers in Hawai'i are entitled to paid family leave.

The absence of such a policy imposes unnecessary hardship on workers, is damaging to gender equity goals, and weakens the state's ability to attract and retain talented workers.

Seeing friends and family that live in other countries, where paid family leave is the law, has shown me the importance of this policy. The new parents are able to care for their child without worrying about how to pay bills. They are able to transition to this new (very sleep-deprived) chapter of their lives without worrying whether they might lose their job. Importantly, a woman who has just gone through a major medical procedure (childbirth), is able to physically recover before returning to work.

Research consistently shows that paid family leave results in better health outcomes for mothers and children. It also improves long-term employment outcomes for mothers. However it also benefits employers- research has shown that it improves employee retention.

Additionally, Many qualified professionals weigh maternity and paternity benefits when considering employment in Hawai'i, and without a reasonable family leave policy, the state risks losing talent to employers that offer better support.

I respectfully urge you to support HB 425 to establish family leave for State employees.