

HB-1343

Submitted on: 2/6/2019 9:02:45 AM

Testimony for LAB on 2/7/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Melodie Aduja	O`ahu County Committee on Legislative Priorities of the Democratic Party of Hawai`i	Support	No

Comments:

The Thirtieth Legislature
Regular Session of 2019

THE HOUSE

Committee on Labor and Public Employment
Representative Aaron Ling Johanson, Chair
Representative Stacelynn K.M. Eli, Vice Chair
State Capitol, Conference Room 309
Thursday, February 7, 2019; 9:30 a.m.

**STATEMENT OF THE ILWU LOCAL 142 ON H.B. 1343
RELATING TO FAMILY LEAVE**

The ILWU Local 142 **supports** H.B. 1343, which extends Hawaii family leave to include care for employees' grandchildren.

It is important to be able to care for family members with serious health conditions including employees' grandchildren. Often, grandchildren rely on their grandparents to take care of them during a time of illness and H.B. 1343 will officially allow them to use family leave for that purpose.

The ILWU Local 142 urges the passage of H.B. 1343. Thank you for the opportunity to offer testimony on this measure.

HB-1343

Submitted on: 2/4/2019 6:43:06 PM

Testimony for LAB on 2/7/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Midwives Alliance of Hawaii	Midwives Alliance of Hawaii	Support	No

Comments:

HB-1343

Submitted on: 2/4/2019 2:57:54 PM

Testimony for LAB on 2/7/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Victor K. Ramos	Individual	Support	No

Comments:

Strongly support.

HB-1343

Submitted on: 2/4/2019 6:45:20 PM

Testimony for LAB on 2/7/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Lea Minton	Individual	Support	No

Comments:

Committee on Labor and Public Employment

February 7, 2019; 9:30 AM

Ana Kurashige, University of Hawaii Student

In Support of HB 1343

My name is Ana Kurashige and I am a University of Hawaii student pursuing my Master's in Social work, specializing in Child and Family. As a future social worker in this field, I am in support of HB 1343, which would extend family leave to include care for employees' grandchildren.

According to an AARP fact sheet, more than 2.6 million children live in homes where grandparents are the householders and persons responsible for the children. Additionally, nearly 1 million children live solely with their grandparents. Often, for various reasons, the parents or parent are unable to provide a safe family home for their children. Because of this, we are seeing a shift in grandparents becoming their grandchildren's primary caretakers in our society.

As social workers, we are always assessing and looking for natural protective factors in a child's life. When parents are unable to provide for their children, grandparents are usually the built-in protective supports in a child's life. PEW reports that according to research, children fare best when they can stay with families, and when parents cannot provide a safe home, grandparents are often the first and best choice. When we recognize grandparents as best fitted for a parental role when parents are unable or unwilling to care for their children, we can avoid involving the child welfare system and the risk of unnecessarily displacing children. Instead, we can work to strengthen natural family connections.

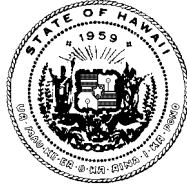
Modifying Hawaii's Family Leave Law to include caring for grandchildren as a legitimate reason for taking family leave is a necessary step in that direction. It is important to empower families and their already existing support networks. Securing employees' leave rights assists in removing barriers from grandparents who choose to care for their grandchildren. It gives working grandparents a peace of mind, allowing them to take on the full responsibility of parenting without having to worry about job insecurity.

With new generations, new challenges and trends arise. We cannot look at the growing statistics of grandparents becoming primary caregivers without changing and altering policies to address what we see in our society. If we want to support what is best for our keiki, we need to adapt our laws to protect our families.

In committing to extend family leave to cover grandchildren in Hawaii, we are empowering, assisting, and caring for our hardworking families in our state. I urge the committee to pass HB 1343.

Thank you for considering this testimony.

DAVID Y. IGE
GOVERNOR



LATE

PANKAJ BHANOT
DIRECTOR

CATHY BETTS
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF HUMAN SERVICES
P. O. Box 339
Honolulu, Hawaii 96809-0339

February 6, 2019

TO: The Honorable Representative Aaron Ling Johanson, Chair
House Committee on Labor and Employment

FROM: Pankaj Bhanot, Director

SUBJECT: **HB 1343 Relating to Family Leave**

Hearing: Tuesday, February 7, 2019, 9:30 a.m.
Conference Room 309, State Capitol

DEPARTMENT'S POSITION: The Department of Human Services (DHS) supports this bill that will provide job protection for employees who must care for their grandchildren with a serious health condition.

PURPOSE: The purpose of the bill is to extend Hawaii family leave to include care for employees' grandchildren.

DHS recognizes that Hawaii has the highest cost of living, one of the highest costs of housing, and the highest percentage of multi-generational households. Multi-generational caregiving responsibilities are primarily performed by working or employable family members, and families struggle with the decision to care for family members or forego income. The proposal reflects positive responsive change, recognizing Hawaii's multi-generational families may need additional job protections to care for their grandchildren suffering from a serious health condition.

This bill aligns with the department's 'Ohana Nui framework, which employs a multi-generational lens to human services delivery. The approach addresses the needs of children, parents, and grandparents early and concurrently, resulting in better outcomes for the family. Assessing and prioritizing the needs of the entire family to identify interventions and solutions is a major shift from the traditional siloed approach of government services.

DHS appreciates this legislature's focus on expanding unpaid leave for family members and notes that this positive change in our leave laws will reduce certain stressors for caregivers to focus on the needs of their family members.

Thank you for this opportunity to testify in support of this measure.

DAVID Y. IGE
GOVERNOR

JOSH GREEN
LIEUTENANT GOVERNOR



LATE

SCOTT T. MURAKAMI
DIRECTOR

LEONARD HOSHIJO
DEPUTY DIRECTOR

**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

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HONOLULU, HAWAII 96813

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February 7, 2019

To: The Honorable Aaron Ling Johanson, Chair,
The Honorable Stacelynn K.M. Eli, Vice Chair, and
Members of the House Committee on Labor and Public Employment

Date: Thursday, February 7, 2019

Time: 9:30 a.m.

Place: Conference Room 309, State Capitol

From: Scott T. Murakami, Director
Department of Labor and Industrial Relations (DLIR)

Re: H.B. No. 1343 RELATING TO FAMILY LEAVE

I. OVERVIEW OF PROPOSED LEGISLATION

HB1343 amends sections 398-3(a) and 398-6(c), Hawaii Revised Statutes (HRS), by allowing an employee to take family leave to care for the employee's grandchild with a serious health condition.

DLIR offers comments.

II. CURRENT LAW

The Hawaii Family Leave Law (HFLL), Chapter 398, HRS, provides for four weeks of family leave for employees of employers with 100 or more employees, upon the birth of a child of the employee's or adoption of a child, or to care for the employee's child, spouse, reciprocal beneficiary, sibling, or parent with a serious health condition.

DLIR's Wage Standards Division enforces the HFLL.

III. COMMENTS ON THE HOUSE BILL

The Department notes that if the measure is enacted into law as drafted it does not foresee a significant impact on staffing or resources.

HB-1343

Submitted on: 2/6/2019 5:11:38 PM

Testimony for LAB on 2/7/2019 9:30:00 AM

LATE

Submitted By	Organization	Testifier Position	Present at Hearing
Lisa Kimura	Healthy Mothers Healthy Babies	Support	No

Comments:

Our organization has been working for many years on Paid Family Leave; a policy that is vital to our working families. It is a necessary and affordable benefit that promotes worker retention, economic stability for working families, gender equity in the workplace, and positive infant health outcomes, and we strongly urge you to pass this bill.

Hawaii's workers need this benefit. In a 2017 public poll, 62% 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, Hawaii employees do not have a right to paid family leave. The federal Family Medical Leave Act (which leaves out 40 percent of the state's workforce) provides for unpaid leave with up to 12 weeks for employers with 50 or more employees. The Hawaii Family Leave Law (HFLL) applies to employers with 100 or more employees and allows up to four weeks. This is also unpaid leave.

Hawaii has the fastest growing aging population in the nation. Our senior (age 65+) population is expected to grow 81 percent by 2030. Approximately 247,000 Hawaii workers serve as the primary caregivers for a family member.

Paid family leave helps Hawaii's businesses. 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. In a 10-year study of the California family leave insurance, businesses reported family leave had either a positive or a neutral effect on their business. Small businesses were less likely to report any negative effects.

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 but affects the economic stability for both women and men who are caregivers.

Family leave insurance leads to increased financial stability and healthier babies. Mothers who receive paid leave after the birth of a child are 39% less likely to rely on public assistance and 40% less likely to rely on food stamps than women who do not take paid leave at all and return to work, a trend that is present in men as well.

Additionally, babies whose parents are able to take leave from work are more likely to breastfeed and receive regular medical checkups and vaccinations.

Grandparents are caregivers too, and in our multi-generational caregiving state, we need to ensure all family members receive job protection for their family's needs. Thank you for passing HB1343.

LATE

Representative Aaron Ling Johanson, Chair
Representative Stacelynn K.M. Eli, Vice Chair
Committee of Labor and Public Employment

Hearing date and time: February 7, 2019 at 9:30am

Support for H.B. No. 1343, Relating to Family Leave

Dear Chair and Vice Chair,

This letter is being written in support of the bill to allow grandparents to take leaves of absence to care for their grandchildren. I work at the Department of Education and I see the amount of grandparents that are caring for their grandchildren. Many of these grandparents, should be enjoying their retirement or doing things they enjoy in their ending years of life. Yet, many grandparents are finding themselves at the primary caretakers for their grandchildren. Many do so, without even having guardianship or power of attorney documents, because either they care for them, or their loved ones will enter the Child Welfare System.

I have seen many times these grandparents, have to pick up the pieces often times, left from the children's parents. Substance use often leaves these children with having been reared in a neglectful, scary, unsafe, unstable and troubled home. Grandparents, then take these keiki in, to help, to provide a stable home. Some grandparents are still young and still working, but still need to find the time and resources to care for their grandchildren. They do not need to worry about not being able to take off of work, though I have heard the stories of these grandparents that they had to quit their job because they had to take off too much to care for their grandchildren. Now, their financial situation has increased the stress in their lives.

In Hawai'i it is the spirit of our culture to take care of each other. We give and love for our 'ohana, blood-related or extended, and we do so regardless of what sacrifices that requires. It only makes sense to have "grandchildren" included in the wording of family leave; these grandparents are equally these keiki's parents, when they have to be. I urge the committee to pass H.B. No. 1343. Thank you for this opportunity to testify.

Mahalo nui loa,

Karla Yamanoha

Testimony in support of HB1343

To Whom It May Concern:

My Name is Melissa Rezada Kruse and I grew up in a multi-generational household for my entire childhood. I know first-hand how significant and important it is for grandparents to be an integral part of the post-partum and post-natal care of both mother and baby. My parents worked full-time jobs to support our family, so my grandparents took care of me, my brother, and my cousins ever since we were babies.

As a new mother, I cannot begin to explain how critical and essential my parents' help have been during my post-partum recovery for both of my pregnancies. My children are ages three and one, and in the past three years my parents took four weeks off from work to care for me and our family. It was their personal vacation time that they saved up so that they can be with us.

My dad, Melchor Rezada, suggested the idea for HB1343, and when he first mentioned it to me, I told him it was a great idea.

The support and care they provided us during each birth didn't just benefit me, but also my children.

In the first few weeks after giving birth, my parents sacrificially used up all their vacation time to help me and my growing family. I experienced limited mobility in these early weeks due to the physical exertion of giving birth. Pregnancy and childbearing is painful and exhausting. While I was still regaining my strength, it was often hard to walk, sit, lift, and do other everyday tasks without experiencing pain.

With everything a mom has to go through after giving birth, caring for a newborn child requires additional support. I'm so grateful for my mom and dad as they provided me with much needed physical and emotional support during my postpartum recovery. And that care extended to my children as well.

During this time, my parents cooked meals, cleaned our home, went grocery shopping, folded laundry, and helped to care for my newborn son and daughter. Caring for a newborn infant is exhausting, and my parents performed so many helpful daily tasks for me and the baby that would be physically difficult for me in those early weeks after giving birth.

My parents have provided my family and I with care and support that I will forever be grateful for. They were there when I needed them the most.

I ask that you that you strongly consider passing HB1343 to include grandparent care in an employee's Family Leave request. The help of grandparents have been indispensable in both my personal upbringing and in the current care of my own children.

Sincerely,
Melissa Kruse

eli2 - Ivan

From: Jennifer Tobara-Honold on behalf of Rep. Lisa Kitagawa
Sent: Wednesday, February 6, 2019 3:42 PM
To: eli2 - Ivan
Subject: FW: Expand Family Leave

From: rezadamel@yahoo.com <rezadamel@yahoo.com>
Sent: Wednesday, February 6, 2019 11:13 AM
To: Rep. Lisa Kitagawa <repkitagawa@capitol.hawaii.gov>
Subject: Re: Expand Family Leave

Aloha Rep. Lisa Kitagawa,

Thanks for the info regarding the Bill 1343 that expand the Family Leave to Grandparents to take care newborn grand babies or early baby care. Since I got hard time to submit my testimony in the link given , I will send it thru to you instead.

I greatly support the Bill1343 that will help me as a grandparent or any grandparents in Hawaii to take care our newborn grand babies. As a Fil-American, I still believe in Family First as the primary care giver not an outside license caregiver for newborn babies. It is our culture and traditions. We brothers and sisters grew under the care of our grandparents since newly born and I want also to help and take care my grandchildren from the start of their birth . Unfortunately due to the high cost of living in Hawaii I cannot retire yet to help my children to be a full time grandparent to take care newborn grand babies during their absence or if they return to work. This Bill 1343 will give me a Family Leave from my job to take care our newborn grand babies. So I hope and pray that Expand Family Leave to Grandparents will be approved as a Law in Hawaii. Grandparents will not be penalized or punished from their jobs to take care their newborn grand babies and at the same time give care to daughter under postpartum recovery.

Mahalo,
Melchor Rezada

Sent from my iPhone

HB-1343

Submitted on: 2/6/2019 4:15:17 PM

Testimony for LAB on 2/7/2019 9:30:00 AM

LATE

Submitted By	Organization	Testifier Position	Present at Hearing
Carl Bergquist	Individual	Support	No

Comments:

**Chair Aaron Johanson
Vice Chair Stacelynn Eli
House Committee on Labor & Public Employment**



February 7, 2019

**TESTIMONY IN STRONG SUPPORT OF
HOUSE BILL 1343 RELATING TO FAMILY LEAVE**

My name is Pedro Haro, and I wish to testify in strong support of House Bill 1343.

The purpose of HB1343 is to extend family leave in the State to include care for employees' grandchildren.

According to a May 2017 factsheet by grandfamilies.org, there are 61,017 children under 18 in Hawaii that live in homes where the householders are relatives other than parents, with a vast majority of these children (46,913) living with their grandparents with no parent present. In addition, a total of 12,574 grandparents are householders responsible for their grandchildren, with almost 60% of them currently in the workforce.

With Hawaii's older generations staying in the workforce longer and the state's high number of multigenerational households, these statistics illustrate that there are a large number of working Hawaii grandparents who carry the heavy responsibility of raising their grandchildren. However, Hawaii's current family leave law does not allow them to take time off of work to care for those grandchildren when they have a serious health condition.

Extending the State's family leave law to include care for employee's grandchildren will help ensure that all of Hawaii's keiki, whether they live with their parent(s) or grandparent(s), are able to be cared for by their primary caretaker when they are ill. It also allows grandparents the peace of mind that they will be able to take the appropriate time from work to care for their sick grandchildren when it is necessary.

I urge this committee to support House Bill 1343. Thank you for considering my testimony.

Pedro Haro
Individual
haroarvi@gmail.com
4300 Waialae Avenue, #B1101
Honolulu, HI 96816



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

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

LATE

The Thirtieth Legislature, State of Hawaii
House of Representatives
Committee on Labor and Public Employment

Testimony by
Hawaii Government Employees Association

February 7, 2019

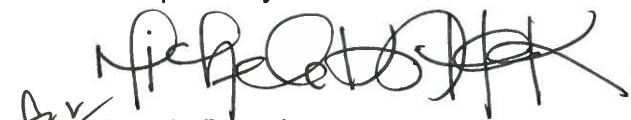
H.B. 1343 – RELATING TO FAMILY LEAVE

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.B. 1343 which permits an employee to utilize family leave in order to care for the employee's grandchild.

Currently, Chapter 398-3 of the Hawaii Revised Statutes allows for an employee to use four weeks of family leave upon the birth or adoption of a child or to care for a child, spouse, reciprocal beneficiary, sibling, or parent with a serious health condition, but does not include care for a grandchild. In some cases, an employee is able to retire comfortably prior to becoming a grandparent, but in many other cases, grandparents must work and are the primary caregiver of their grandchildren. We strongly support legislation that would allow employees the ability to utilize family leave to care for all of their family members – parents, siblings, spouses, children, and grandchildren.

Thank you for the opportunity to provide testimony in support of H.B. 1343.

Respectfully submitted,


Randy Perreira
Executive Director

LATE

HB-1343

Submitted on: 2/7/2019 7:56:26 AM

Testimony for LAB on 2/7/2019 9:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Younghi Overly	AAUW of Hawaii	Support	Yes

Comments:

Dear Chair Johanson, Vice Chair Eli, and members of LAB Committee,

Thank you for this opportunity to submit a testimony in support for HB1343 which would extend family leave to grandparents. Paid Family Leave is vital to our working families. It is a necessary and affordable benefit that promotes worker retention, economic stability for working families, gender equity in the workplace, and positive infant health outcomes. More and more grandparents are the primary care for their grandchildren and family leave for grandparents are as essential as one for the parents.

Thank you for introducing this bill.



MAUI
CHAMBER OF COMMERCE
VOICE OF BUSINESS

LATE

**HEARING BEFORE THE HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT
HAWAII STATE CAPITOL, HOUSE CONFERENCE ROOM 309
THURSDAY, FEBRUARY 7, 2019 AT 9:30 A.M.**

To The Honorable Aaron Ling Johanson, Chair;
The Honorable Stacelynn K.M. Eli, Vice Chair; and
Members of Committee on Labor & Public Employment;

TESTIMONY IN OPPOSITION TO HB 1343 RELATING TO FAMILY LEAVE

Aloha, my name is Pamela Tumpap and I am the President of the Maui Chamber of Commerce, with approximately 650 members. I am writing share our opposition to HB 1343.

The Maui Chamber of Commerce supports the Family & Medical Leave Act (FMLA) and encourages the Legislature to conduct a study and analyze the impacts of expanded family leave on businesses before passing a law that goes beyond FMLA. Therefore, we oppose HB 1343 to expand family leave to include care for employees' grandchildren.

In addition, we are concerned that the bill in its current form does not specify that the family leave would only apply for grandparents who are the primary caregivers of their grandchildren.

We appreciate the opportunity to testify on this matter and ask that this bill be deferred until a study is conducted.

Sincerely,

Pamela Tumpap

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.