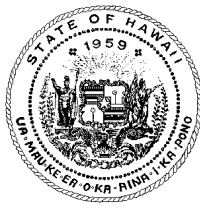


JOSH GREEN, M.D.  
GOVERNOR  
KE KIA'ĀINA



STATE OF HAWAII | KA MOKU'ĀINA 'O HAWAII  
**DEPARTMENT OF CORRECTIONS  
AND REHABILITATION**  
*Ka 'Oihana Ho'omalu Kalaima  
a Ho'oponopono Ola*  
1177 Alakea Street  
Honolulu, Hawaii 96813

**TOMMY JOHNSON**  
DIRECTOR

**Melanie Martin**  
Deputy Director  
Administration

**Pamela J. Sturz**  
Deputy Director  
Correctional Institutions

**Sanna Muñoz**  
Deputy Director  
Rehabilitation Services  
and  
Programs

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

**TESTIMONY ON SENATE BILL 342  
RELATING TO PAID FAMILY LEAVE**

by

Tommy Johnson, Director  
Department of Corrections and Rehabilitation

Senate Committee on Labor and Technology  
Senator Henry Aquino, Chair  
Senator Chris Lee, Vice Chair

Monday, February 10, 2025; 3:15 p.m.  
State Capitol, Conference Room 224 & via Videoconference

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

The Department of Corrections and Rehabilitation (DCR) opposes Senate Bill (SB) 342, which seeks to require five days of paid family leave annually for state and county employees; and ensure the protection of wage, seniority, and other employment benefits of employees who take paid family leave. While DCR acknowledges the importance of supporting employees during times of family caregiving, the implementation of this additional leave program would have significant adverse impacts on departmental operations.

SB 342 would add another layer of leave entitlement, exacerbating existing staffing challenges within DCR. Employees already have access to various types of leave, including sick leave, vacation leave, funeral leave, parent-teacher conference leave, and FMLA leave. Adding paid family leave would further strain our ability to maintain adequate staffing levels, compromising the safety of both staff and inmates.

DCR's primary mission is to ensure public safety and provide effective offender rehabilitation. Increased leave utilization would leave facilities understaffed, elevating risks for operational disruptions, delayed rehabilitation programs, and security breaches.

[Name]  
February 7, 2025  
Page 2

While DCR recognizes the importance of work-life balance for employees, the implementation of SB 342 would create significant challenges that undermine our ability to fulfill our mission effectively and efficiently.

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

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

February 10, 2025

To: The Honorable Henry J. C. Aquino, Chair,  
The Honorable Chris Lee, Vice Chair, and  
Members of the Senate Committee on Labor & Technology

Date: Monday, February 10, 2025  
Time: 3:15 p.m.  
Place: Conference Room 224, State Capitol

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

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

**I. OVERVIEW OF PROPOSED LEGISLATION**

The **DLIR supports** this measure that amends Chapter 78, Hawaii Revised Statutes (HRS), to require five days of paid leave annually for state and county employees upon the birth of the employee's child or adoption of a child or to care for the employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent with a serious health condition. The bill ensures protection of the employee's wage, seniority, and other employment benefits when the employee takes paid family leave.

**II. CURRENT LAW**

Chapter 398, HRS, Family Leave Law, requires employers with 100 or more employees to provide a total of 4 weeks of family leave during any calendar year upon the birth or adoption of the employee's child or to care for the employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent with a serious health condition. State and county employees with at least 6 consecutive months of service with their respective employer are covered under the law.

Chapter 392, HRS, Temporary Disability Insurance (TDI) allows for wage replacement benefits when an employee is disabled because of the employee's own illness or injury. Benefits are not payable when someone other than the employee is disabled.

**III. COMMENTS ON THE SENATE BILL**

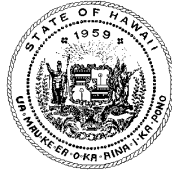
The DLIR supports requiring five days of paid family leave annually for state and county employees that distinguishes the state and counties as model employers.

State and county employees are entitled to 5 days of paid family leave without regard to their length of service. Under Chapter 398, HRS, an employee must perform service for at least 6 consecutive months to be eligible for family leave.

If an employee is eligible for leave under both Chapter 78 and Chapter 398, HRS, the leave periods will run concurrently.

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

SYLVIA LUKE  
LT. GOVERNOR  
KA HOPE KIA'ĀINA



BRENNA H. HASHIMOTO  
DIRECTOR  
KA LUNA HO'OKELE

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  
**SENATE COMMITTEE ON LABOR AND TECHNOLOGY**  
Monday, February 10, 2025  
3:15 PM  
State Capitol, Conference Room 224

In consideration of  
**SB342, RELATING TO PAID FAMILY LEAVE**

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

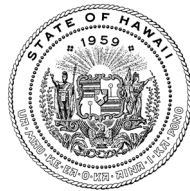
The Department of Human Resources Development (HRD) offers the following comments for SB342.

The purpose of SB342 is to establish paid family leave for all state and county employees by adding a new section to Hawai'i Revised Statutes Chapter 78.

1. Most public sector employees are already afforded generous leave benefits of 21 days of vacation and 21 days of sick leave each year which can be substituted for any or all of the allowable 4 weeks of state family leave provided under Chapter 398, HRS.
2. This bill would provide for an additional 5 days of family leave in addition to the employees' accrued vacation and sick leave.

HRD appreciates the intent to provide paid family leave for State employees; however, we have concerns regarding the impact to operations and the additional costs on top of an already generous benefit package for State employees.

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



JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR

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

LUIS P. SALAVERIA  
DIRECTOR

SABRINA NASIR  
DEPUTY DIRECTOR

**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

TESTIMONY BY LUIS P. SALAVERIA  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE SENATE COMMITTEE ON LABOR AND TECHNOLOGY  
ON  
SENATE BILL NO. 342

**February 10, 2025**  
**3:15 p.m.**  
**Room 224 and Videoconference**

RELATING TO PAID FAMILY LEAVE

The Department of Budget and Finance (B&F) opposes this bill.

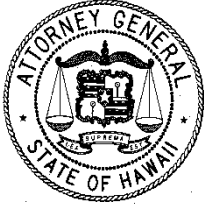
Senate Bill No. 342 amends Chapter 78, HRS, by adding a new section creating a paid family leave benefit. This measure provides for five days of paid family leave each calendar year. The leave would be in addition to existing paid sick leave and vacation benefits.

B&F opposes this bill for the following reasons.

First, new paid employee benefits should be negotiated in collective bargaining (CB) in accordance with Chapter 89, HRS. If negotiated, the costs of funding this new benefit should be included in CB-specific appropriation bills that cover other cost items such as wages and health benefits.

Second, current CB agreements allow the substitution of vacation and sick leave up to four weeks per year which can cover the situations highlighted in this bill.

Thank you for your consideration of our comments.



**TESTIMONY OF  
THE DEPARTMENT OF THE ATTORNEY GENERAL  
KA 'OIHANA O KA LOIO KUHINA  
THIRTY-THIRD LEGISLATURE, 2025**

---

**ON THE FOLLOWING MEASURE:**

S.B. NO. 342, RELATING TO PAID FAMILY LEAVE.

**BEFORE THE:**

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

**DATE:** Monday, February 10, 2025      **TIME:** 3:15 p.m.

**LOCATION:** State Capitol, Room 224

**TESTIFIER(S):** Anne E. Lopez, Attorney General, or  
Amanda Donlin, Deputy Attorney General, or  
James Halvorson, Deputy Attorney General

---

Chair Aquino and Members of the Committee:

The Department of the Attorney General provides the following comments.

The intent of this bill is to provide five days of paid family leave per year for all state and county employees.

Pursuant to section 89-9(a), HRS, leaves, whether paid or unpaid, are mandatory subjects of negotiations as hours and/or conditions of employment. Several types of leave are already in all collective bargaining agreements, including family leave.

To ensure consistency with chapter 89, HRS, the Department recommends that, in the proposed amendment to section 78- (a) on page 2, line 5, the following wording be inserted immediately after "Notwithstanding chapter 378,": "and if negotiated into a collective bargaining agreement pursuant to section 89-9, for those employees included in bargaining units pursuant to section 89-6 . . . ."

Thank you for the opportunity to submit this testimony.



## UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

THE SENATE  
KA 'AHA KENEKOA

THE THIRTY-THIRD LEGISLATURE  
REGULAR SESSION OF 2025

COMMITTEE ON LABOR AND TECHNOLOGY  
Senator Henry J.C. Aquino, Chair  
Senator Chris Lee, Vice Chair

MONDAY, February 10, 2025, 3:15 PM  
Conference Room 224 & Videoconference

**Re: Testimony on SB342 – RELATING TO PAID FAMILY LEAVE**

Chair Aquino, 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 **supports** SB342, which requires five days of paid family leave annually for state and county employees while ensuring the protection of wage, seniority, and other employment benefits of employees who take paid family leave.

Other paid family leave bills that are currently being considered by the Legislature require employers and employees to split an unknown percentage of payroll contributions to fund a benefit that most public workers will not use due to statutory caps. UPW still believes, quite firmly, that paid family leave should be a benefit that is one hundred percent paid for by employers. While this bill only provides five days of paid family for public employees, as opposed to the 12 weeks that were proposed by a bill that was deferred in the House, we feel this is still a significant step in the right direction.

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*





The Senate Committee on Labor and Technology  
February 10, 2025  
Room 224  
3:15 PM

**RE: SB 342, Relating to Paid Family Leave**

Attention: Chair Henry Aquino, Vice Chair Chris Lee and Members of the Committee

The University of Hawaii Professional Assembly (UHPA) appreciates the opportunity to testify in **strong support of SB 342**, establishing a five-day family leave period for state and county employees.

Paid family leave is a priority for our faculty members who live and work in every county across the University of Hawaii's statewide 10-campus system. Over the past seven to eight years, paid family leave legislation has been introduced for both the public and private sectors, but has not gained traction because of the financial constraints to implement this benefit. This bill offers a viable solution without placing a financial burden on the state or the counties.

With support from the employer, state and county employees can have a paid five-day leave for life's major transitions, including the birth of a child, adoption, or to care for a sick family member. Five days can mean a lot for those in these situations. This benefit will also help with recruitment and retention of employees, attracting young, highly-educated professionals to fill job vacancies in the public sector.

Public employers continue to struggle with recruitment and retaining employees, with over 20% vacancy rates. The benefits of working in public employment have continued to diminish over the past quarter century with decreasing benefits and the inability to match the compensation packages offered in the private sector. We believe that this will be the first step to begin to level the playing field between public and private sector employment.

Intentionally established as a short leave period, a five-day program offers immediate assistance for state and county employees, while the legislature continues to discuss longer-term paid leave programs for both the public and private sectors.

**University of Hawaii  
Professional Assembly**



**UHPA supports and requests the passage of SB 342.**

Respectfully submitted,

Christian L. Fern  
Executive Director  
University of Hawaii Professional Assembly

**University of Hawaii  
Professional Assembly**

1017 Palm Drive ♦ Honolulu, Hawaii 96814-1928  
Telephone: (808) 593-2157 ♦ Facsimile: (808) 593-2160  
Website: [www.uhpa.org](http://www.uhpa.org)



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

1

## TESTIMONY TO THE HAWAI'I SENATE COMMITTEE ON LABOR AND TECHNOLOGY

**Item: SB 342 – Relating to Public Family Leave**

**Position: Support Intent**

**Hearing: Monday, February 10, 2025, 3:15 pm, Room 224**

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

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

The Hawai'i State Teachers Association (HSTA) **supports the intent** of SB 342 which establishes paid family leave for state and county workers in Hawai'i. We believe that paid family leave is a critical benefit that can enhance the well-being of both employees and their families. However, we have concerns about the bill as currently written.

We question the effectiveness of providing only five days of paid family leave annually. Five days is insufficient for many family-related events, such as the birth or adoption of a child, caring for a seriously ill family member, or addressing a family emergency. The Family and Medical Leave Act (FMLA) in the United States mandates 12 weeks of unpaid, job-protected leave for specified family and medical reasons. This 12-week standard is a benchmark that other countries have far exceeded.

Additionally, even though SB 342 references HRS Section 398-3(a), we believe it lacks specific definitions regarding what constitutes "family leave." Without clear definitions, the

implementation and application of this policy could be inconsistent and confusing for both employees and employers. We recommend that the bill be revised to include a comprehensive definition of "family leave," outlining the specific circumstances and relationships that would qualify an employee for this benefit.

We urge the committee to consider expanding the proposed five days of paid family leave to 12 weeks, aligning with the federal FMLA standard. This would provide employees with adequate time to care for their families without jeopardizing their financial security. We believe that a more robust paid family leave program would not only benefit employees but also enhance the state's ability to attract and retain a highly qualified workforce.

Mahalo.

To: Senate Committee on Labor and Technology  
Re: **SB 342 – Relating to Paid Family Leave**  
Hawai'i State Capitol & Via Videoconference  
February 10, 2025, 3:15 PM



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

On behalf of Hawai'i Children's Action Network Speaks!, I am submitting **COMMENTS on SB 342**. This bill requires five days of paid family leave annually for state and county employees as well as ensures the protection of wage, seniority, and other employment benefits of employees who take paid family leave.

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

The **American Academy of Pediatrics recommends 12 weeks of paid family leave**, and notes that all other OECD countries provide between from 14 to 164 weeks of paid leave, with a European Union average of 63.5 weeks.<sup>3</sup> The U.S. states with paid family leave laws provide an average of more than 11 weeks of paid family leave, with 12 of the 14 providing 12 weeks of leave.<sup>4</sup>

In addition, this bill 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 apply to when they need leave. Since employees are paid from the state fund, employers do not need to pay them while they are on leave.

That means that the cost to the employer under this bill would be significant while providing only a fraction of the support for employees that is provided in other bills that create a statewide program, such as SB 852. 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 this bill, the employee has only **five days** of paid leave, and the employer pays **close to \$1,200**.
- Under SB 852, their employer pays **\$217 per year** in program premiums (assuming they split the cost with the employee),<sup>5</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**.
- In addition, **employers also would no longer need to purchase Temporary Disability Insurance under SB 852**, since employees' own illness or injury would be covered by the medical leave in the program.

Mahalo for the opportunity to provide these comments. We hope they are helpful.

Sincerely,  
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> <https://publications.aap.org/pediatrics/article/154/5/e2024068958/199722/Paid-Family-and-Medical-Leave-Policy-Statement>

<sup>4</sup> <https://www.abetterbalance.org/wp-content/uploads/2021/12/CombinedPFMLChart-October-2023.pdf>

<sup>5</sup> "Analysis Model of Paid Family & Medical Leave Programs in Hawaii," December 18, 2024, Prenatal to 3 Policy Impact Center, Vanderbilt University, Nashville, TN



**LATE**

## **TESTIMONY IN SUPPORT OF SB342, RELATING TO PAID FAMILY LEAVE**

### **SENATE COMMITTEE ON LABOR AND TECHNOLOGY**

**February 10, 2025**

Aloha Chair Aquino, Vice Chair Lee, and Members of the Committee on Labor and Technology:

The Democratic Party of Hawai'i **SUPPORTS** SB342, RELATING TO PAID FAMILY LEAVE. Pursuant to the Platform of the Democratic Party of Hawai'i, the Party supports policies that ensure economic justice and prosperity for all of Hawai'i's people.

The Democratic Party of Hawai'i believes that all people have the right to live a dignified life free from poverty and poor health, and that our economy should provide prosperity to all Hawai'i's people. By supporting policies like paid family leave, we can enhance recruitment and retention of quality employees, reduce employment turnover, and boost workforce productivity and morale. This aligns with our commitment to economic justice, ensuring that all workers have safe, dignified jobs that pay a living wage, and reducing disparities in pay. Paid family leave is an investment in the well-being of our public workforce and their families, promoting equity and supporting the overall success of our public services.

Mahalo nui loa for the opportunity to testify in support of SB342, RELATING TO PAID FAMILY LEAVE. Should you have any questions or require further information, please contact the Democratic Party of Hawai'i at [legislation@hawaiidemocrats.org](mailto:legislation@hawaiidemocrats.org).



## HIPHI Board

May Okihiro, MD, MS  
Chair

John A. Burns School of Medicine,  
Department of Pediatrics

Titiimaea Ta'ase, JD  
Secretary

State of Hawai'i, Deputy Public Defender

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Misty Pacheco, DrPH  
University of Hawai'i at Hilo

Justin Puckett, CPA, MBA  
Humana

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 Network

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, 2025

To: Senator Henry J.C. Aquino, Chair  
Senator Chris Lee, Vice Chair  
Members of the Senate Committee on Labor and Technology

RE: Comments for SB 342, Relating To Paid Family Leave

Hrg: Monday, February 10, 2025, at 3:15 PM, Conference Room 224

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The Healthy Eating Active Living (HEAL) Coalition, convened by the Hawai'i Public Health Institute,<sup>1</sup> **offers comments and requests amendments** for SB 342, relating to paid family leave. This bill would provide five days of paid family leave annually for state and county employees.

It is time for Hawai'i to pass a strong family leave insurance program. Employees need paid time off to care for a newborn, newly adopted or foster child, ill family member, or other unexpected health emergency. Paid family leave guarantees that employees can cover their basic living costs, while also providing care to family members when they need it most. Thirteen states and Washington, D.C., have passed similar legislation providing partial wage replacement for family and medical leave purposes.<sup>2</sup>

### Improved Health for Mothers and Babies

Studies have shown that paid family leave is associated with a reduced risk for medical conditions that put children at risk. For example, a 2015 study in the Journal of Health Economics found that paid family leave was correlated with a 3.2 percent reduced risk of being low birthweight and a 6.6 percent lower risk of an "early term" or premature birth.

Paid family leave is essential in uplifting the health of parents and infants. It has been linked with improved blood pressure, healthier BMI, and less pain in mothers. Researchers found that infants of women with paid leave are 47 percent less likely, and mothers themselves are 51 percent less likely, to end up back in the hospital after birth compared to women without access to paid family leave or other paid leave programs.<sup>3</sup>

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<sup>1</sup> Hawai'i Public Health Institute's mission is to advance health and wellness for the people and islands of Hawai'i. We do this through expanding our understanding of what creates health of people and place, fostering partnerships, and cultivating programs to improve policies, systems, and the environments where people live, learn, work, age, and play.

<sup>2</sup> <https://www.sciencedirect.com/science/article/abs/pii/S0167629615000533>

<sup>3</sup> <https://link.springer.com/article/10.1007/s10995-017-2393-x>



### **Financial Stability**

Studies have found that paid family leave significantly impacts the economic security of families after a child is born. A 2019 report published in *Social Science Review* concluded that for families of 1-year-old children, paid family leave decreased the risk of poverty by an estimated 10.2 percent and increased household income by an estimated 4.1 percent.<sup>4</sup> The analysis found that these gains were especially concentrated for low-income mothers, who have fewer social supports for caregiving than more affluent Families.

### **Kūpuna Care**

As our kūpuna population continues to grow, paid family leave will be a vital tool in empowering families to care for their loved ones without jeopardizing their financial well-being. Our state has a rapidly aging population. According to the Department of Business, Economic Development, and Tourism, almost one in five residents is now at age 65 or older and more than one-third of all households include at least one person age 65 or older.<sup>5</sup> The elderly population is expected to continue increasing at a much faster rate than the overall population until 2030, when all baby boomers will be over the age of 65.

### **Requested Amendments**

That said, we believe that five days of paid family leave is not enough for hardworking families who are faced with the financial insecurity posed by medical emergencies. We encourage your committee to replace the contents of this bill with language from HB 755, HD1, which creates a paid family leave model that delivers 12 weeks of family leave to all workers, combines family leave and TDI into a single program for seamless administration, and preserves 26 weeks of temporary disability insurance for non-workplace related medical needs. We also suggest inserting language into this bill to require public sector employers to cover the full cost of family leave for their employees to further incentivize government employment.

We hope you will consider our comments on SB 342 and amend this measure accordingly.

Mahalo,

A handwritten signature in black ink that reads 'Nate Hix'.

Nate Hix  
Director of Policy and Advocacy

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<sup>4</sup> <https://www.journals.uchicago.edu/doi/abs/10.1086/703138>

<sup>5</sup> [https://files.hawaii.gov/dbedt/economic/reports/Elderly\\_Population\\_in\\_Hawaii-Housing\\_Dec2021.pdf](https://files.hawaii.gov/dbedt/economic/reports/Elderly_Population_in_Hawaii-Housing_Dec2021.pdf)





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-Third Legislature  
The Senate  
Committee on Labor and Technology

Testimony by  
Hawaii State AFL-CIO

February 10, 2025

## TESTIMONY IN SUPPORT OF SB342 - RELATING TO PAID FAMILY LEAVE

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

The Hawaii State AFL-CIO is a state federation of 76 affiliate labor organizations representing over 69,000 union members across Hawaii in industries including healthcare, construction, hospitality, entertainment, transportation, and government. The AFL-CIO serves its affiliates by advocating for the rights of working families, promoting fair wages, ensuring safe working conditions, and supporting policies that strengthen Hawaii's workforce.

We are in support of SB342 because paid family leave for state and county employees allows workers to care for their loved ones without risking financial security or job stability. This measure promotes fairness and dignity in the workplace by ensuring employees are supported when balancing work and caregiving responsibilities.

Paid family leave helps attract and retain skilled employees in state and county government. Research shows that workplaces offering this benefit experience reduced turnover, improved productivity, and higher employee morale. These outcomes strengthen public services and build a more effective workforce.

We urge the committee to pass this measure to enhance the well-being of Hawaii's workforce and working families.

Respectfully submitted,

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

Randy Perreira  
President

**SB-342**

Submitted on: 2/7/2025 9:06:07 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Pride at Work – Hawai‘i	Testifying for Pride at Work – Hawai‘i	Support	Written Testimony Only

Comments:

Aloha Senators,

Pride at Work – Hawai‘i is an official chapter of [Pride at Work](#) which is a national nonprofit organization that represents LGBTQIA+ union members and their allies. We are an officially recognized constituency group of the AFL-CIO that organizes mutual support between the organized Labor Movement and the LGBTQIA+ Community to further social and economic justice.

Pride at Work – Hawai‘i fully supports Senate Bill 342.

We ask that you support this needed piece of legislation.

Mahalo,

Michael Golojuch, Jr. (he/him)  
President  
Pride at Work – Hawai‘i



## SB 342, RELATING TO PAID FAMILY LEAVE

FEBRUARY 10, 2025 · LBT HEARING

**POSITION:** Comments with amendments.

**RATIONALE:** Imua Alliance **provides comments and suggested amendments** for SB 342, relating to paid family leave, which requires five days of paid family leave annually for state and county employees; and ensures the protection of wage, seniority, and other employment benefits of employees who take paid family leave.

Five days of paid family leave is not enough to care for medical emergencies. States with paid family leave programs generally enact programs that deliver at least eight to twelve weeks of family leave. **Accordingly, we urge you to replace the contents of this bill with the contents of HB 755, HD1, which would institute a paid family leave model that extends twelve weeks of family leave to all workers. We further urge you insert language into the bill requiring public sector employers to cover the full cost of family leave for public employees.**

It is time to *finally* establish a family leave insurance 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.

**Hawaii's workers need this benefit.** In a 2017 public poll, 62 percent of Hawaii respondents reported that they had wanted to take leave in the past in order to care for a new child or family

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

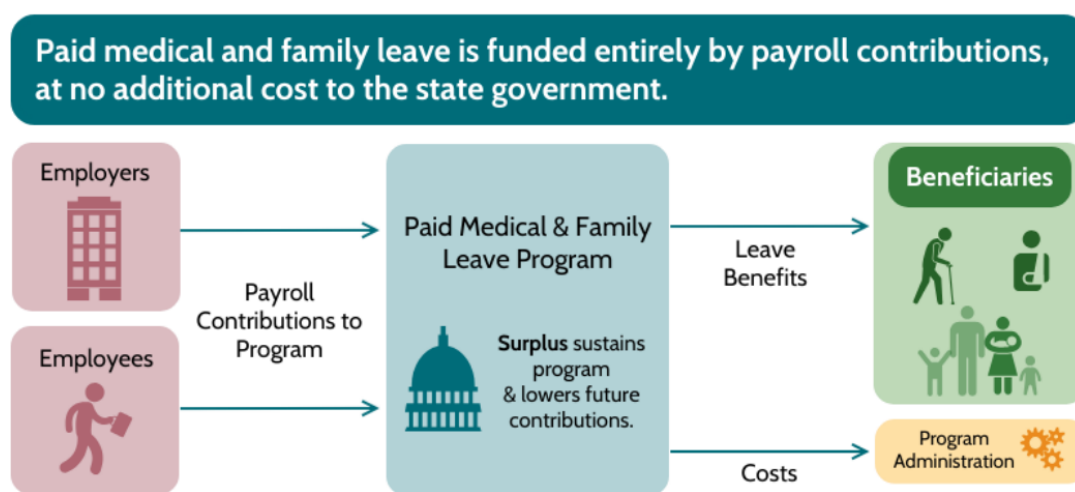
Statewide paid family and medical leave also helps even the playing field for small businesses. Most small businesses cannot afford to offer adequate paid family and medical leave to their employees, which puts them at a disadvantage in attracting and retaining the best workers. Under a statewide paid 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. 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.

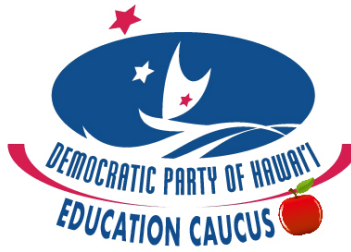
**We know this can work in Hawai'i.** Top experts on family leave have studied the usage, cost, and feasibility of implementing a family leave insurance program for the islands. Multiple studies have been performed about the establishment of family leave for Hawai'i, all of which have found that paid 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.

According to a study conducted by Prenatal-to-3 Policy Impact Center at Vanderbilt University, instituting paid family leave in Hawai'i would cost just 0.7 percent of payroll. **A worker earning \$62,000/year would pay \$217 per year in premiums for a return of \$930 per week in benefits.** Critically, the cost to administer a paid family leave program is minimal according to the Vanderbilt analysis, at between \$8 million and \$10 million, **which would be entirely financed through revenue generated by premiums paid by workers and/or employers.**



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.

***Contact us at [imuaalliance.org/contact](https://imuaalliance.org/contact).***



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

FEBRUARY 10, 2025 · LBT HEARING

**POSITION:** Comments.

**RATIONALE:** The Democratic Party of Hawai'i Education Caucus **offers comments and requested amendments** for SB 342, relating to paid family leave, which Requires five days of paid family leave annually for state and county employees. Ensures the protection of wage, seniority, and other employment benefits of employees who take paid family leave.

Five days of paid family leave is far too little for workers to care for medical emergencies, while protecting their financial needs. In recent years, the legislature has vetted proposals to provide twelve weeks of family leave to working families, which is aligned with national models. **We strongly encourage your committee to replace the contents of this bill with language from HB 755, HD1, which creates a paid family leave model that extends twelve weeks of family leave to all workers, combines family leave and TDI into one program, and preserves twenty-six weeks of TDI for those in need. We also suggest that you insert language into the bill requiring public sector employers to cover the full cost of family leave for public employees, including our state's hardworking teachers.**

Hawai'i needs to pass paid family leave to uplift hardworking families. Here is why.

***Paid family leave saves the lives of our keiki.*** A study published in *Contemporary Economic Policy* in October of 2022 found that when California mandated six weeks of paid parental leave from 2004 to 2008, 339 fewer infant deaths occurred on average when compared with states that did not mandate paid parental leave. The researchers estimated that three months of paid parental leave for the whole U.S. would save nearly one thousand infant lives per year.

Another study published in *Children and Youth Services Review* in 2020 concluded in 35 countries that belong to the Organization for Economic Cooperation and Development (OECD) that have launched or expanded paid leave policies, paid leave was associated with a decrease in mortality of infants and all children under 5. Specifically, paid maternity leave was associated with a 5.2 percent decrease in newborn death rates, a 2.4 percent decrease in infant death rates, and a 1.9 percent decrease in death rates for children under 5 years.

***Paid family leave is essential for the physical and mental health of parents.*** Paid leave has been linked with improved blood pressure, healthier BMI, and less pain in mothers. Research has found that infants of women with paid leave are 47 percent less likely to end up back in the hospital and mothers are 51 percent less likely to end up back in the hospital compared to women with no paid leave or women with no leave at all. Family leave is also linked with a lower risk for depression and psychological distress.

Paid family leave has long-term benefits Researchers from the Institute for Labor Economics have concluded that when parents have paid leave, children are more likely to graduate high school, attend college, and even earn more money as adults. Other analyses have found that paid family leave results in parents spending increased time with their infants—**not only during the leave period but also after returning to work, up until 3 years of age.** This includes mothers spending increased time reading to, talking to, and helping with homework and fathers playing with children for more hours per week.

***Paid family leave does not negatively impact employers.*** One of the only arguments against paid leave is that harms employers, especially small businesses, and the overall economy. Yet, women with paid leave are persistently shown to be less likely to leave the workforce, which saves businesses the high expense of finding and training new employees. Furthermore, employers in



numerous studies have reported that paid leave increased their ease of dealing with extended employee absences. After California enacted a paid family leave policy, for example, 90 percent of employers reported no negative impacts on their profitability, turnover, or employee morale.

According to an analysis performed by PN3 Policy Center at Vanderbilt University, instituting paid family leave in Hawai'i would cost just 0.7 percent of payroll. **A worker earning \$62,000/year would pay \$217 per year in premiums for a return of \$930 per week in benefits.**

**Contact: [educationcaucusdph@gmail.com](mailto:educationcaucusdph@gmail.com)**



## Young Democrats of Hawai'i

**Executive Board:**

Cori Terayama  
**President**

Cameron Deptula  
**Vice-President**

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Maria Glodilet Rallojay  
**Membership and Events  
Director**

Dave Nagaji  
**Campaign Director**

Jennifer Tse  
**Internal Affairs Director**

February 9, 2025

**RE: Testimony in Support of SB342, Relating to Paid Family Leave  
Hearing Date: Monday, February 10, 2025 at 3:15PM  
Conference Room: 224**

Aloha e Chair Aquino, Vice Chair Lee, and Members of the Senate Committee on Labor and Technology,

The Young Democrats of Hawai'i (YDHI) **SUPPORTS SB342, RELATING TO PAID FAMILY LEAVE.**

SB342 would provide state and county employees with five days of paid family leave annually and ensure the protection of wage, seniority, and other employment benefits of employees who take paid family leave.

YDHI supports this bill because many young adults are building their careers while also starting families or caring for aging relatives. Paid family leave ensures that we do not have to choose between our paycheck and our loved ones. At this pivotal stage of our careers, we need support to balance our professional ambitions with our personal goals and obligations. If enacted, SB342 would allow us to contribute effectively to our workplaces, our families, and the future generations of Hawai'i.

YDHI is an organization whose mission is to increase the political strength of young democrats between 18 and 35 years old by providing opportunities for civic engagement, political advocacy, and participation in the Democratic Party of Hawai'i. YDHI consists of over 1,600 members.

Mahalo nui loa for the opportunity to testify in **SUPPORT** of SB342, RELATING TO PAID FAMILY LEAVE.



**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**

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

**Monday, February 10, 2025**

**3:15 PM – ROOM 224**

**TESTIMONY IN STRONG SUPPORT OF SB342 – RELATING TO PAID FAMILY LEAVE**

Aloha, Chair Aquino, Vice Chair Lee and members of the committee:

My name is Irish Barber, and I am the Business Representative and head of IATSE Local 665. Our local represents over 800 members who work behind-the-scenes and backstage on feature films, television shows, concerts and conventions across the Hawaiian Islands. MAHALO for the opportunity to testify in **SUPPORT of SB342**.

We fully support paid family leave for both public and private sector employees to allow them to care for their families and react to life's challenges while providing peace of mind that their jobs remain intact upon their return. European governments and countries who provide paid family leave to their workers observe higher employee retention and a healthier workforce.

Although we are a private sector union, IATSE Local 665 fully-supports SB342 and similar bills that reduce stress in the workplace. Please pass SB342 as a step in the right direction for public servants. Making paid family leave commonplace will hopefully help private sector employers to adopt similar policies.

Respectfully submitted,

A handwritten signature in black ink that reads "Irish Barber".

Irish Barber  
Business Representative  
Mobile (808) 479-1770



**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  
The Senate  
Committee on Labor and Technology

Testimony by  
Hawaii Government Employees Association

February 10, 2025

S.B. 342 — RELATING TO PAID FAMILY LEAVE

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports S.B. 342, which requires five days of paid family leave annually for state and county employees.

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 S.B. 342.

Respectfully submitted,

Randy Perreira  
Executive Director



Hawai'i

Committee: Labor and Technology  
Hearing Date/Time: Monday, February 10, 2025 at 3:15pm  
Place: Conference Room 224 & Via Videoconference  
Re: **Testimony of the ACLU of Hawai'i Providing  
COMMENTS on SB342 Relating to Paid Family  
Leave**

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

The ACLU of Hawai'i **offers comments on SB342 Relating to Family Leave**, requires five days of paid family leave annually for state and county employees. It also ensures the protection of wage, seniority, and other employment benefits for employees to take paid family leave.

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)**.

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>

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<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)

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.

With this in mind, while we appreciate SB342, it does not nearly go far enough. In times of medical crisis for families, often times five days is simply not enough leave to provide piece of mind for those employees who take advantage of it. What’s more, this bill fails to provide paid family leave of any kind to the thousands of hard working individuals and families who are not employed by the State or any of the Counties.

**We urge this committee to insert the contents of HB755 HD1 into this bill as amendments.** Doing so would create a paid family leave program for all workers in the state that provides 12 weeks of paid leave and folds in TDI to create a single efficient program.

13 states and the District of Columbia have implemented paid family leave programs. It’s time for Hawai‘i to join them by providing paid family leave for all of Hawai‘i’s workers and families.

Sincerely,

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

## **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.*

American Civil Liberties Union of Hawai'i  
P.O. Box 3410  
Honolulu, Hawai'i 96801  
T: 808.522.5900  
F: 808.522.5909  
E: [office@acluhawaii.org](mailto:office@acluhawaii.org)  
[www.acluhawaii.org](http://www.acluhawaii.org)

**SB-342**

Submitted on: 2/7/2025 2:00:29 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Mike Golojuch, Sr.	Individual	Support	Written Testimony Only

Comments:

I support SB342.  
Mike Golojuch, Sr



**SB-342**

Submitted on: 2/7/2025 3:53:02 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Patricia Bilyk	Individual	Oppose	Written Testimony Only

Comments:

TO: Senator Henry Aquino, Chair, Chris Lee, Vice Chair and Members of the Committee on Labor and Technology

FROM: Patricia L Bilyk, RN, MPH, MSN, IBCLC (Retired)

DATE: Monday, February 10, 2025

TIME and PLACE: 3:15pm RM 415

RE: Paid Family Leave

Good-afternoon, I'm Patricia Bilyk, an advanced practice nurse with a specialty in Maternal Infant Nursing.

I stand opposed to SB 342 RE Paid Family Leave as the bill is written presently. I feel only providing 5 paid days of family leave for county and state employees is NOT ENOUGH!.

I feel that families with a newborn baby need MUCH MORE time with their baby to establish a solid relationship and develop a robust breastmilk supply. Yet with the plan in this bill, the employees would be torn between a pay check and caring for their baby!

I encourage this Committee to alter the Bill to include:

1. All public and private employees in the State of Hawaii
2. At least 12 weeks of paid leave
3. The employee contributes an amount from each of their pay checks or employer can share 50-50
4. Ensure protection of wage, seniority and other employment benefits.

I thank you for considering my suggestions.



**SB-342**

Submitted on: 2/9/2025 2:17:42 PM

Testimony for LBT on 2/10/2025 3:15:00 PM

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

Comments:

To: Senator Henry Aquino, Chair

Senator Chris Lee, Vice Chair

Senate Committee on Labor and Technology

Senate Committee on Ways and Means

From: Veronica Moore, Individual Citizen

Date: February 9, 2025

RE: Upcoming Hearing for SB342

Measure Title: RELATING TO PAID FAMILY LEAVE.

Report Title: State and County Employees; Paid Family Leave

To All Concerned,

My name is Veronica Moore and I am in support of Senate Bill 342 as I believe it will provide a much needed benefit to the county and state employees of Hawai'i. Thank you for introducing this bill, and I appreciate the opportunity to present testimony regarding it.

Sincerely,

Veronica M. Moore

**LATE**

**SB-342**

Submitted on: 2/10/2025 10:19:08 AM

Testimony for LBT on 2/10/2025 3:15:00 PM

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

Comments:

I strongly support paid family leave. Working individuals should have a certain quality of life that allows for paid time off to tend to urgent family matters. Not having paid time off puts people in positions of having to prioritize their livelihood over being present for critical family-life events.