



Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus Commission

Advocating for the Hawai'i LGBTQIA+ Community



Mailing Address: LGBTQ+ Commission, c/o The Department of Human Services,
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Web: <https://humanservices.hawaii.gov/lgbtq-commission/>

April 9, 2025

House's Committee on Labor
Hawai'i State Capitol
415 South Beretania Street
Honolulu, HI 96813

Hearing: Friday, April 11, 2025, at 9:30 AM

RE: Strong Support for Senate Concurrent Resolution 145 SD 1

Aloha Chair Sayama, Vice Chair Lee, and committee members,

I am writing in strong support for Senate Concurrent Resolution 145 on behalf of the Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus (LGBTQ+) Commission, which was established by the 2022 Hawai'i State Legislature with the following purpose:

“...to improve the State's interface with members of the lesbian, gay, bisexual, transgender, queer, plus community; identify the short- and long-range needs of its members; and ensure that there is an effective means of researching, planning, and advocating for the equity of this population in all aspects of state government.”

The Hawai'i State LGBTQ+ Commission writes in *strong support* of SCR 145, which seeks to move forward long-overdue efforts to establish a comprehensive paid family and medical leave program in Hawai'i. We also respectfully request an *amendment* to ensure that the LGBTQIA+ community is represented in this critical process by granting the Commission a seat on the proposed working group.

Paid family and medical leave is a vital component of a just and equitable society. It allows individuals to care for their loved ones and themselves without risking their livelihoods. For many in the LGBTQIA+ community—particularly our māhū, transgender, gender-expansive, and chosen family networks—current leave policies do not always reflect the realities of how we give and receive care.

Our communities are disproportionately affected by health disparities, economic instability, and family rejection, which makes access to inclusive and affirming paid leave policies especially urgent. Without intentional representation in the policy development process, the unique needs of our community risk being overlooked or misunderstood.

Proudly established pursuant to Hawai'i Revised Statutes Chapter 369, as enacted through Act 41, Session Laws of Hawai'i 2022

HI State LGBTQ+ Commission Testimony in Support of SCR 145 SD 1

For example:

- **Chosen Family:** Many LGBTQIA+ individuals rely on chosen family—those who are not biologically or legally related—for caregiving. Paid leave policies must reflect these relationships.
- **Health Disparities:** LGBTQIA+ people, particularly transgender individuals, face higher rates of chronic illness and may require medical leave not accounted for in standard policies.
- **Economic Inequality:** LGBTQIA+ people, especially LGBTQIA+ people of color, experience higher rates of poverty and may be less likely to have access to employer-sponsored leave benefits.

As a body created to elevate and protect the interests of Hawai'i's LGBTQIA+ community, the Commission is well-positioned to provide guidance on inclusive definitions, implementation practices, and equity-focused outcomes for this working group. Our participation will help ensure that no one is left behind in the creation of this essential program.

We urge you to PASS SCR145 and amend it to grant the Hawai'i State LGBTQ+ Commission a seat on the working group convened by the Department of Labor and Industrial Relations.

Mahalo for your leadership and commitment to building a more equitable Hawai'i for all.

If you or any member of your staff has any questions regarding my testimony you can reach me at hawaiistatelgbtqpluscommission@gmail.com.

With gratitude,

Michael Golojuch, Jr. (he/him)
Vice Chair
[Hawai'i State LGBTQ+ Commission](#)



STATE OF HAWAII
OFFICE OF WELLNESS AND RESILIENCE
KE KE'ENA KŪPA'A MAULI ŌLA
OFFICE OF THE GOVERNOR
415 S.BERETANIA ST. #415
HONOLULU, HAWAII 96813

Testimony in SUPPORT of S.C.R. 145 SD1

Representative Jackson Sayama, Chair
Representative Mike Lee, Vice Chair
House Committee on Labor

April 11, 2025, at 9:30 a.m., Room Number: 309

The Office of Wellness and Resilience (OWR) in the Governor's Office **SUPPORTS** S.C.R. 145 SD1.

Established through Act 291 (Session Laws of Hawai'i 2022) the overall aim of the OWR is to make Hawai'i a trauma-informed state. OWR is focused on breaking down barriers that impact the physical, social, and emotional well-being of Hawai'i's people. OWR explores avenues to increase access and availability to mental, behavioral, social, and emotional health services and support. In this effort, the OWR is dedicated to addressing adverse childhood experiences (ACEs) from keiki to kupuna.

Research shows that paid family leave is one of the most concrete supports for families to avoid ACEs. Studies show that states with extended family leave policies were associated with increase in health of the child by the additional time in breastfeeding duration, parental engagement, and parental mental health.¹ Infancy and childhood are extremely important times in contributing to physical health, mental health, learning, and overall well-being in life. When families are provided with an environment where they can nurture their infant without fear of losing their income, they can attend to their children in a stress-free and attentive environment in this crucial time of their child's life. Providing family leave is one of the most concrete supports families can be provided to mitigate trauma and address their well-being.

In addition to paid family leave being one way to address overall well-being, paid family leave can serve as a strategy improve worker recruitment and retention. The OWR conducted the Hawai'i Quality of Life and Well-Being Survey², with more than 10,000 residents from our state responding, resulting in it being the largest statewide survey on health and well-being in Hawai'i ever. In this survey, we asked our State workers what are the most important benefits to them. Paid family leave was identified as very important by 4 of 5 state employees, making it one of the top 5 most important benefits for this group.

¹ Lindsey Rose Bullinger. The Effect of Paid Family Leave on Infant and Parental Health in the United States, Journal of Health Economics, Volume 66, 2019, Pages 101-116, ISSN 0167-6296, <https://doi.org/10.1016/j.jhealeco.2019.05.006>.

² Barile, J. P., Orimoto, T., Kook, J., Chae, S. W., Dgheim, D., Rivera, C., Helfner, S., Turner, H., Thompson, K., Yamauchi, E., Leipold, N., & Hartsock, T. (2024). Hawai'i quality of life and well-being dashboard. Partnership for Wellness & Resilience, Health Policy Initiative, University of Hawai'i at Mānoa.

S.C.R. 145 SD1 provide an important and unique opportunity for the Legislature, State departments, unions, and community partners to collectively analyze and put forward an action plan to implement paid family leave in our state in a feasible manner.

Thank you for hearing these measures and for the opportunity to testify.

Tia L.R. Hartsock, MSW, MSCJA
Director, Office of Wellness & Resilience
Office of the Governor



April 10, 2025

Position: Support of SCR145 SD1

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

From: Llasmin Chaîne, LSW, Executive Director, Hawai'i State Commission on the Status of Women

Re: Testimony in Support of SCR145 SD1, Requesting DLIR Convene a Legislative Working Group to Develop Recommendations for Establishing and Implementing a Paid Family and Medical Leave Program for the State

Hearing: Friday, April 11, 2025, 9:30 a.m.
Conference Room 309, State Capitol

On behalf of the Hawai'i State Commission on the Status of Women (HSCSW), I would like to thank the Committee for hearing this important resolution. I would like to offer comments in support of SCR145 SD1.

As the state entity responsible for gender equality and equity advocacy activities, policy and program development efforts, available economic and educational opportunities, governmental and nongovernmental activities and information relating to the status of women, the HSCSW has previously collaborated on paid family and medical leave efforts. HSCSW engages with State agencies and community stakeholders to address the emotional and financial strain that the state's caregivers experience and participates in legislative advocacy to address the inequity within our existing socio-economic infrastructures, which disproportionately impacts working women.

I would appreciate being **included in the working group and an opportunity to collaborate on the development of recommendations for the establishment and implementation of a paid family and medical leave program for the State, shifting some of the socio-economic infrastructure inequities towards equality and better outcomes for Hawai'i's girls and women.** Given the Legislature's desire for "a continuing body to aid in the implementation of its recommendations, to develop long-range goals, and to coordinate research planning, programming, and action on the opportunities, needs, problems, and contributions of women in Hawai'i", as stated in HRS 367, sections 1-5, and the **HSCSW Executive Director's experience with statewide outreach and policy development efforts,** inclusion of the HSCSW would align with its mandate and be advantageous, given the working group's stated scope and goals.

I offer the following amendment to this resolution for your consideration, with the HSCSW Executive Director added to the working group.:

- **SCR145 SD1:**

- Proposed resolution amendment to workgroup members, on page 5, lines 34-41, and page 6, lines 1-38:

(5) The Executive Director of the Hawaii State Commission on the Status of Women;

~~(5)~~ **(6)** A representative from the Hawaii State Teachers Association, to be invited by the chairperson of the working group;

~~(6)~~ **(7)** A representative from the United Public Workers, AFSCME Local 646, AFL-CIO, to be invited by the chairperson of the working group;

~~(7)~~ **(8)** A representative from the Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO, to be invited by the chairperson of the working group;

~~(8)~~ **(9)** A representative from Aloha United Way, to be invited by the chairperson of the working group;

~~(9)~~ **(10)** A representative from the American Association of University Women of Hawaii, to be invited by the chairperson of the working group;

~~(10)~~ **(11)** A representative from an organization representing the interests of businesses with fewer than fifty employees, to be selected and invited by the Senate President;

~~(11)~~ **(12)** A representative from an organization representing the interests of businesses with fewer than fifty employees, to be selected and invited by the Speaker of the House of Representatives;

~~(12)~~ **(13)** A representative from AARP Hawaii, to be invited by the chairperson of the working group;

~~(13)~~ **(14)** A representative from the University of Hawaii Professional Assembly, to be invited by the chairperson of the working group;

~~(14)~~ **(15)** A representative from Hawaii Children's Action Network Speaks!, to be invited by the chairperson of the working group;

~~(15)~~ **(16)** A representative from a private insurance company offering Temporary Disability Insurance benefits in the State or an association of insurers, to be selected and invited by the Governor; and

~~(16)~~ **(17)** Any other individual whom the chairperson of the working group deems necessary or to have relevant experience, knowledge, or expertise, to be selected and invited by the chairperson of the working group; and

We are grateful for the Legislature's ongoing investment in our keiki, working mothers and their families. I respectfully urge this Committee to **pass SCR145 SD1**. Thank you for this opportunity to submit testimony in support of this resolution with comments.

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

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENN A 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
BRENN A H. HASHIMOTO
Director, Department of Human Resources Development

Before the
HOUSE COMMITTEE ON LABOR
Friday, April 11, 2025
9:30 AM
State Capitol, Conference Room 309

In consideration of
**SCR145 SD1, REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL
RELATIONS TO CONVENE A WORKING GROUP TO DEVELOP
RECOMMENDATIONS FOR ESTABLISHING AND IMPLEMENTING A PAID FAMILY
AND MEDICAL LEAVE PROGRAM FOR THE STATE.**

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

The Department of Human Resources Development (HRD) offers the following comments for SCR145 SD1 requesting the Department of Labor and Industrial Relations (LBR) to convene a working group to develop recommendations for establishing and implementing a paid family and medical leave program for the state.

The resolution requests a working group be established for the purpose of:

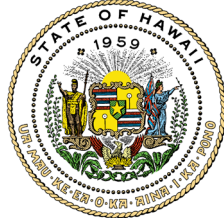
- Recommend parameters for a statewide paid family and medical leave program that benefits both public and private sector workers;
- Review the impact of federal and state regulations on the establishment of a paid family and medical leave program;
- Review independent studies, research, and other information regarding paid family and medical leave;
- Develop an implementation plan that outlines an administrative framework for paid family and medical leave, including departmental oversight, projected costs, employer and employee contribution rates, staffing needs, outreach to employers and employees, and potential timelines for program enactment and the initiation of benefits distribution;

- Examine and address how the State's Temporary Disability Insurance (TDI) program may interface with or complement the paid family and medical leave program, including the feasibility, cost-benefit analysis, and a general roadmap for transitioning the existing private TDI program to an expanded public program that includes or complements paid family and medical leave benefits; and
- Review other relevant subject matter items necessary to fulfill its purpose.

We support the intent of the resolution, and as it is a program intended for both public and private-sector employees, we recommend the following amendment to ensure there is input from public employers at the State and County levels of government. On page 5, line 32:

(4) The Director of the Department of Human Resources Development, the directors of the central personnel agencies of the city and county of Honolulu, the county of Hawaii, the county of Maui, the county of Kauai, the judiciary, the department of education, the University of Hawaii, and the Hawaii health systems corporation, or their designees;

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



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

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

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

CAROLINE CADIRAO
DIRECTOR
Executive Office on Aging

Telephone
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**Testimony in SUPPORT of SCR145 SD1
REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
TO CONVENE A WORKING GROUP TO DEVELOP RECOMMENDATIONS FOR
ESTABLISHING AND IMPLEMENTING A PAID FAMILY AND MEDICAL LEAVE
PROGRAM FOR THE STATE.**

COMMITTEE ON LABOR
REP. JACKSON D. SAYAMA, CHAIR
REP. MIKE LEE, VICE-CHAIR

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

Hearing: Friday, April 11, 2025, 9:30 A.M., Conference Room 309

EOA Position: The Executive Office on Aging (EOA), an attached agency to the Department of Health (DOH) **supports SCR145 SD1.**

Purpose and Justification: This measure requests the Department of Labor and Industrial Relations (DLIR) to convene a working group to develop recommendations for establishing and implementing a paid family and medical leave program for the State.

According to the U.S. Bureau of Labor Statistics most working people in the United States do not have paid family leave through their jobs. Even unpaid leave under the federal Family and Medical Leave Act is inaccessible for 69 percent of Hawai'i residents. Most workers don't qualify or can't afford to take unpaid leave.

Between 2020 and 2030 the population of those age sixty-five and over is expected to increase significantly by 22.5%. As Hawai'i's aging population continues to rise many caregivers struggle to balance full or part-time work with caring for their loved one. A paid family and medical leave program would provide a work/life balance for caregivers.

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

Recommendation: EOA supports this resolution and defers to DLIR on its implementation.

Thank you for the opportunity to testify.

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

April 11, 2025

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

Date: Friday, April 11, 2025
Time: 9:30 a.m.
Place: Conference Room 309, State Capitol

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

Re: S.C.R. 145 SD1 LEGISLATIVE WORKING GROUP
PAID FAMILY AND MEDICAL LEAVE

Chair Sayama, Vice Chair Lee, and Members of the House Committee on Labor:

The **DLIR supports the intent** of SCR145 SD1, provided the department's budget requests are prioritized, adequate funding is provided to carry out the purposes of the resolution, and it does not adversely impact priorities identified in the Governor's Executive Supplemental Budget Request for FB25-27. The department also recommends amendments.

SCR145 SD1 requests the department to:

- 1) Convene a working group to develop recommendations for establishing and implement a paid family and medical leave (PFML) program, and
- 2) Conduct an actuarial study of the State's workforce, employers, potential beneficiaries, and other elements necessary to implement a PFML program.

The DLIR is supportive of a Working Group to assist Hawaii in organizing and developing a successful PFML program by defining the scope and issues outlined in the Resolution. The department will assist with structuring the group to help ensure effective collaboration and engagement among members.

A cornerstone of such an effort involves procuring legal analysis and suggested statutory language to avoid the potential conflicts and challenges involved in establishing a new benefit program that avoids harming Hawaii's exemption for Prepaid Health Care Law from preemption by the Employee Retirement Income Security Act (ERISA).

This cornerstone is necessary to ensure the Working Group has the basis to review the

impacts of other laws (FMLA, Hawaii Family Leave, TDI, Hawaii Employment Security Law) and the ability to develop recommendations for establishing and implementing a PFML program that would not conflict with these laws in addition to the Prepaid Law.

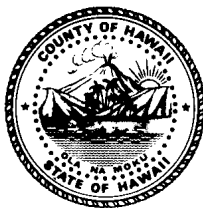
A separate actuarial study is vital to understanding the costs with establishing, implementing, and operating a PFML program and crucial for the Working Group to develop a recommendation as to how such a program may interface with TDI or whether an expansion of TDI is warranted.

To effectuate the purpose and intent of SCR145 SD1 the department suggests the following improvements:

- An appropriation of \$1.5M for a legal analysis and recommended language to address potential federal & state law conflicts (\$250,000), an actuarial study (\$500,000), and independent consultants & facilitation (\$750,000) as outlined on Pages 7 & 8.
- The DLIR appreciates the utilization of independent consultants and administrative facilitators as the department's resources and expertise are limited. To solidify the duties of the consultants and facilitators, the DLIR recommends the following changes (underlined), Pages 7-8 starting on line 39:
 - (A) Review and legal analyses of relevant federal and state laws, regulations, and programs, including ERISA, 29 CFR Part 825, FMLA, Prepaid Health Care Law, Hawaii Family Leave Law, and Employment Security Law;
 - (B) Comparative analyses of the federal and state laws with recommended statutory language;
 - (C) Actuarial analysis of Hawaii's workforce, employers, and beneficiaries;

Note: the existing (C) becomes (D) and (D) becomes (E) and because there's no (E) in the SD1 (F) remains as it is.

- Add the Insurance Commissioner as a member of the Working Group as the Insurance Commissioner and the Department of Commerce and Consumer Affairs regulates insurance rates and premiums.
- Adding the Hawaii Employment Security Law as well as the pertinent FMLA provisions of the Code of Federal Regulations (29 CFR §825.209 Maintenance of employee benefits and §825.701 Interaction with State Laws) to paragraph (2) on Pg. 4.
- Changing the required report to the 2026 Legislature as an interim report with the final report due to the 2027 Legislature.
- Providing flexibility in the timeline for the Working Group in accomplishing its tasks if the DLIR encounters serious challenges involving federal funding or federal program changes under the new federal administration.



HAWAI'I COUNTY COUNCIL - DISTRICT 2

25 Aupuni Street • Hilo, Hawai'i 96720

DATE: April 9, 2025
TO: House Committee on Labor
FROM: Jennifer Kagiwada, Council Member
Council District 2
SUBJECT: SCR 145 SD1

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

I write in support of SCR 145 SD1, which will establish a working group to continue the discussion around paid family leave. This year's bills have been deferred, but the need for stronger programs to protect our working families continues to grow. The economic success of our state is linked to the well-being of our workforce, and similar programs in other states demonstrate that paid family leave benefits businesses and workers. In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often the primary caregivers of infants, children, and elderly parents, are significantly and disproportionately affected by the absence of paid family leave. No one should have to sacrifice their financial well-being to care for their keiki or kupuna. The majority of Hawai'i's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawai'i law only provides a four-week extension of unpaid leave to employees of large employers with more than one hundred employees.

All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki and family members who are seriously ill. Hawai'i has one of the fastest growing populations over the age of 65 in the nation. From 2020 to 2030, the percentage of people aged 65 and over is expected to increase to 22.5 percent of the state's population. Nearly one-third of workers who do not have access to family leave will need time off to care for an ill spouse or elderly parent. Multiple studies have shown that family leave programs can be established in a manner that is affordable for small businesses and our state. When medical emergencies arise, no one should be forced to choose between caring for their loved ones or earning a paycheck.

Please support SCR 145 SD1 to work towards a solution.

Mahalo,

A handwritten signature in black ink, appearing to read "Jenn Kagiwada", is written over a light blue circular stamp.

Jenn Kagiwada

SCR-145-SD-1

Submitted on: 4/10/2025 8:05:45 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Caroline Kunitake	Honolulu County Committee on the Status of Women	Support	Written Testimony Only

Comments:

Dear Chair Jackson Sayama, Vice Chair Mike Lee, and Committee on Labor,

The Honolulu County Committee on the Status of Women **strongly supports SCR 145, SD1** to REQUEST THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DEVELOP RECOMMENDATIONS FOR ESTABLISHING AND IMPLEMENTING A PAID FAMILY AND MEDICAL LEAVE PROGRAM FOR THE STATE.

The Honolulu County Committee on the Status of Women was created pursuant to state law, Hawaii Revised Statutes (“H.R.S.”) Section 367-4. The mission of the Committee is to (1) address issues and concerns of women in the City and County of Honolulu and advise, make recommendations and follow-up evaluations to the Mayor and City Council; (2) advance the status of women through education, awareness, development, and training; (3) and, acknowledge , nurture, and learn from the diverse culture Honolulu’s women have to offer.

Unlike the majority of developed countries worldwide, the United States does not guarantee paid annual leave, paid time off for illness or family care, or paid parental leave. Without these policies, balancing the responsibilities of work and family can be difficult for employees—negatively impacting productivity, making recovery from major illnesses or injuries difficult, and in some cases inhibiting the healthy development of children. For the millions of Americans without paid sick days, a decision to stay home to care for a sick child or family member could jeopardize their job or family income.

Paid Family and Medical Leave (PFML) resolution will create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145, SD1 moves to continue stakeholder collaboration.

Thank you for this opportunity to testify in strong support of SCR145, SD1. We appreciate your time and consideration of this important resolution. Working families in Hawaii need supportive policies and programs so they are not forced to immediately choose between their employer and their family's caregiving needs.

Mahalo,
Caroline Kunitake
Honolulu County Committee on the Status of Women



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**The State Legislature
House Committee on Labor
Friday, April 11, 2025
Conference Room 309, 9:30 a.m.**

TO: The Honorable Jackson Sayama, Chair
FROM: Keali'i Lopez, State Director, AARP Hawaii
RE: Strong Support for SCR 145, SD1 -Relating to Working Group for Paid Family Leave

Aloha Chair Sayama and Members of the Committee:

I am Keali'i Lopez, State Director for AARP Hawai'i. AARP is a nonprofit, nonpartisan, social impact organization dedicated to empowering people 50 and older to choose how they live as they age. We advocate at the state and federal level for the issues that matter most to older adults and their families. On behalf of our nearly 135,000 members statewide, we thank you for the opportunity to share our testimony.

AARP is in strong support of SCR 145, SD1 which convenes a legislative working group to develop recommendations for establishing and implementing a paid family and medical leave program for the state. We appreciate and thank the legislature for the opportunity to serve on this working group.

As noted in AARP's 2023 report, Valuing the Invaluable: Strengthening Supports for Family Caregivers, an estimated 154,000 family caregivers in Hawai'i provide \$2.6 billion of unpaid care. Many of these caregivers work full- or part-time jobs while supporting their loved ones. Nationally, 60% of family caregivers of adults worked either full-time or part-time in 2023. Forty percent of caregivers cite the emotional stress of juggling caregiving with paid work as their biggest challenge. Many of these family caregivers, including adults sandwiched between caring for older family members and children at home, are struggling to manage both their caregiving responsibilities and the jobs they need. Thirty percent of all caregivers are caring for two generations. Many family caregivers must cut back their work hours or even leave the workforce to care for loved ones. Career disruptions and breaks due to caregiving can lead to substantial economic risk and even long-term financial struggles for caregivers.

SCR 145, SD1's proposed working group can develop recommendations on a paid family leave policy and program that supports working family caregivers to better balance their job and family responsibilities, reducing their stress and allowing them to better support their loved ones. Establishing a paid family leave program in Hawaii would allow workers to take time off

and still receive part of their income when they need to care for the health needs of their loved one(s), or to bond with a new child. Paid leave would provide a critical lifeline to working family caregivers, yet just 21 percent of workers have paid family leave through their jobs.

A paid family leave program in Hawaii will benefit workers, employers, and the economy by helping family caregivers remain at their jobs. According to AARP's Valuing the Invaluable report, "when caregivers are unable to continue balancing work and caregiving responsibilities, employers are faced with the loss of valuable, experienced workers and the cost of hiring new employees."

Results of a 2024 AARP Hawaii survey of voters 40 years of age and older indicated that most voters (88%) support some amount of paid family leave for working family caregivers. And a majority of voters (56%) want government to do more to support family caregivers.

SCR 145, SD1 demonstrates Hawaii's commitment to helping working Hawaii residents and their families, supporting small businesses, and will benefit workers, employers, and the economy by helping family caregivers remain at their jobs.

Thank you very much for the opportunity to testify in **Strong Support of SCR 145,SD1.**



Testimony to the House Committee on Labor

Friday, April 11, 2025

9:30 a. m.

State Capitol Conference Room 309 and via videoconference

Re: SCR 145 SD 1 Requesting the Department of Labor and Industrial Relations to convene a working group to develop recommendations for establishing and implementing a paid family and medical leave program for the State.

Dear Chair Sayama, Vice Chair Lee, and Honorable Members of the House Committee on Labor:

I am Gary Simon, a member of the board of the Hawai'i Family Caregiver Coalition, whose mission is to improve the quality of life of those who give and receive care by increasing community awareness of caregiver issues through continuing advocacy, education, and training. I am offering testimony on behalf of the Hawai'i Family Caregiver Coalition.

The Hawai'i Family Caregiver Coalition strongly supports SCR 145 SD 1.

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

Developing a paid family leave policy and program will allow working family caregivers to care for their loved ones without sacrificing their job and income. Family caregivers and their care recipients deserve our support.

We urge you to support paid family leave and SCR 145 SD 1, and we urge you to recommend its passage.

Mahalo for seriously considering the resolution.

Very sincerely,

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

Gary Simon



Email garysimon@hawaii.rr.com



1200 Ala Kapuna Street • Honolulu, Hawai'i 96819
Tel: (808) 833-2711 • Fax: (808) 839-7106 • Web: 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: SCR145, SD1

Position: Support

Hearing: Friday, April 11, 2025, 9:30 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) supports SCR145, SD1 which calls for the establishment of a legislative working group to develop recommendations for implementing a paid family and medical leave program in Hawai'i. We believe that access to paid family leave is essential for the well-being of Hawai'i's working families. Currently, many of our keiki and their families face significant challenges balancing work and caregiving responsibilities. The high cost of living in Hawai'i exacerbates these challenges, with a significant portion of Hawaii residents struggling to make ends meet, as highlighted by ALICE data.

Further, the absence of a paid family leave program disproportionately affects women and people of color, who often bear a greater caregiving burden. This not only creates financial strain but also hinders career advancement and economic stability. In addition, Hawai'i faces critical workforce challenges, needing to recruit and retain over 1,200 teachers and experiencing high vacancy rates in state and county employment. A paid family leave program can serve as an important tool to attract and retain valuable employees in these crucial sectors.

This working group is crucial to bringing together diverse stakeholders to create a comprehensive and effective paid family leave program tailored to Hawai'i's unique needs. By examining various parameters, including duration of leave, wage replacement systems, and coverage for all employees, the working group can develop a unified plan that benefits both public and private sector workers. HSTA is committed to participating in this process and advocating for a program that supports Hawai'i's families and strengthens our community.

Mahalo.



**Parents And
Children Together**
BUILDING THE RELATIONSHIPS
THAT MATTER MOST

ParentsAndChildrenTogether.org

TESTIMONY IN SUPPORT OF SCR 145 SD1

TO: Chair Sayama, Vice-Chair Lee, & Members,
House Committee on Labor
FROM: Ryan Kusumoto, President & CEO
DATE: April 11, 2025 at 9:30 AM

Parents and Children Together (PACT) offers testimony in support of SCR 145 SD1, which requests the convening of a legislative working group to develop recommendations for establishing and implementing a paid family and medical leave program for the state. Paid Family Leave supports family well-being and the economy. It increases health equity among different racial and socioeconomic groups AND helps to increase worker retention and loyalty. The need for stronger programs to protect our working families continues to grow.

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

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



HAWAII STATE AFL-CIO

888 Mililani Street, Suite 501 • Honolulu, Hawaii 96813
Telephone: (808) 597-1441 • Fax: (808) 593-2149

The Thirty-Third Legislature
House of Representatives
Committee on Labor

Testimony by
Hawaii State AFL-CIO

April 11, 2025

TESTIMONY IN SUPPORT OF SCR145 SD1 – REQUESTING THE DEPARTMENT OF LABOR AND
INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DEVELOP RECOMMENDATIONS
FOR ESTABLISHING AND IMPLEMENTING A PAID FAMILY AND MEDICAL LEAVE PROGRAM FOR
THE STATE

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

The Hawaii State AFL-CIO is a state federation of 76 affiliated labor organizations representing more than 69,000 union members across Hawaii in government and industries such as healthcare, construction, hospitality, entertainment, and transportation. We serve our 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 support SCR145 SD1 because Hawaii's workforce urgently needs a comprehensive, statewide paid family and medical leave program. Too many working families are forced to choose between keeping their jobs and caring for a child, a sick loved one, or managing a personal health crisis. Current family leave laws in Hawaii only offer unpaid leave and exclude most workers. Many simply cannot afford to take time off without pay.

Rising costs of living and health care make unpaid time off even more damaging. Without paid leave, a temporary emergency can quickly lead to long-term financial hardship. Hawaii cannot afford to continue to ignore this problem. A legislative working group is a step forward to develop a fair, sustainable solution. A strong public program will improve retention, support small businesses, and strengthen economic stability for working families. We urge the committee to pass this measure.

Respectfully submitted,

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

Randy Perreira
President

To: House Committee on Labor
Re: **SCR 145, SD1 – Requesting the Department of Labor and Industrial Relations to convene a working group to develop recommendations for establishing and implementing a Paid Family and Medical Leave Program for the State**
Hawai'i State Capitol & Via Videoconference
April 11, 2025, 9:30 AM

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

On behalf of Hawai'i Children's Action Network Speaks!, I am submitting this testimony in **SUPPORT of SCR 145, SD1**. This resolution requests the Department of Labor and Industrial Relations to convene a working group to develop recommendations for establishing and implementing a Paid Family and Medical Leave Program for the state.

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

The United States is the only developed country without national paid family leave.¹ 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 paid family leave laws.**² California was the first state to pass paid family leave, about 20 years ago. Hawai'i should join them.

Paid family and medical leave 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 while taking leave, employers do not need to pay them while they are on leave.**

In addition, paid leave helps children by helping their parents. Research has found that states with paid family leave have seen significant **health, social and economic benefits.**³ Families who have access to paid leave – especially working women – are healthier, more economically secure, more likely to stay in the workforce, and **less likely to need public benefits.**

This resolution requests the establishment of a working group composed of legislators, family advocates, nonprofit organizations and government agencies. The working group could figure out how to enact and implement paid family and medical leave to support Hawai'i families.

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

Sincerely,

Nicole Woo
Director of Research and Economic Policy

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

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

³ https://www.abetterbalance.org/wp-content/uploads/2021/09/PFML_Health-Case_Fact-Sheet_11.30.21.pdf



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 House of Representatives
Committee on Labor

Testimony by
Hawaii Government Employees Association

April 11, 2025

S.C.R 145, S.D. 1/S.R 117, S.D. 1 — REQUESTING THE DEPARTMENT OF LABOR
AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DEVELOP
RECOMMENDATIONS FOR ESTABLISHING AND IMPLEMENTING A PAID FAMILY
AND MEDICAL LEAVE PROGRAM FOR THE STATE.

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports S.C.R. 145, S.D. 1/S.R. 117, S.D. 1, which convenes a working group to develop recommendations for establishing and implementing a paid family leave program for the state.

As Hawaii's largest union with roughly 35,000 active and retiree members, we appreciate the inclusion of being a-part of this working group. 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 can allow employees personal and professional flexibility.

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 an equitable program can serve as one of many tools, to help accomplish this.

Thank you for the opportunity to provide testimony in support of S.C.R. 145, S.D. 1/S.R. 117, S.D. 1.

Respectfully submitted,


Randy Perreira
Executive Director



CATHOLIC CHARITIES HAWAII

TESTIMONY IN SUPPORT OF SCR 145: REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DEVELOP RECOMMENDATIONS FOR ESTABLISHING AND IMPLEMENTING A PAID FAMILY AND MEDICAL LEAVE PROGRAM FOR THE STATE.

TO: House Committee on Labor
FROM: Tina Andrade, President and CEO, Catholic Charities Hawaii
Hearing: **Friday, 4/11/2025, 9:30 AM; via Videoconference or Room 309**

Chair Sayama, Vice Chair Lee, and Members, Committee on Labor:

Catholic Charities Hawaii strongly supports SCR 145, SD1, which requires the Department of Labor and Industrial Relations to convene a working group to develop recommendations for a State family and medical leave insurance program.

Catholic Charities Hawaii (CCH), a community-based organization, has provided social services in Hawaii for over 77 years, assisting 40,000 people annually. Our services target the most vulnerable in Hawaii, including elders, veterans, children, families, houseless individuals, and immigrants. This bill is one of our economic justice priorities.

During these uncertain times, the need for paid family and medical leave has never been more critical. Middle-class, ALICE, and low-income families face immense financial and emotional hardships when they cannot work due to family or medical emergencies. **No one should have to choose between a paycheck and a loved one.**

Paid leave is not just an economic necessity—it's a **public health imperative** that helps combat disease and reduces healthcare costs. Yet, only one in four private sector workers have access to this essential benefit, with low-income workers disproportionately affected. **Without paid leave, a sudden illness or family crisis can lead to extreme stress, financial instability, and even homelessness.**

Supporting paid family and medical leave aligns with Hawaii's commitment to retaining its workforce and strengthening local businesses. Employers who provide paid leave see increased **employee retention and recruitment**, yet most small businesses cannot afford to finance this benefit on their own. A statewide program would ensure working families receive the support they need—without placing a heavy financial burden on businesses.

Catholic Charities Hawaii strongly urges the State to take action by studying the best approach to implement paid family and medical leave. The findings of this study will help lawmakers craft a **fair, effective, and financially sustainable** program that benefits Hawaii's workers and employers alike.

If you have any questions, please contact our Legislative Liaison, Betty Lou Larson at (808) 527-4813.



CLARENCE T. C. CHING CAMPUS • 1822 Ke'eumoku Street, Honolulu, HI 96822
Phone (808) 527-4813 •



SCR-145-SD-1

Submitted on: 4/9/2025 4:15:45 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Michael Golojuch, Jr. (he/him)	Pride at Work – Hawai‘i	Support	Remotely Via Zoom

Comments:

Aloha Representatives,

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 Concurrent Resolution 145 SD 1.

We ask that you support this needed resolution.

Mahalo,

Michael Golojuch, Jr. (he/him)

President

[Pride at Work – Hawai‘i](#)



COMMITTEE ON LABOR

Rep Sayama, Chair

Rep Lee, Vice Chair

SCR145 SD1

POSITION: SUPPORT

Hearing Date: Friday, April 11 9:30 am Conf Room 309

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

I am writing today in **STRONG SUPPORT of SCR 145 SD1/SR117 which convenes a legislative working group for a paid family and medical leave program for the state.**

It is important that the working group develop recommendations on a paid family leave policy and program that supports working family caregivers to better balance their job and family responsibilities, reducing their stress and allowing them to better support their loved ones. Paid leave provides a safety net for working people and is an essential part of a healthy economy, leading to greater job retention and satisfaction.

The new 2024 State of ALICE in Hawaii report showed that 15% of all households in Hawaii currently face financial difficulty with the financial costs of caregiving for someone other than a child. Family caregivers are the backbone of Hawaii's long term care system. They provide countless hours of care that range from bathing, preparing meals and escorting loved ones for medical visits. Many are juggling family responsibilities while working to pay household expenses and keep a roof over their heads. Some are the sandwich generation caring for both aging kupuna and younger keiki in school.

Women, who are statistically more likely to be ALICE, are also more likely to experience caregiving burdens at the expense of their own economic mobility. Convening a working group that includes voices from across sectors—public agencies, labor, business, nonprofits, and caregivers themselves—will ensure that the resulting policy is both equitable and practical.

Developing a paid family leave policy and program would allow working family caregivers to care for their loved without sacrificing their job and income. They deserve our support. Mahalo for the opportunity to testify on this important issue and for your action to support ALICE families.

Sincerely,

Michelle Bartell

President & CEO

Aloha United Way



SCR 145, SD1, REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DEVELOP RECOMMENDATIONS FOR ESTABLISHING AND IMPLEMENTING A PAID FAMILY AND MEDICAL LEAVE PROGRAM FOR THE STATE

APRIL 11, 2025 · LAB HEARING

POSITION: Support.

RATIONALE: Imua Alliance supports SCR 145, SD1, which establishes a working group to develop recommendations for establishing a paid family and medical leave program. 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.

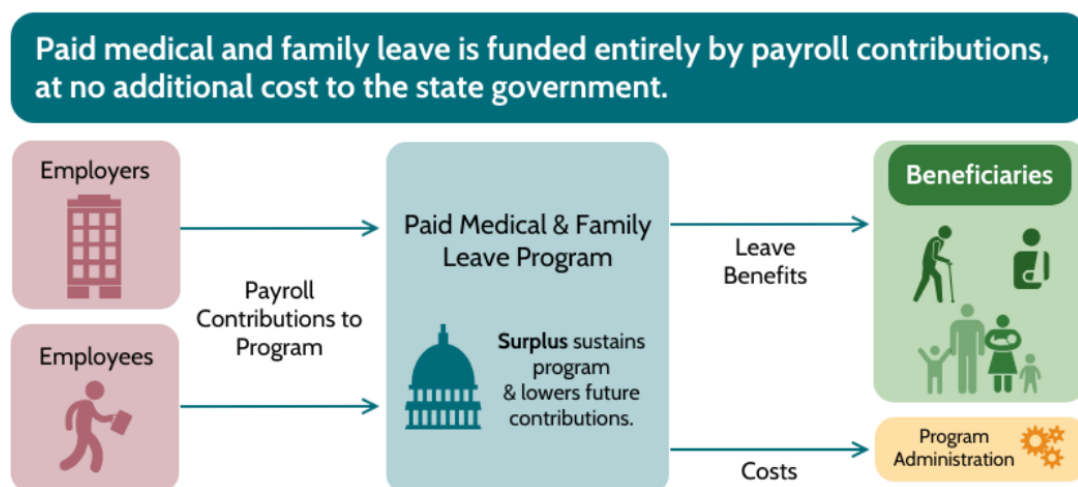
This program would help Hawaii's businesses. Family leave insurance increases worker retention and loyalty. Workers who have access to family leave benefits are more likely to return to work after their leave is over. In a 10-year study of the California family leave insurance program, businesses reported 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.

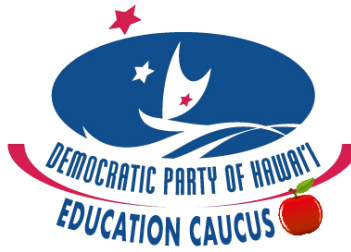
We know this can work in Hawai'i. Top experts on family leave have studied the usage, cost, and feasibility of implementing a family leave insurance program for the islands. Multiple studies have been performed about the establishment of family leave for Hawai'i, all of which have found that paid family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



SCR 145, SD1, REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DEVELOP RECOMMENDATIONS FOR ESTABLISHING AND IMPLEMENTING A PAID FAMILY AND MEDICAL LEAVE PROGRAM FOR THE STATE

APRIL 11, 2025 · LAB HEARING

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus supports SCR 145, SD1, which establishes a paid family and medical leave working group.

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



April 10, 2025

Chairman of the Board
Brandt Farias

President
Zia Khan, MD

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

Serving Hawaii since 1948

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

For more information on the AHA's educational or research programs, visit www.heart.org or contact your nearest AHA office.

Representative Jackson Sayama, Chair
Representative Mike Lee, Vice Chair
Members of the House Committee on Labor

American Heart Association Testimony for SCR 145 SD1 "Relating to Family Leave"

The American Heart Association (AHA) is pleased to support SCR 145 SD1, REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DEVELOP RECOMMENDATIONS FOR ESTABLISHING AND IMPLEMENTING A PAID FAMILY AND MEDICAL LEAVE PROGRAM FOR THE STATE.

SCR 145 seeks to establish a working group to:

1. Recommend parameters for a statewide paid family and medical leave program that benefits both public and private sector workers;
2. Review the impacts of federal and state laws, including the federal Employee Retirement Income Security Act of 1974; federal Family and Medical Leave Act of 1993; Prepaid Health Care Act, codified at chapter 393, Hawaii Revised Statutes; and Hawaii Family Leave Law, codified at chapter 398, Hawaii Revised Statutes; federal and state regulations; and any relevant programs, on the establishment of a paid family and medical leave program;
3. Review independent studies, research, and other information regarding paid family and medical leave;
4. Develop an implementation plan that considers the findings of the actuarial study conducted by the Department of Labor and Industrial Relations and outlines an administrative framework for paid family and medical leave, including departmental oversight, projected costs, employer and employee contribution rates, staffing needs, outreach to employers and employees, and potential timelines for program enactment and the initiation of benefits distribution;
5. Examine and address how the State's Temporary Disability Insurance (TDI) program may interface with or complement the paid family and medical leave program, including the feasibility, cost-benefit analysis, and a general roadmap for transitioning the existing private TDI program to an expanded public program that includes or complements paid family and medical leave benefits; and


6. Review any other relevant subject matter items it deems necessary to fulfill its purpose of developing recommendations for the establishment and implementation of a paid family and medical leave program for the State.

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

AHA supports SCR 145 to continue the discussion around vital paid family and medical leave policies. Paid family and medical leave is important for the health of adults and children, especially their heart health. It's also good for the economy—businesses that offer paid leave see increased productivity, profits, retention, and morale. For our youngest, these policies have long-term health benefits for children, partly due to prompt medical check-ups during infancy.

A working group would be a positive step towards establishing paid family leave policies which balance the stakeholder interests in Hawaii. AHA appreciates the opportunity to submit testimony on SCR 145, and urges your support of this measure.

Sincerely,

A handwritten signature in black ink that reads "Jamie Morgan". The signature is written in a cursive, flowing style.

Jamie Morgan
Sr. Region Lead, State Government Relations



Hawai'i

Committee: Labor
Hearing Date/Time: Friday, April 11, 2025 at 9:30am
Place: Conference Room 309 & Via Videoconference
Re: **Testimony of the ACLU of Hawai'i offering Comments on SCR145 / SR117 SD1**

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

The ACLU of Hawai'i offers comments on SCR145 / SR117 SD1 Requesting the Department of Labor and Industrial Relations to Convene a Working Group to Develop Recommendations for Establishing and Implementing a Paid Family and Medical Leave Program for the State.

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)¹ with a grant from the U.S. Department of Labor**. The second was conducted by the **Legislative Reference Bureau² in response to ACT 109 (2018)**.

We do not believe another study is necessary, as the 2017 HSCSW and 2024 Vanderbilt³ studies are sufficiently detailed. However, if the Committee finds an official actuarial study is necessary, we would urge the working group and its conveners to pursue substantive policy and legislative language conversations regardless of whether any actuarial study is conducted.

¹ https://www.capitol.hawaii.gov/CommitteeFiles/senate/LBR/LBRfiles/DOL_Hawaii-State-Paid-Family-Leave-Analysis-Grant-Report.pdf

² https://lrb.hawaii.gov/wp-content/uploads/2019_PaidFamilyLeaveProgramImpactStudy.pdf

³

https://assets.nationbuilder.com/goodbeginnings/pages/2485/attachments/original/1738192053/2024_PFML_Analysis_PN3.pdf

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.⁴

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.

We hope the working group members and the Chairs of the House and Senate Labor Committees will push the Department of Labor and Industrial Relations (DLIR) to move quickly and with purpose toward a fruitful and collaborative effort to finally make progress toward passing a robust paid family and medical leave program

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

Mahalo for the opportunity to testify.

Sincerely,

Josh Frost

Josh Frost
Policy Assistant
ACLU of Hawai'i
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.

⁴https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/WHd_FMLA2018SurveyResults_Appendices_Aug2020.pdf



April 10, 2025

Testimony in Support of SCR145 SD1 REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DEVELOP RECOMMENDATIONS FOR ESTABLISHING AND IMPLEMENTING A PAID FAMILY AND MEDICAL LEAVE PROGRAM FOR THE STATE

TO: Chair Jackson D. Sayama, Vice Chair Mike Lee, and Members of the Committee on Labor

DATE: Friday, April 11, 2025 **TIME:** 9:30 a.m. **PLACE:** Conference Room 309 & Via Videoconference

FROM: Health Committee of the Democratic Party of Hawai'i

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

The Health Committee of the Democratic Party of Hawai'i strongly supports SCR145 SD1, which requests the Department of Labor and Industrial Relations to convene a working group to develop recommendations for establishing and implementing a paid family and medical leave program for the State.

Paid family and medical leave is a crucial policy that addresses the health, economic, and social needs of Hawai'i's residents. It ensures that individuals can care for their loved ones or attend to their own health without fear of losing their income or employment. Key arguments in support of SCR145 SD1 include:

- **Health and Well-being:** Paid leave provides workers with the ability to address medical or caregiving needs without compromising their financial stability, thereby improving overall health outcomes.
- **Economic Stability:** A paid family and medical leave program supports working families, reduces poverty, and enhances workforce productivity by ensuring job security during critical times.

- **Support for Caregiving:** Paid leave recognizes the value of caregiving, empowering families to care for children, elderly relatives, or loved ones with disabilities while fostering stronger community ties.
- **Equity in the Workforce:** Implementing paid family and medical leave promotes gender equity by supporting caregiving responsibilities often disproportionately shouldered by women.
- **Successful Models:** Other states with paid leave programs demonstrate that such policies are both financially sustainable and beneficial to businesses through enhanced employee retention and morale.

We commend SCR145 SD1 for prioritizing the needs of Hawai'i's workers and families. We respectfully urge the Committee to pass this resolution and advance efforts to establish a robust paid family and medical leave program.

Mahalo nui loa for the opportunity to provide testimony.

Alan Burdick, Chair

Melodie Aduja, Vice Chair

Health Committee Democratic Party of Hawai'i

SCR-145-SD-1

Submitted on: 4/10/2025 8:21:18 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Nancy Rustad	AAUW Hawaii	Support	Written Testimony Only

Comments:

Aloha,

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Mahalo!



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

From: Paula Arcena, External Affairs Vice President
Mike Nguyen, Director of Public Policy
Sarielyn Curtis, External Affairs Specialist

Hearing: Friday, April 11, 2025, 9:30 AM, Conference Room 309

RE: **SCR145 SD1 Requesting the Department of Labor and Industrial Relations to Convene a Working Group to Develop Recommendations for Establishing and Implementing a Paid Family and Medical Leave Program for the State.**

AlohaCare appreciates the opportunity to provide testimony in **support** of **SCR145 SD1**. This measure requests the Department of Labor and Industrial Relations to convene a working group to develop recommendations for establishing and implementing a paid family and medical leave program for the State.

Founded in 1994 by Hawai'i's community health centers, AlohaCare is a community-rooted, non-profit health plan serving over 70,000 Medicaid and dual-eligible health plan members on all islands. Approximately 37 percent of our members are keiki. We are Hawai'i's only health plan exclusively dedicated to serving Medicaid and Medicaid-Medicare dually-eligible beneficiaries. Our mission is to serve individuals and communities in the true spirit of aloha by ensuring and advocating for access to quality, whole-person care for all.

AlohaCare's commitment to whole-person care and health equity includes addressing social determinants of health, including housing, nutrition, and economic stability. Many families locally and nationally are unable to take care of medical and life circumstances due to the lack of paid leave and economic instability. In 2024, about 11.1 million workers experienced a life event that they needed to take leave for but didn't. Two thirds of those workers, 7.3 million people, couldn't take leave because they couldn't afford it.¹ Working people need to be able to take time off to attend to their health, the health of family members, and other caregiving responsibilities without losing their wages or jobs.

¹ nationalpartnership.org/wp-content/uploads/2023/02/key-facts-the-family-and-medical-leave-act.pdf



Evidence of the health benefits linked to paid family and medical leave are well established. Rigorous U.S. and international studies find that adequate periods of paid leave have positive effects on low-income families and their financial stability.² Providing the option of paid leave to families will decrease stress on families, specifically reducing intimate partner violence, decreasing maternal stress, and improving maternal physical and mental health.³ Studies have shown that providing new parents with paid time off to care for their newborn or recently adopted children contributes to healthy growth and development for infants and toddlers.⁴

Convening a working group to develop recommendations for the establishment and implementation of paid family leave is a step in the right direction. Providing paid family leave will support individual and family health through the most significant medical and life altering experiences when it is truly needed the most.

Mahalo for this opportunity to testify in **support of SCR145 SD1.**

² <https://news.stanford.edu/2022/03/09/real-benefits-paid-family-leave/>

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

⁴ <https://www.healthaffairs.org/doi/10.1377/hpb20190301.484936/full/>

SCR-145-SD-1

Submitted on: 4/10/2025 8:44:58 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Alan B Burdick	Americans for Democratic Action Hawaii	Support	Written Testimony Only

Comments:

Aloha! Americans for Democratic Action is a national organization founded nearly 80 years ago to maintain the progressive social, legal, and political progress of Franklin Roosevelt's New Deal. Hawaii's revered late Congresswoman Patsy Mink was ADA's national president in the early 1980s.

The Hawaii ADA Board supports employer-paid family and medical leave. Accordingly, we support creating this proposal to create a working group to develop recommendations for legislation to adopt such policies. Thank you very much for the opportunity to testify.

Alan B. Burdick, Hawaii Chapter President

SCR-145-SD-1

Submitted on: 4/10/2025 8:45:34 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Joell Edwards	Wainiha Country Market	Support	Remotely Via Zoom

Comments:

Aloha,

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Mahalo!



HIPHI Board

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Garret Sugai
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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: April 10, 2025

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

RE: Support for SCR 145 SD1, Requesting The Department Of Labor And
Industrial Relations To Convene A Working Group To Develop Recommendations
For Establishing And Implementing A Paid Family And Medical Leave Program For
The State

Hrg: Friday, April 11, 2025, at 9:30 AM, Conference Room 309

The Healthy Eating Active Living (HEAL) Coalition, convened by the Hawai'i
PublicHealth Institute, **supports SCR 145 SD1**, which requests the Department of
Labor to convene a legislative working group to develop recommendations for
establishing a paid family and medical leave program for the state.

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 legislation providing partial wage replacement for family and medical leave
purposes.¹

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.²

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.

¹<https://www.americanprogress.org/article/the-state-of-paid-family-and-medical-leave-in-the-u-s-in-2023>

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



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. The analysis found that these gains were especially concentrated for low-income mothers, who have fewer social supports for caregiving than more affluent families.³

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.⁴ 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 65.

Accordingly, we support the enactment of paid family leave and urge you to adopt this resolution to advance discussion about establishing family leave for our state's working families.

Mahalo,

A handwritten signature in black ink, appearing to read "Nate Hix".

Nate Hix
Director of Policy and Advocacy

³ <https://www.journals.uchicago.edu/doi/abs/10.1086/703138>

⁴ https://files.hawaii.gov/dbedt/economic/reports/Elderly_Population_in_Hawaii-Housing_Dec2021.pdf



The House Committee on Labor
April 11, 2025
Room 309
9:30 a.m.

RE: **SCR 145, SD 1, Requesting the Department of Labor and Industrial Relations to Convene a Working Group to Develop Recommendations for Establishing and Implementing a Paid Family and Medical Leave Program for the State**

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

The University of Hawaii Professional Assembly (UHPA), the exclusive bargaining representative for all University of Hawai'i faculty members across Hawai'i's statewide 10-campus system, **supports SCR 145, SD 1**, Requesting the Department of Labor and Industrial Relations to Convene a Working Group to Develop Recommendations for Establishing and Implementing a Paid Family and Medical Leave Program for the State.

As paid family leave is a priority for our faculty members, UHPA is in support of the formation of this working group and its overall objectives. While the Federal Family and Medical Leave Act does allow up to 12 weeks of unpaid leave, the majority of Hawai'i's workforce cannot afford to take a prolonged amount of unpaid leave to care for a new child or assist a family member with a serious health condition.

Further, support by the employer for family care is often highlighted as a main attractor for young, highly-educated workers seeking employment. In light of high vacancy rates in public employer jurisdictions, the establishment of paid family leave is an investment into the success of the State and Counties.

This working group would help to address long standing concerns regarding the program and help to create a comprehensive and effective paid family and medical leave program tailored to Hawai'i's needs, benefiting both private and public sector workers.

UHPA appreciates the opportunity to provide testimony in support of SCR 145, SD 1.

Respectfully submitted,

Christian L. Fern
Executive Director
University of Hawaii Professional Assembly



holomua

COLLABORATIVE

OUR MISSION

To support and advance public policies that make Hawai'i affordable for all working families.

OUR VISION

Collaborative, sustainable, and evidence-based public policies that create a diverse and sustainable Hawai'i economy, an abundance of quality job opportunities, and a future where all working families living in Hawai'i can thrive.

BOARD MEMBERS

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827 Fort Street Mall, 2nd Floor
Honolulu, Hawai'i 96813

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HolomuaCollaborative.org

Committee:

Bill Number:

House Committee on Labor

SCR 145 SD1

REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DEVELOP RECOMMENDATIONS FOR ESTABLISHING AND IMPLEMENTING A PAID FAMILY AND MEDICAL LEAVE PROGRAM FOR THE STATE.

Hearing Date and Time: April 11, 2025, 9:30am (Room 309)

Re:

Testimony of Holomua Collaborative – Support

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

Mahalo for the opportunity to submit testimony **in support** of SCR145 SD1, which requests the Department of Labor and Industrial Relations (DLIR) to convene a working group to develop recommendations for establishing and implementing a paid family and medical leave program for the State.

Our organization is devoted to finding ways to keep all local working families in Hawai'i by making sure they can afford to stay.

As stated by the resolution, PFML programs “are associated with improved outcomes in the earliest years of life for individuals, including higher rates of breastfeeding and immunization and lower rates of child abuse, domestic violence, and financial instability” and “would incentivize individuals to join the labor market and improve employee retention, filling gaps and saving employers long-term recruitment and training costs.”

In a recent survey of 1500 local residents, around 60 percent of respondents expressed concern about not being able to pay monthly bills, and 63 percent expressed difficulty in saving money from a paycheck.¹ State and County workers do not have access to PFML, and about 3 in every 4 private sector workers in Hawai'i do not have access to PFML.² For these workers without access to PFML, facing a serious illness, welcoming a new child, or needing to care for a loved one can mean missing out on a paycheck. And that could be financially devastating to many local workers.

¹ <https://holomuacollective.org/survey/>

² Paid Leave Means a Stronger Hawai'i. National Partnership for Women & Families. (Feb. 2025) <https://nationalpartnership.org/wp-content/uploads/2023/04/paid-leave-means-a-stronger-hawaii.pdf>.

Concurrently, local businesses are struggling. In the same survey, only 21 percent of respondents agreed that “Hawai‘i is a good place to do business,” with 43 percent *disagreeing* Hawai‘i is a good place to do business.³ Providing PFML to employees can be costly, especially for small businesses operating on tight margins. The expense of providing paid leave benefits deters many employers from offering such program.

For decades, the Legislature has considered legislation relating to PFML, including the completion of a comprehensive impact study for the Legislative Reference Bureau in 2019.⁴ Convening a Working Group run by DLIR, with representatives from a diverse cross-section of interested parties to study and make recommendations about the establishment and implementation of paid family and medical leave in Hawai‘i would be beneficial. It could make recommendations to customize the policy to fit local needs. This Working Group could consider the unique aspects of our workforce, cost of living, and local families’ caregiving needs and expectations. And it could ensure that any suggested policy would not put small local businesses at risk of closing.

This Working Group could help find a balance between the effects on both businesses and employees by looking into funding and staffing options that are suitable for Hawai‘i’s economy.

We urge you to pass this resolution and find a way to make a reasonable and fair paid family and medical program a reality in our state.

Sincerely,



Joshua Wisch
President & Executive Director

³ See note 1.

⁴ Paid Family Leave Program Impact Study: In Accordance with Act 109, Session Laws of Hawaii 2018. (Dec. 2019). https://lrb.hawaii.gov/wp-content/uploads/2019_PaidFamilyLeaveProgramImpactStudy.pdf



**TESTIMONY IN SUPPORT OF SCR145 SD1, REQUESTING THE DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO
DEVELOP RECOMMENDATIONS FOR ESTABLISHING AND IMPLEMENTING A
PAID FAMILY AND MEDICAL LEAVE PROGRAM FOR THE STATE.**

**HOUSE COMMITTEE ON LABOR
FRIDAY, APRIL 11, 2025**

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

The Democratic Party of Hawai'i **SUPPORTS** SCR145 SD1. Pursuant to the platform of the Democratic Party of Hawai'i, the Party supports policies to reduce income inequality and promote economic mobility.

Hawaii's existing leave policies provide unpaid leave and fail to cover a large portion of the workforce, making it financially challenging for many employees to take necessary time off. With the increasing expenses of living and healthcare, unpaid leave can exacerbate financial difficulties, turning a short-term crisis into prolonged economic insecurity. Many working households face the difficult decision of either maintaining their employment or attending to a child, an ill family member, or their own health issues. A legislative working group composed of stakeholders from sectors of Hawaii's society that would be impacted by the creation of a paid leave program will allow for a comprehensive and inclusive approach to developing a paid family and medical leave program. By involving representatives from labor organizations, businesses, community groups, and other relevant sectors, the working group can ensure that diverse perspectives and needs are considered. This working group will be instrumental in providing recommendations for a program that benefits all of Hawai'i's workers and families, fostering a healthier, more equitable, and resilient community.

Mahalo nui loa for the opportunity to testify in Support of SCR145 SD1. Should you have any questions or require further information, please contact the Democratic Party of Hawai'i at legislation@hawaiidemocrats.org.



**Testimony to the House Committee on Labor
Representative Jackson D. Sayama, Chair
Representative Mike Lee, Vice Chair**

**Friday, April 11, 2025, at 9:30 AM
Conference Room 309 & Videoconference**

**RE: SCR145 SD1 REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL
RELATIONS TO CONVENE A WORKING GROUP TO DEVELOP RECOMMENDATIONS
FOR ESTABLISHING AND IMPLEMENTING A PAID FAMILY AND MEDICAL LEAVE
PROGRAM FOR THE STATE.**

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

My name is Sherry Menor, President and CEO of the Chamber of Commerce Hawaii ("The Chamber"). The Chamber offers comments for the following Senate Concurrent Resolution 145 Senate Draft 1 (SCR145 SD1), which requests the Department of Labor and Industrial Relations to convene a working group to develop recommendations for establishing and implementing a paid family and medical leave program for the state.

There is a critical need for employer representation in the legislative working group developing Hawaii's paid family and medical leave program to ensure fair and effective consideration of the business community, particularly small businesses. Input from employers is essential to shaping a program that both supports workers and is feasible for businesses to implement.

The resolution acknowledges that most small businesses cannot afford to offer privately funded paid leave. A state-run model may offer a viable solution, but its success depends on meaningful collaboration with the employer community throughout the development process.

Employer participation will help shape recommendations on:

- Program parameters such as wage replacement, duration, and eligibility;
- Integration with existing programs like Temporary Disability Insurance (TDI);
- Administrative structure and compliance resources; and
- Employer and employee contributions.

A balanced and inclusive process is key to the program's long-term success. Ensuring that employers have a voice will help create a system that meets the needs of Hawaii's workforce without placing undue burdens on small businesses.

The Chamber of Commerce Hawaii is the state's leading business advocacy organization, dedicated to improving Hawaii's economy and securing Hawaii's future for growth and opportunity. Our mission is to foster a vibrant economic climate. As such, we support initiatives and policies that align with the 2030 Blueprint for Hawaii that create opportunities to strengthen overall competitiveness, improve the quantity and skills of available workforce, diversify the economy, and build greater local wealth.

Thank you for the opportunity to provide comments.



MAUI
CHAMBER OF COMMERCE
VOICE OF BUSINESS

**HEARING BEFORE THE HOUSE COMMITTEE ON LABOR
HAWAII STATE CAPITOL, HOUSE CONFERENCE ROOM 309
Friday, April 11, 2025 9:30 A.M.**

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

COMMENTS ON SCR145 SD1

The Maui Chamber of Commerce respectfully submits **COMMENTS on SCR145 SD1**, which requests that the Department of Labor and Industrial Relations to convene a working group to develop recommendations for establishing and implementing a paid family and medical leave program for the State.

The Chamber notes that only two (2) members of the proposed working group represent small businesses (defined as businesses with fewer than 50 employees). We respectfully request that two representatives from businesses (one from a small business and one from a larger business) and/or business organizations from each island be included, as there are significant economic differences and conditions unique to each island that merit representation in this important discussion.

Mahalo for the opportunity to **COMMENT on SCR145 SD1**.

Sincerely,

Pamela Tumpap
President

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

House Committee On Labor
Testimony on Senate Resolution 145, SD1
Relating to Family Leave Working Group

Aloha Chair Sayama and Members of the Committee:

My name is Deborah M. Oyakawa, and I was a caregiver for my mother who had dementia. I am in **STRONG SUPPORT** of SCR 145, SD1. The resolution establishes a working group to recommend family leave insurance program that can help working caregivers with paid time off to care for their loved ones at home.

Due to the stress of being a caregiver, my focus and energy level were taxed and I was not performing well at work. I had to reduce my hours significantly. To supplement my income, I tapped into my retirement plan and eventually drained the funds. I am now in my sixties with no retirement money to help support me.

There are many family caregivers who find themselves in similar situations. They sacrifice their own financial security to provide countless hours of care that range from bathing, preparing meals and escorting loved ones for medical visits. They lovingly perform these daily tasks so that their family member can remain in their homes and age in place. In addition, family caregivers often pay out of their own pockets for needed health care supplies and additional assistance. Like me, they have to draw down from their personal and retirement savings. They shouldn't have to choose between their own livelihood or take care their families. Please continue the efforts to support these unsung heroes by passing SCR 145, SD1.

Mahalo for the opportunity to testify!

Deborah M. Oyakawa
Waikoloa, HI 96738
Email: deboyakawa@gmail.com

Testimony on Senate Concurrent Resolution No. 145, SD1
RELATING TO WORKING GROUP FOR PAID FAMILY LEAVE
Friday, April 11, 2025 at 9:30 am
Conference Room 309 & Videoconference
State Capitol
415 South Beretania Street

Chair Sayama and Members of the Committee:

My name is Lynnette Sakamoto, and I am a former caregiver. I am in **STRONG SUPPORT** of SCR 145, SD1 which establishes a working group to work on a family and medical leave insurance program for working family caregivers.

From 2001 to 2014 I took care of both my parents. After my mom passed, I took care of my dad for 4 more years, a total of 17 years. While the physical and mental aspects of caregiving took its toll on me while I was caregiving, the financial toll is an ongoing challenge. I retired early from my primary job with the airlines which resulted in my retirement income being reduced, and I had to quit my secondary job in real estate because it was impossible to be on top of that while facing the daily challenges of caregiving.

The high cost of hiring caregivers to relieve me prevented us from using them as often as needed, and I'm amazed that I survived all those years of caregiving. I now watch as my cousins and friends struggle as I did as they care for their loved ones. Unfortunately, they, too, will experience future financial hardships because of the sacrifices they made for their loved ones.

Family caregivers are the backbone of Hawaii's long term care system. They provide countless hours of care that range from bathing, preparing meals, and escorting loved ones for medical visits. Many are juggling their family responsibilities while working to pay for their household expenses to keep a roof over their heads. Some are the sandwich generation caring for both aging kupuna and younger keiki in school. A proposed paid leave would allow working family caregivers to care for their loved ones without sacrificing their jobs and future retirement income. Please pass SCR 145, SD1 to work on a program for Hawaii families.

Mahalo for the opportunity to testify.

Lynnette Sakamoto
Kailua, HI

NOTICE OF HEARING
Friday, April 11, 2025

SCR 145 - RELATING TO WORKING GROUP FOR PAID FAMILY LEAVE

Aloha Chair Sayama, Vice Chair Lee and members of the Committee on Labor. My name is Carol Wakayama and I wish to submit testimony in favor of S.C.R 145, SD1.

Volunteer family caregivers come forward to provide help to those they love. Although associated costs - to provide help - can range from hundreds to thousands of dollars, family caregivers currently provide this care without any compensation or tax credits. Family caregivers provide help such as preparing meals, providing hygiene and transportation. It could also be something relatively simple like reading to or talking story with their loved ones.

SCR 145, SD1 establishes a working group for a paid family leave program to help working families who are working while providing caregiving for their loved ones. If passed, the working group could help recommend a program that would assist family caregivers to provide care/help to those they love without losing their jobs or paychecks.

I humbly request that SCR 145, SD1 be considered for passage. Thank you.

Carol Wakayama
1011 Prospect Street #804
Honolulu, HI 96822
ckwakayama@gmail.com

SCR-145-SD-1

Submitted on: 4/8/2025 8:30:36 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Angela Serota	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Sayama and Members of the Committee:

My name is Angela Serota. I am a former caregiver and currently work with several family caregivers. I STRONGLY SUPPORT SCR 145, SD1 which would convene a legislative working group for a paid family and medical leave program for Hawai'i. Family caregivers provide vital services not only for their loved one, but also for the stressed long term care system of our state. These services often include bathing, preparing meals, assisting with feeding, monitoring medications, and escorting loved ones to medical visits. Many provide this important, demanding care while raising a family and working to support themselves and their loved ones. Developing and implementing a paid family leave policy and program would allow family caregivers to take care of their loved one without jeopardizing their job. These caregivers need and deserve our support.

Mahalo nui loa for your support and for hearing my testimony.

Angela Serota from Kilauea, HI

SCR-145-SD-1

Submitted on: 4/8/2025 11:37:28 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Raelene Tenno	Individual	Support	Written Testimony Only

Comments:

Support SCR145 SD1

At 66 years of age, I have been a caregiver 3 times. My father in hospice, as it turned out would only eat if I fed him, the second my aging Uncle and Aunt and the third, my former room mate, Brenda, from my 20's and we stayed in contact. She had minor children and I went for a few weeks came home only to be asked to return at her request. I stayed with her unit

I lost employment caring for my father by going to the hospice facility in Haleiwa to feed him once a day and the best time would be for dinner. It required that I leave work 2 hours early to be ahead of traffic to the northshore and in time for the care facility meal hour. This was an immense financial hardship as a single wage earner with a mortgage and maintenance fees, but it was my father and all my siblings were on the mainland. During that time the employment loss did not qualify for unemployment.

In today's world of digital technology. my position would have been easily done remotely especially since most of my responsibilities required submissions to working partners and associates located on the mainland. The time difference can be an advantage to us in Hawaii.

I strongly support the development of a paid family leave policy and program that would allow working families and individuals that are caregiving to care for their family member without having to sacrifice their employment.

Thank you for this opportunity to testify in support of SCR145 SD1

Raelene Tenno

SCR-145-SD-1

Submitted on: 4/9/2025 12:04:38 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Zoe Brooks-Jeffiers	Individual	Support	Written Testimony Only

Comments:

I STRONGLY support PFML for all families in Hawai‘i. It is time that our families feel support from the state and ensure they are able to care for themselves and loved ones without the fear of losing their jobs, income, or other benefits. Poverty and homelessness runs rampant in Hawai‘i and this bill would be a step closer to securing a future where all families, but especially the most vulnerable ones, have a stable paycheck to depend on without choosing between work and family.

SCR-145-SD-1

Submitted on: 4/9/2025 12:16:03 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

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

Comments:

Aloha members of the committee,

I strongly support this resolution. It is, frankly, an embarrassment that we do not already have a state-provided paid family leave and paid sick leave programs for workers.

Zero employees in Hawai‘i currently have the legal right to paid family leave while, at the same time, roughly 60 percent of families with children live paycheck to paycheck. Seven in 10 keiki have both married parents, or their single parent, in the workforce, leaving no full-time caregiver. About 40 percent of the workforce is providing care for older parents — a figure that continues to increase. This is clearly a critical need that is not being met. Which is bad for all of us. It's bad for business and its bad for the economic health of the state.

Mothers with paid leave are 39 percent less likely to receive public assistance after the birth of a child than those without and 40 percent less likely to need SNAP than women who do not take paid leave and return to work. Women are the primary or co-breadwinners for almost two-thirds of families in the U.S., so a woman’s income lost during maternity leave has significant economic impact on her entire family.

Paid family leave is associated with a 20 percent decrease in infant mortality and increases health equity among different racial and socioeconomic groups.

In Hawaii, the majority of families are “working families” who cannot afford to take unpaid leave long enough to cover their caretaking needs—paid family leave alleviates economic instability for struggling families by ensuring job security.

Family leave insurance helps increase worker retention and loyalty. Workers who have access to family leave benefits are more likely to return to work after their leave is over. A shared cost (employer/employee), state-run insurance fund, is an affordable solution that takes the burden off small businesses to provide leave and helps them compete against big corporation competitors. That's why at least 8 states and the District of Colombia have passed paid family leave laws.

Please support SCR145. This should have been implemented years ago, so it's time for the DLIR to get its act together and come up with a plan.

SCR-145-SD-1

Submitted on: 4/9/2025 1:05:33 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Noelle Lindenmann	Individual	Support	Written Testimony Only

Comments:

Aloha y'all -

Please, PLEASE PLEASE support this bill, because all people deserve Paid Family and Medical Leave!!!!

Thank you,

Noelle Lindenmann
Kailua-Kona

SCR-145-SD-1

Submitted on: 4/9/2025 1:06:15 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
pamela anderson	Individual	Support	Written Testimony Only

Comments:

Aloha! I encourage you to support SCR145 SD1. Its desperately needed to support our young families here in Hawaii. This bill allows for more review of the need for paid Family leave.We need to invest in their future. I support SCR145 SD1. Mahalo gor your time.

P. Anderson

SCR-145-SD-1

Submitted on: 4/9/2025 1:28:39 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Celeste Dawn Kahealani Hanawahine	Individual	Support	Written Testimony Only

Comments:

Being able to care for our loved ones when I'll and not having to worry about how much leave I have or worrying about being on LWOP is crucial in the sense that we can be a ease to have this benefit. Working in an environment where I deal with parents that continue send their children sick to school because they cannot afford to take off or have multiple children that are not old enough to care for themselves while parents work or dont have the keave to do so. This then takes a negative affect on the healthy community or those vulberable to getting sick . If parents are able to stay home and care for their children, and they can rest , we can then see a decrease in the spread of infectious germs and diseases. We will can also see an improvement with attendance and educational progress succeed. This goes for both the workplace and school . Sick leave should be for those that are truly ill themselves sick and shouldnt have to be used because they need to care for children. vacation should be used to take a break and rejuvenate. those without sick eave then tend to come to work scik and spread germs. we shouldnt have to worry about finances especially when we cant help being ill and not perform out duties to the best of our abilities.

SCR-145-SD-1

Submitted on: 4/9/2025 1:38:51 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Martha Nakajima	Individual	Support	Written Testimony Only

Comments:

I strongly support this bill in solidarity with AAUW. Thank you.

Martha Nakajima

Honolulu

SCR-145-SD-1

Submitted on: 4/9/2025 2:06:35 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Molly Mamaril	Individual	Support	Written Testimony Only

Comments:

Aloha,

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Mahalo,

Molly Mamaril

SCR-145-SD-1

Submitted on: 4/9/2025 2:11:39 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Rachel Ebert	Individual	Support	Written Testimony Only

Comments:

Aloha,

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Mahalo!

Testimony on Senate Concurrent Resolution: SCR 145
Convening legislative working group for Paid Family Leave
Friday, April 11, 2025 at 9:30 am
Conference Room 309 & Videoconference
State Capitol
415 South Beretania Street

Aloha Chair Sayama and Members of the Committee:

My name is Christina Enoka, and I am a former caregiver for my father who had stage 4 cancer. I am in STRONG SUPPORT of SCR, SD1 which convenes a legislative working group for a paid family and medical leave program for the state.

It is important that the working group develop recommendations on a paid family leave policy and program that supports working family caregivers to better balance their job and family responsibilities, reducing their stress and allowing them to better support their loved ones.

During my father's illness, my sister and I helped our mother with the daily care and transport to doctor appointments which included chemotherapy and radiation treatment. Because my mother did not drive, it was necessary to help with weekly grocery shopping, errands to pick up medications and other household care. Additionally, home medical equipment was needed as my father was reaching the end stage of his life. The additional expenses experienced during this time of a health crisis were unplanned and stressful. Paid family and medical leave would have helped both my sister and I with our personal financial needs for our immediate families.

This past year, my sister's husband was diagnosed with pancreatic cancer. His illness was painfully challenging for my sister and her husband as he was in and out of the hospital many times and then needed care at home. My sister became the primary caretaker for her husband and initially did this while working her regular hours. However, as his illness progressed, she needed to take time off from work for more doctor visits, trips to the ER and chemotherapy. Eventually she had to take an extended leave of absence, without pay. The increase in medical equipment bought, added medications, with frequent changes due to his declining health, and ambulance transports affected their finances significantly. Paid family and medical leave would have been extremely helpful to her and to other Hawaii residents who are faced with similar challenges.

Family caregivers are the backbone of Hawaii's long term care system. They provide countless hours of care that range from bathing, preparing meals and escorting loved ones for medical visits. Many are juggling their family responsibilities while working to pay for their household expenses and keep a roof over their heads. Some are the sandwich generation caring for both aging kapuna and younger keiki in school. Developing a paid family leave policy and program would allow working family caregivers to care for their loved ones without sacrificing their job and income. They all deserve our support.

With the current state of the United States economy, looming retirement savings losses and increased prices for food and household goods, paid family leave would be so beneficial to Hawaii's caregivers.

Mahalo for the opportunity to testify!

Christina Enoka
Mililani, Oahu
Ncsmn150@gmail.com

SCR-145-SD-1

Submitted on: 4/9/2025 2:27:15 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Paige Wilson	Individual	Support	Written Testimony Only

Comments:

Aloha,

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Mahalo!

SCR-145-SD-1

Submitted on: 4/9/2025 2:27:59 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Kristy Arias	Individual	Support	Written Testimony Only

Comments:

Aloha,

I strongly support SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Mahalo!

Kristy Arias

SCR-145-SD-1

Submitted on: 4/9/2025 2:28:15 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Marcia A Armstrong	Individual	Support	Written Testimony Only

Comments: Aloha, I strongly support SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration. Mahalo!

SCR-145-SD-1

Submitted on: 4/9/2025 2:28:28 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
maureen Langberg	Individual	Support	Written Testimony Only

Comments:

Aloha,

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Mahalo! Maureen Langberg

SCR-145-SD-1

Submitted on: 4/9/2025 2:28:36 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
J. Kehau Lucas	Individual	Support	Written Testimony Only

Comments:

Aloha,

I am writing in strong support of SCR 145, which calls for the establishment of a working group to continue the critical discourse around Paid Family and Medical Leave (PFML) in Hawai‘i.

The PFML proposal introduced this legislative session was grounded in substantial research, including analysis of Hawai‘i’s existing state programs like unemployment insurance, and evidence from other states that have successfully implemented PFML systems. Studies from states such as California, New Jersey, and Rhode Island have consistently shown that PFML improves economic security for families, enhances infant and maternal health outcomes, and supports caregivers—all without imposing undue burdens on businesses. In fact, research from the Center for Economic and Policy Research found that most employers reported positive effects on productivity, profitability, and employee morale following PFML implementation.

SCR 145 represents an important step forward by keeping stakeholders engaged in shaping a system tailored to Hawai‘i’s unique needs.

Mahalo for your consideration.

SCR-145-SD-1

Submitted on: 4/9/2025 2:53:11 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Naomi Tachera	Individual	Support	Written Testimony Only

Comments:

Aloha committee,

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Mahalo,

Naomi Tachera

SCR-145-SD-1

Submitted on: 4/9/2025 3:20:47 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

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

Comments:

Aloha,

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Mahalo!

SCR-145-SD-1

Submitted on: 4/9/2025 3:37:48 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Karen L Worthington	Individual	Support	Written Testimony Only

Comments:

Aloha,

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the conversation and deliberations about PFML in Hawai'i.

The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of collaboration and stakeholder engagement. I was disappointed that, yet again, Hawaii did not pass a bill to support families through PFML. PFML supports and strengthens families without burdening businesses.

I urge you to support SCR 145, which will continue stakeholder collaboration to support families.

Sincerely,

Karen Worthington

Kula, HI

SCR-145-SD-1

Submitted on: 4/9/2025 4:41:42 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

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

Comments:

Aloha Chair and Committee Members,

My name is Renee Hall, and I am writing in strong support of SCR145, which requests the Department of Labor and Industrial Relations to convene a working group to develop recommendations for establishing and implementing a Paid Family and Medical Leave Program for the State of Hawai‘i.

As a working mother and business owner, I understand firsthand the critical importance of having time to care for ourselves and our loved ones without the fear of losing income or employment. Families in Hawai‘i face high costs of living, and taking unpaid leave can be financially devastating. A paid leave program would offer a compassionate, necessary solution—especially for caregivers, new parents, and those dealing with serious health concerns.

This bill takes a meaningful step toward a more equitable and resilient future. I urge the committee to pass SCR145 and support Hawai‘i's working families with the dignity, care, and security we all deserve.

Mahalo for your time and consideration.

Sincerely,

Renee Hall

SCR-145-SD-1

Submitted on: 4/9/2025 6:06:44 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Carol Linde	Individual	Support	Written Testimony Only

Comments:

Aloha,

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Mahalo!

SCR-145-SD-1

Submitted on: 4/9/2025 8:15:37 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Cindy R Ajimine	Individual	Support	Written Testimony Only

Comments:

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i.

SCR-145-SD-1

Submitted on: 4/9/2025 8:35:19 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Deanna Espinas	Individual	Support	Written Testimony Only

Comments:

Please vote to support this measure on behalf of our working families. Thank you!

SCR-145-SD-1

Submitted on: 4/9/2025 9:49:41 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Terri Yoshinaga	Individual	Support	Written Testimony Only

Comments:

I support this bill.

SCR-145-SD-1

Submitted on: 4/9/2025 11:28:16 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Jeanne Ohta	Individual	Support	Written Testimony Only

Comments:

I strongly support SCR 145, the resolution that would create a working group of key stakeholders to continue developing a Paid Family and Medical Leave (PFML) program in Hawaii. Working families and employers would benefit from PFM, strengthening our workforce. Please pass the resolution to continue collaboration on establishing and implementing this vital program.

SCR-145-SD-1

Submitted on: 4/10/2025 5:43:22 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Leilani Au	Individual	Support	Written Testimony Only

Comments:

I am strongly in support of paid family medical leave and request you do whatever necessary to make this a reality here in Hawaii. As an early childhood educator, I know that children and families are stronger if parents can afford to stay home and build attachment relationships. All children deserve this healthy start, not just those with the economic ability. Please help Hawaii do the right thing for children and families and our community.

SCR-145-SD-1

Submitted on: 4/10/2025 6:08:43 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Leilani Kailiawa	Individual	Support	Written Testimony Only

Comments:

Aloha,

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

I really really do appreciate this bill because I have testified on zoom the past two legislative sessions. I have lived experience that I have shared where our ohana could have benefited from Paid and Family Medical Leave if that benefit was in place 9 years ago.

Again, I am very strong support in this bill.

With gratitude

Leilani Kailiawa

Mahalo!

SCR-145-SD-1

Submitted on: 4/10/2025 6:12:21 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Pelenatita Namoa-Hanusa	Individual	Support	Written Testimony Only

Comments:

Aloha,

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Mahalo!

SCR-145-SD-1

Submitted on: 4/10/2025 7:25:07 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Patrick Chee	Individual	Support	Written Testimony Only

Comments:

Aloha Members of the Labor Committee,

As a caregiver for my parents in the last few years of their lives, there were times I needed to take time off from work in order to care for them. I know that my employer was generous in letting me flex my time in order to accomodate my parents. I did not have to worry about choosing between caring for my ohana or being able to keep my job. This is, however, not the case for many workers in the State of Hawaii. **I support paid family leave** so other caregiving workers do not have to make that difficult choice. I also **support this resolution to create a working group** that would make recommendations on how to best move forward with paid family leave here in Hawaii.

Mahalo for the opportunity to testify in support of this measure,

Patrick Chee

SCR-145-SD-1

Submitted on: 4/10/2025 9:09:05 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Laverne Moore	Individual	Support	Written Testimony Only

Comments:

I, Laverne Fernandes Moore, support S.C.R.145 SD1 requesting the Department of Labor and Industrial Relations to convene a working group to develop recommendations for establishing and implementing a paid family and medical leave program for the state. As a former special education teacher at McKinley High School, a Title I school, I have witnessed first hand a number of students missing classes or dropping out of school to care for loved ones so that parents and relatives continue working so that rent can be paid and the bare necessities of life is provided for the family. Is this the Aloha Spirit that we as a State profess to be. I say No. It is heartless to see our young generation giving up on their education in order to provide for the family. We should do better for our future generations. Please support resolution S.C.R. 145 SD1 so our students do not have to revert back to our Plantation Days where children gave up their education and went to work to support their families.

Mahalo, Laverne Fernandes Moore

SCR-145-SD-1

Submitted on: 4/10/2025 9:24:44 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Ka'ale'a Kyrstin Hanawahine	Individual	Support	Written Testimony Only

Comments:

Aloha,

I **strongly support** SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Mahalo!

Ka'ale'a Hanawahine

SCR-145-SD-1

Submitted on: 4/10/2025 10:12:06 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Carla Allison	Individual	Support	Written Testimony Only

Comments:

Aloha,

My name is Carla Allison, and I live in Honolulu. **I strongly support SCR 145**, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Please support SCR145.

Mahalo,

Carla Allison

SCR-145-SD-1

Submitted on: 4/10/2025 10:55:23 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Christen Zulli	Individual	Support	Remotely Via Zoom

Comments:

Dear Chair and Esteemed Members,

My name is Christen Zulli. I live on Hawai'i Island and I am in support of SCR 145 SD1. It's been almost 7 years and I have not been able to free myself from the memories of my husband walking out on me after I told him I was actively trying to find a way to end my life. I was nursing our one-year-old son and toward the end of my pregnancy with our daughter at the time. He was very aware of the severe perinatal, depression and anxiety I was experiencing, and he was also struggling with sleep deprivation that comes with having a baby. However, his demanding job and hour and a half commute to work every morning gripped what little awareness he had at 6 AM. The fear of being fired and losing income, should he call out of work to care for his wife, overwhelmed him. The decision to leave me alone pregnant with our one-year-old baby, while having thoughts of suicide had devastating effects on my mental health and our relationship. Ultimately, inquiring about, but not being able to take FMLA because it is an unpaid leave, resulted in my husband losing his job and being forced to return to the merchant marines. I was left to care for two babies under two, without family on island to help, while just barely keeping own thoughts from sinking. My husband now only sees his children half of the year and he has missed countless "firsts" that I've had experienced alone. This is not the life I wanted for myself. To have to hold the emotional burden of feeling as if he lost his job because I developed an illness that I had no control over (but is stigmatized nonetheless) is agonizing. Where is there help for women like me here on the island? We are birthing the future and the least our communities can do is extend some support by way of ensuring families won't go broke while continuing the human race... because then what's the point ? Had we been offered the financial ability to take time off of work in a way that supported our family through an extremely difficult transition, our family would be free from these haunting and hurtful memories, I wouldn't be constantly battling burnout, my husband would have had the self-care he needed, and our children would be able to spend time with their father everyday. Please pass SCR145 SD1.

Mahalo for your time,

Christen Zulli

SCR-145-SD-1

Submitted on: 4/10/2025 11:30:45 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Star Kemfort	Individual	Support	Written Testimony Only

Comments:

Aloha,

I strongly support SCR 145, the Paid Family and Medical Leave (PFML) resolution that would create a working group of key stakeholders to continue the discourse on PFML in Hawai'i. The PFML proposal bill that died this session was built through careful study of current state support programs like unemployment, evidence from other states doing PFML, and years of discourse. PFML would benefit so many families without burdening businesses, and SCR 145 moves to continue stakeholder collaboration.

Mahalo!

Testimony on Senate Concurrent Resolution No. 145, SD1
RELATING TO WORKING GROUP FOR PAID FAMILY LEAVE
Friday, April 11, 2025 at 9:30 am
Conference Room 309 & Videoconference
State Capitol
415 South Beretania Street

Chair Sayama and Members of the Committee:

My name is Lynnette Sakamoto, and I am a former caregiver. I am in **STRONG SUPPORT** of SCR 145, SD1 which establishes a working group to work on a family and medical leave insurance program for working family caregivers.

From 2001 to 2014 I took care of both my parents. After my mom passed, I took care of my dad for 4 more years, a total of 17 years. While the physical and mental aspects of caregiving took its toll on me while I was caregiving, the financial toll is an ongoing challenge. I retired early from my primary job with the airlines which resulted in my retirement income being reduced, and I had to quit my secondary job in real estate because it was impossible to be on top of that while facing the daily challenges of caregiving.

The high cost of hiring caregivers to relieve me prevented us from using them as often as needed, and I'm amazed that I survived all those years of caregiving. I now watch as my cousins and friends struggle as I did as they care for their loved ones. Unfortunately, they, too, will experience future financial hardships because of the sacrifices they made for their loved ones.

Family caregivers are the backbone of Hawaii's long term care system. They provide countless hours of care that range from bathing, preparing meals, and escorting loved ones for medical visits. Many are juggling their family responsibilities while working to pay for their household expenses to keep a roof over their heads. Some are the sandwich generation caring for both aging kupuna and younger keiki in school. A proposed paid leave would allow working family caregivers to care for their loved ones without sacrificing their jobs and future retirement income. Please pass SCR 145, SD1 to work on a program for Hawaii families.

Mahalo for the opportunity to testify.

Lynnette Sakamoto
Kailua, HI

SCR-145-SD-1

Submitted on: 4/10/2025 11:46:03 AM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Sharoldine Sisneros	Individual	Support	Written Testimony Only

Comments:

I support scr145.for family paid leave.

NOTICE OF HEARING
Friday, April 11, 2025

SCR 145 - RELATING TO WORKING GROUP FOR PAID FAMILY LEAVE

Aloha Chair Sayama, Vice Chair Lee and members of the Committee on Labor. My name is Carol Wakayama and I wish to submit testimony in favor of S.C.R 145, SD1.

Volunteer family caregivers come forward to provide help to those they love. Although associated costs - to provide help - can range from hundreds to thousands of dollars, family caregivers currently provide this care without any compensation or tax credits. Family caregivers provide help such as preparing meals, providing hygiene and transportation. It could also be something relatively simple like reading to or talking story with their loved ones.

SCR 145, SD1 establishes a working group for a paid family leave program to help working families who are working while providing caregiving for their loved ones. If passed, the working group could help recommend a program that would assist family caregivers to provide care/help to those they love without losing their jobs or paychecks.

I humbly request that SCR 145, SD1 be considered for passage. Thank you.

Carol Wakayama
1011 Prospect Street #804
Honolulu, HI 96822
ckwakayama@gmail.com

SCR-145-SD-1

Submitted on: 4/10/2025 12:53:43 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Cassandra Antonell	Individual	Support	Written Testimony Only

Comments:

We need paid family leave in Hawaii! Please support this bill

SCR-145-SD-1

Submitted on: 4/10/2025 3:45:54 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
tia pearson	Individual	Support	Written Testimony Only

Comments:

I'm supporting this because I got to experience being able to spend time bonding with my baby before having to go back to work. That bonding is very important to me & my child.

SCR-145-SD-1

Submitted on: 4/10/2025 3:49:25 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Merle Minami-Shima	AARP Hawaii	Support	Written Testimony Only

Comments:

Aloha Chair Sayama and Members of the Committee:

My name is Merle Minami-Shima and I am in STRONG SUPPORT of SCR 145, SD1 which convenes a legislative working group for a paid family and medical leave program for the state.

It is important that the working group develop recommendations on a paid family leave policy and program that supports working family caregivers to better balance their job and family responsibilities, reducing their stress and allowing them to better support their loved ones.

As a retired HR Manager of a well respected kamaaina company who has a paid family leave policy, I can testify that employees were relieved and grateful to have this benefit when they had to care for serious ill family members. By having paid family leave, employees did not have to stress over leaving their jobs to care for loved ones. Family caregivers are a vital part of Hawaii's long term care system and we must do what we can to support them.

Mahalo for your consideration.

Aloha,

Merle Minami-Shima - Wailuku, HI

SCR-145-SD-1

Submitted on: 4/10/2025 8:14:22 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Sai Peng Tomchak	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Sayama and Members of the Committee:

My name is Sai Peng Tomchak and a caregiver of my mother-in-law. I strongly support Bill **SCR 145**, which convenes a legislative working group for a paid family and medical leave program for the state.

Having been closely working with the human resource department at work for many years, I have seen many hard working staff members having to give up their jobs in order to take care of their loved ones. My husband and I are joint caregivers of my mother-in law. We are lucky that we can work together to take care of mom. However, even with both of us helping each other, we still struggle to find enough time off from work when mom needs extensive care in hospitals or at home. It is hard to imagine the challenges that many caretakers have to overcome when they take on these responsibilities all on their own! When employees give up their jobs in order to take care of their loved ones, they have to face painful financial realities. For their employers, they have to go through costly and time consuming recruiting processes to hire their replacements.

I respectfully ask you to vote for this bill. The Hawaii caregivers are desperately in need of your support!

Mahalo,

Sai Peng Tomchak

SCR-145-SD-1

Submitted on: 4/10/2025 10:25:40 PM

Testimony for LAB on 4/11/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Dan Gardner	Individual	Support	Written Testimony Only

Comments:

Chair Sayama and Members of the House Committee on Labor. My name is Dan Gardner and my wife Deborah and I are both in strong support of SCR-145 SD1 which convenes a legislative working group for a paid family and medical leave program for the State. This working group will develop recommendations on a paid family leave policy and program that supports working family caregivers to better balance their job and Family responsibilities. These folks are the mainstay of Hawaii's long term care system. They provide countless hours of loving care ranging from bathing, preparing meals and escorting loved ones for medical visits. Many must juggle their family responsibilities while working to pay for their household expenses and keep a safe roof over their heads. Some are even caring for both aging kupuna and younger keiki in school. This proposed paid leave initiative would allow working family caregivers to continue caring for their loved ones without sacrificing their job and income. Please support these dedicated hardworking members of our community. They are most deserving of our support.