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March 20, 2009

**TESTIMONY TO THE
HOUSE COMMITTEE ON ECONOMIC REVITALIZATION, BUSINESS, & MILITARY
AFFAIRS**

For Hearing on March 24, 2009
7:00 a.m., Conference Room 312

BY

MARIE C. LADERTA, DIRECTOR

**Senate Bill No. 823, SD1
Relating to Family Leave**

WRITTEN TESTIMONY ONLY

TO CHAIRPERSON McKELVEY AND MEMBERS OF THE COMMITTEE:

The bill proposes to amend the Hawaii Revised Statutes by adding a new section requiring employers to post notice of employees' entitlement to family leave.

The Department of Human Resources Development has no objection to this measure. This requirement is reasonable and consistent with the State's posting requirements of other State labor laws found in Chapters 387 and 388 of the Hawaii Revised Statutes.

Thank you for the opportunity to testify.



**Before the House Committee on Economic Revitalization,
Business & Military Affairs**

DATE: March 24, 2009
TIME: 7:00 a.m.
PLACE: Conference Room 312

**Re: SB 823 SD1
Relating to Family Leave
Testimony of Melissa Pavlicek for NFIB Hawaii**

Thank you for the opportunity to testify. On behalf of the thousands of business owners who make up the membership of the National Federation of Independent Businesses in Hawaii, we ask that you reject SB 823 SD1. NFIB opposes this measure in its current form.

The National Federation of Independent Business is the largest advocacy organization representing small and independent businesses in Washington, D.C., and all 50 state capitals. In Hawaii, NFIB represents more than 1,000 members. NFIB's purpose is to impact public policy at the state and federal level and be a key business resource for small and independent business in America. NFIB also provides timely information designed to help small businesses succeed.

We are concerned with the possible additional administrative burden such regulation will create for our members.

The Twenty-Fifth Legislature
Regular Session of 2009

HOUSE OF REPRESENTATIVES
Committee on Economic Revitalization, Business & Military Affairs
Rep. Angus L.K. McKelvey, Chair
Rep. Isaac W. Choy, Vice Chair

State Capitol, Conference Room 312
Tuesday, March 24, 2009; 7:00 a.m.

**STATEMENT OF THE ILWU LOCAL 142 ON S.B. 823, SD1
RELATING TO FAMILY LEAVE**

The ILWU Local 142 supports the intent of S.B. 823, SD1, but strongly recommends that the original language of S.B. 823 be restored.

As currently written, S.B. 823, SD1 simply requires that the employer post notices in "conspicuous places" to inform employees about their rights to family leave. However, the original bill provided that the employer provide not only written notice about the employee's rights under the Hawaii Family Leave Law but also information about the possible adverse impact of taking such leave on other employee rights. Knowing about the law and understanding adverse impacts are both important.

Simply posting notices will not serve to inform the employees. Notices are especially troublesome for workers who cannot read or are not fluent in the English language. An explanation by the employer about the possible unintended consequences of taking family leave is important to ensure that the worker can make an informed decision.

As Hawaii's aged population increases, more and more workers will need to take advantage of family leave laws to provide care to their parents. The problem will only escalate as the first baby boomers reach 65 in just two years. The care that workers can provide to aged parents will help to prevent institutionalization and avert potentially huge costs to taxpayers.

The ILWU urges restoration of the original language of S.B. 823. Thank you for the opportunity to share our views.