



STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA

March 29, 2023

To: The Honorable Scot Z. Matayoshi, Chair,
The Honorable Andrew Takuya Garrett, Vice Chair, and
Members of the House Committee on Labor & Government Operations

Date: Wednesday, March 29, 2023

Time: 10:00 a.m.

Place: Conference Room 309, State Capitol, and via videoconference

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

Re: H.C.R. NO. 44 AND H.R. 48 REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DESIGN A SOCIAL INSURANCE FAMILY LEAVE PROGRAM FOR THE STATE.

I. OVERVIEW OF PROPOSED LEGISLATION

The DLIR **supports the intent** of HCR44/HR48 that requests the DLIR to convene a working group to design a social insurance family leave program for the State. The measure may help move Hawaii forward in properly planning for the implementation of a family leave program.

The DLIR suggests a phased approach to designing a social insurance family leave program:

1. Working group procures legal analysis and develops implementation timeline and reports to the 2024 Legislature, and
2. Working group determines the costs for implementing & sustaining the program based on an actuarial analysis and provides report to the 2025 Legislature.

The department also suggests giving the chairperson the flexibility to invite other representatives to participate in the working group.

II. CURRENT LAW

Chapter 398, HRS, requires employers with one hundred or more employees to provide qualifying employees with four weeks of unpaid, job-protected leave to care for a sick family member or for the birth or adoption of a child. The employee may elect to use accrued paid leave for any part of the four weeks. The law does

not provide leave for the employee's own serious health condition. For a comparison of Hawaii & federal family leave laws see:

<https://labor.hawaii.gov/wsd/files/2019/09/Family-Leave-Comparison-Chart-rev-5-2018.pdf>

Chapter 392, HRS, requires employers to have TDI coverage which pays up to 26 weeks of partial wage replacement to eligible employees who are disabled from working due to non-industrial sickness or injury. Benefits are not payable to employees who are capable of working but take leave from work to care for another person. TDI does not offer job protection.

Chapter 393, HRS, requires employers to provide Hawaii employees, who suffer a disability due to non-work-related illness or injury, with adequate medical coverage for non-work-related illness or injury, protecting them from the high cost of medical and hospital care. Employers must provide health care coverage to employees who work at least twenty (20) hours per week and earn 86.67 times the current Hawaii minimum wage a month after four (4) consecutive weeks of employment.

III. COMMENTS ON THE HOUSE CONCURRENT RESOLUTION

The DLIR supports efforts to convene a working group to design a social insurance family leave program for the state. A working group will help ensure that stakeholders, including the department, understand the complexities involved in the interplay of various labor laws and how a social insurance family leave program would interact with those laws.

The DLIR anticipates having to procure legal experts to evaluate the impacts to the Federal Fair Labor Standards Act (FLSA) and existing state laws on health benefits, temporary disability, and workers compensation^{1,2}. Additionally, the department suggests this legal review include the Employee Retirement Income Security Act (ERISA), which broadly governs state laws governing employee benefit plans. Including an ERISA legal analysis would help ensure any proposed employee benefit plan is both compliant with ERISA and does not affect Hawaii's Prepaid Health Care Law, which has an exemption from preemption by ERISA.

The 2017 "Hawaii State Paid Family Leave Analysis Grant Report" suggested relying on existing state-held data and contracts as cost-effective options. However more research is needed to confirm state-held data and contracts are available for sharing. The suitability of the data will also need to be evaluated to determine how to tailor the population covered, the eligibility requirement(s), and the benefits of the program to use existing data.

This resolution would require an appropriation to procure the legal analysis suggested above as well as an actuarial study to determine a breakdown of the costs for implementing and sustaining a social insurance family leave program as

requested in the measure. In considering the complexities involved, including the procurement process, the DLIR suggests reports to the 2024 & 2025 Legislatures as outlined in I above.

- 1 See CFR for FLSA and FMLA: <https://www.ecfr.gov/current/title-29/subtitle-B/chapter-V/subchapter-C/part-825/subpart-B/section-825.206>
- 2 <https://www.ecfr.gov/current/title-29/subtitle-B/chapter-V/subchapter-C/part-825/subpart-B/section-825.209>



Hawai'i Children's Action Network Speaks! is a nonpartisan 501c4 nonprofit committed to advocating for children and their families. Our core issues are safety, health, and education.

To: House Committee on Labor & Government Operations

Re: **HCR44/HR48 – Requesting the Department of Labor and Industrial Relations to convene a working group to design a social insurance family leave program for the state**

Hawai'i State Capitol and via videoconference
March 29, 2023, 10:00 AM

Dear Chair Matayoshi, Vice Chair Garrett, and Committee Members,

On behalf of Hawai'i Children's Action Network Speaks!, I am writing in **SUPPORT** for **HCR44/HR48**. This resolution requests DLIR to convene a working group to design a social insurance family leave program for the state.

**HCAN Speaks! Board
of Directors**

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President

Nick Kacprowski, J.D.
Treasurer

Mandy Fernandes
Secretary

Teri Keliipuleole
Jasmine Slovak
Erica Yamauchi

The United States is the only developed country without national paid family leave.¹ To fill that gap, thirteen states plus the District of Columbia have passed paid family leave laws.² Hawai'i should join them, and the working group requested by this resolution would bring our state closer to that goal.

Paid family 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.

Most of the states have paid family leave run it as a state-run benefit program, like Social Security, funded by small payroll deductions that go into a state fund. Then workers apply to this fund when they need to take leave. With this type of social insurance program, **employers do not need to pay employees while they are on leave**, since they are paid from the state fund.³

States with paid family leave have seen significant health, social and economic benefits.⁴ Research that looks at how paid family leave is working in other states also finds that it is good for business, because employees are more productive and loyal.⁵

And statewide paid family leave helps even the playing field for small businesses. By enabling small businesses to provide paid family leave through a state program, they are able to better compete with large corporations for the best workers.

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

Thank you,

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

⁴ https://www.abetterbalance.org/wp-content/uploads/2021/09/PFML_Health-Case_Fact-Sheet_11.30.21.pdf

⁵ https://www.abetterbalance.org/wp-content/uploads/2021/09/PFML_Business-Case_Fact-Sheet_5.10.22.pdf



To: Committee on Labor and Government Operations
Hearing Date/Time: March 29, 2023 10:00 AM
Place: Hawaii State Capitol, Room 309
Re: Testimony in SUPPORT of HCR44 and HR48

Dear Chair Matayoshi, Vice Chair Garrett, and the Members of Committee,

Members of AAUW of Hawaii thank you for this opportunity to testify in support of HCR44 and HR48 which would convene a working group to design a social insurance family leave program for Hawaii.

Although women are most often primary caregivers for infants, children and elderly parents (and, often for both at the same time), very few workers have access access to paid family leave through their employers - only 17% in 2018. This lack affecting women disproportionately creates an exceedingly difficult dilemma for women and their families forced to choose between their financial well-being and care for keiki or kupuna.

Much our workforce in Hawaii cannot afford to take unpaid leave to care for a new child or a family member with a serious health condition. And, since our over 65 population is growing rapidly, so will the need in our workforce. All of our workers deserve access to family leave.

Please support the workforce and their families in Hawaii by supporting HCR44 and HR48.

The American Association of University Women (AAUW) of Hawaii is an all volunteer, statewide chapter of a national organization and is made up of six branches: Hilo, Honolulu, Kaua'i, Kona, Maui, and Windward Oahu. UH Hilo, UH Manoa, UH Maui College, and Windward Community College are also AAUW partners. AAUW's mission is to advance gender equity for equal opportunities in education, at workplace and for economic security, and in leadership.

Sincerely,

Nancy Rustad
Public Policy Committee, AAUW of Hawaii
publicpolicy-hi@aauw.net

HCR-44

Submitted on: 3/27/2023 12:21:31 AM

Testimony for LGO on 3/29/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Michael Golojuch Jr	Stonewall Caucus of the Democratic Party of Hawai'i	Support	Written Testimony Only

Comments:

Aloha Representatives,

The Stonewall Caucus of the Democratic Party of Hawai'i; Hawai'i's oldest and largest policy and political LGBTQIA+ focused organization fully supports HCR 44.

Mahalo nui loa,

Michael Golojuch, Jr.
Chair and SCC Representative
Stonewall Caucus for the DPH



HCR 44/HR 48, REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DESIGN A SOCIAL INSURANCE FAMILY LEAVE PROGRAM FOR THE STATE

MARCH 29, 2023 · HOUSE LABOR AND
GOVERNMENT OPERATIONS COMMITTEE · CHAIR
REP. SCOT Z. MATAYOSHI

POSITION: Support.

RATIONALE: Imua Alliance supports HCR 44/HR 48, which requests DLIR to convene a working group to design a social insurance family leave program for the state.

It is time to *finally* establish a family leave insurance program for Hawai'i's workers with up to 16 weeks of paid time off to address family needs, including keiki and kupuna 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. Establishing the working group proposed by this resolution would bring us closer to realizing the vision of family leave for our islands that many other countries already enjoy.

Hawai'i'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, 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 Hawai'i Family Leave Law (HFLL) applies to employers with 100 or more employees and allows up to four weeks. This is also unpaid leave. Moreover, Hawai'i 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 Hawai'i workers are caregivers for a family member.

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.

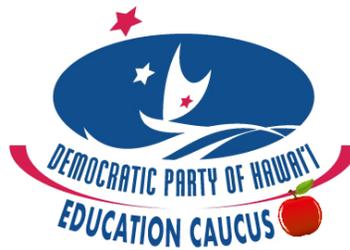
Providing paid time off for family caregiving strongly promotes gender equity. Women are often disproportionately impacted by the lack of paid leave, as they are the primary caregivers of infants, children, and aging parents. The lack of paid family leave exacerbates the gender wage gap for women and adversely impacts the economic stability of both male and female caregivers.

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. These studies found that family leave insurance is a necessary and cost-effective way for workers to take adequate time off to care for their families without facing financial ruin or jeopardizing their careers.

We need a program that is affordable and revenue-neutral. The Institute for Women's Policy Research, which houses some of the nation's top experts on family leave, conducted an actuarial analysis using a simulation model to study the use and cost of family leave insurance for our state, **which found that the cost to cover sixteen weeks of leave for a worker making \$48,000 could be as little as \$58 annually if our state's TDI seems remains in effect, a little over one dollar per week to pay for invaluable financial security.**

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.

Kris Coffield · Executive Director, Imua Alliance · (808) 679-7454 · kris@imuaalliance.org



HCR 44/HR 48, REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DESIGN A SOCIAL INSURANCE FAMILY LEAVE PROGRAM FOR THE STATE

MARCH 29, 2023 · HOUSE LABOR AND
GOVERNMENT OPERATIONS COMMITTEE · CHAIR
REP. SCOT Z. MATAYOSHI

POSITION: Support.

RATIONALE: The Democratic Party of Hawai'i Education Caucus supports HCR 44/HR 48, which requests the Department of Labor and Industrial Relations to convene a working group to design a social insurance family leave program for the state.

It is time to *finally* establish a family leave insurance program for Hawai'i's workers with up to 16 weeks of paid time off to address family needs, including keiki and kupuna 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. Establishing the working group proposed by this resolution would bring us closer to realizing the vision of family leave for our islands that many other countries already enjoy.

Hawai'i'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, 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 Hawai'i Family Leave Law (HFLL) applies

to employers with 100 or more employees and allows up to four weeks. This is also unpaid leave. Moreover, Hawai'i 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 Hawai'i workers are caregivers for a family member.

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.

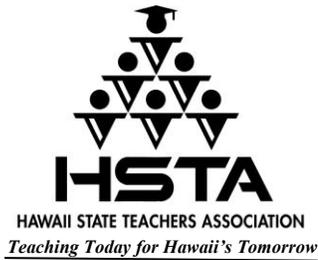
Providing paid time off for family caregiving strongly promotes gender equity. Women are often disproportionately impacted by the lack of paid leave, as they are the primary caregivers of infants, children, and aging parents. The lack of paid family leave exacerbates the gender wage gap for women and adversely impacts the economic stability of both male and female caregivers.

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. These studies found that family leave insurance is a necessary and cost-effective way for workers to take adequate time off to care for their families without facing financial ruin or jeopardizing their careers.

We need a program that is affordable and revenue-neutral. The Institute for Women's Policy Research, which houses some of the nation's top experts on family leave, conducted an actuarial analysis using a simulation model to study the use and cost of family leave insurance for our state, **which found that the cost to cover sixteen weeks of leave for a worker making \$48,000 could be as little as \$58 annually if our state's TDI seems remains in effect, a little over one dollar per week to pay for invaluable financial security.**

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.

Kris Coffield · Chairperson, DPH Education Caucus · (808) 679-7454 · kriscoffield@gmail.com



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Logan Okita
Vice President
Lisa Morrison
Secretary-Treasurer
Ann Mahi
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON LABOR &
GOVERNMENT OPERATIONS

RE: HCR 44/HR48 - REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DESIGN A SOCIAL INSURANCE FAMILY LEAVE PROGRAM FOR THE STATE.

WEDNESDAY, MARCH 29, 2023

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Matayoshi and Members of the Committee:

The Hawai'i State Teachers Association **supports HCR 44/HR48**, requesting the Department of Labor and Industrial Relations to convene a working group to design a social insurance family leave program for the state.

Our working families in Hawai'i are not adequately supported financially during times when they need to be caring for their loved ones, including their kupuna, their keiki, and their spouses, during illness.

Our state has identified asset limited, income constrained, employed (ALICE) households, which are households that with an income above the federal poverty level, but below the basic standard of living. According to the "ALICE in Hawai'i: 2022 Facts and Figures" report by the Aloha United Way, there has been a sharp increase in the number of households pushed below the poverty line; and in 2022, forty-four percent of the state's households have fallen below the ALICE threshold, as compared to forty-two percent of households in 2018.

We need the Department of Labor and Industrial Relations to convene a working group to design a social insurance family leave program for the state, so that next session we can pass a Paid Family Leave law to support our working families.

In just the past 6 years, two analyses of the potential establishment of a paid family leave program in Hawai'i have been conducted and presented to the legislature. The 371 pages of these two reports include an economic analysis, Hawai'i-based eligibility modeling and cost breakdowns, a feasibility study, opinion polling and focus groups, and options for compliance and enforcement of a paid family leave program. This working



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Osa Tui, Jr.
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Logan Okita
Vice President
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Secretary-Treasurer
Ann Mahi
Executive Director

group should use these studies to support their work to prepare for introducing a Paid Family Leave bill next session.

The United States is the only developed country without national paid family leave. Thirteen states and the District of Columbia have also passed paid family leave laws, and the states with paid family leave have seen significant health, social, and economic benefits. Paid family leave is good for business—employees become more productive and loyal when they have it. We have many models to follow, studies have been completed, and we have a clear path now to create Paid Family Leave in Hawai'i.

Paid Family Leave is good for businesses. Workers who have access to paid 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. 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 affects the economic stability of both male and female caregivers.

Paid Family Leave is also great for workers. The majority of our workforce in Hawai'i 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.**

Teachers are fortunate to be covered by a collective bargaining agreement that provides paid sick leave. Over 40 percent of our workforce in Hawai'i; however, are not afforded the same benefit. Only 17 percent of workers in the U.S. have access to paid family leave through their employers.

Nearly a third of those who need but do not have access to family leave will need the time off to care for an ill spouse or elderly parent. Even though our teachers have paid sick leave, they must use this leave, if they have accumulated enough, for



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maternity leave. Many new teachers do not have enough sick leave accumulated, and thus, must choose between unpaid leave, or even leaving the profession, which many do. It is unfortunate. We need to retain our teachers and all our workers in Hawai'i.

What's more, the COVID-19 pandemic became a public health emergency that infected thousands of people, overburdened hospital capacities, medical supply shortages, and claimed the lives of numerous Hawai'i residents. Enacting a comprehensive family leave program would allow employees whose family members are impacted by serious health conditions to provide adequate care for their loved ones.

As a result, workers are often required to choose between providing for their families by working while sick or enduring a loss of income to recuperate. Families also must decide whether to send sick children to school or stay home and lose a day of pay. For low-income families, this financial bind can mean the difference between providing food and going hungry. When children are forced to attend class while ill, moreover, contagions may spread to other students, and not much learning occurs for the ill child who needs to recover from an illness.

Finally, a public insurance model that includes all eligible workers in the state is affordable. The Institute for Women's Policy Research, which houses some of the nation's top experts on family leave, **conducted an actuarial analysis using a simulation model to study the use and cost of family leave insurance for our state, which found that the annual cost to cover sixteen weeks of leave for a worker making \$48,000 would be roughly \$58—a little over one dollar per week to pay for invaluable financial security. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.**

We need the Department of Labor and Industrial Relations to convene a working group to design a social insurance family leave program for the state. **The Hawai'i State Teachers Association asks you to please support this resolution.**



HAWAII APPLESEED

CENTER FOR LAW & ECONOMIC JUSTICE

Testimony of the Hawai‘i Appleseed Center for Law & Economic Justice
In Support of HCR44 – Requesting the Department of Labor and Industrial Relations to convene a
working group to design a social insurance family leave program for the state.

House Committee on Labor & Government Operations
Wednesday, March 29, 2023, 10:00 AM, Conference Room 309 & Via Videoconference

Dear Chair Matayoshi, Vice Chair Garrett, and members of the Committee:

Thank you for the opportunity to provide testimony in support of HCR44, which request the Department of Labor and Industrial Relations to convene a working group to design a social insurance family leave program for the state

Over the past six years, the state has conducted two analyses on the establishment of a paid family leave program in Hawai‘i and presented them to the Hawai‘i State Legislature. These reports have included an economic analysis, Hawai‘i-based eligibility modeling and cost breakdowns, a feasibility study, opinion polling and focus groups, options for compliance, and enforcement protocols. Hawai‘i is ready for a paid family leave program and working families need relief now.

The United States is the only developed nation that doesn’t provide its workers with paid family leave.¹ The federal Family and Medical Leave Act provides employees with only *unpaid* leave, and more than 40 percent of private sector workers are not covered by it. Meanwhile, the Hawai‘i Family Leave Law provides only four weeks of *unpaid* leave and also fails to cover around 40 percent of the state’s workforce. Hawai‘i’s temporary disability insurance program offers partial wage replacement to workers recovering from illness or injury, including childbirth, but no job protection. It’s also not available to non-biological parents or to family caregivers.

Low-wage workers are the least likely to have access to paid family leave, while they need the financial support of paid leave the most. With more and more of our kūpuna needing care, our state needs to create a safety net for families facing serious caregiving responsibilities. Although some individual companies offer employees paid leave, this benefit is typically only available to higher-income workers. Nationally, only 6 percent of low-wage workers have access to paid family leave.²

This lack of access to paid family leave has profound consequences for our working families. In Hawai‘i, two-thirds of children live in households where both parents work, and a quarter of live in

¹ Livingston, Gretchen and Deja Thomas, “Among 41 countries, only U.S. lacks paid parental leave,” Pew Research Center, December 16, 2019, <https://www.pewresearch.org/fact-tank/2019/12/16/u-s-lacks-mandated-paid-parental-leave/>

² Rossin-Slater, Maya and Lindsey Uniat, “Paid Family Leave Policies And Population Health,” *Health Affairs*, March 28, 2019, <https://www.healthaffairs.org/doi/10.1377/hpb20190301.484936/full/>

households headed by a single parent, leaving no full-time caregiver at home.³

That is why it's crucial for Hawai'i to put into place a strong financial safety net for the hard-working families who desperately need support when faced with serious family caregiving responsibilities.

Paid leave laws are or will soon be in place in 11 states across the country and the District of Columbia.⁴ Their programs operate under a social insurance system, with employees and/or employers across the state paying into a dedicated insurance fund. By spreading both risks and resources across all workers, this system provides benefits at a low per-person cost.

In order for such a program to be truly effective in Hawai'i, it is important for a paid family leave program to also follow a similar social insurance model. Examples of a social insurance approach are programs like Social Security and Medicare. Experts from both the left and the right agree that this is the best way to reduce costs to employers and overall administrative expenses, as well as prevent discrimination against those workers who are mostly likely to take leave. Even the right-leaning American Enterprise Institute prefers a social insurance program over an employer mandate to purchase family leave insurance or to self-insure.⁵ Creating a similar system in Hawai'i would help keep workers, especially women, in the workforce, and at higher wages. It would also reduce reliance on public benefits.

Job-protected paid family leave provides job continuity, so workers are less likely to leave the labor force altogether. Research shows that mothers with access to family leave are more likely to return to work after the birth of a child and also more likely to return to the same or higher wages than they were earning before giving birth.⁶ In California, where the program has been in effect for over 15 years, mothers of small children were found to be working more hours and at higher average incomes than similar women were before the law was passed.

Studies also show that women who receive paid leave after the birth of a child are 39 percent less likely to rely on public assistance and 40 percent less likely to rely on food stamps than women who do not take paid leave, and this trend is also present in men.⁷

Furthermore, a Hawai'i statewide poll found that 94 percent of respondents had either a "very favorable" (60 percent) or "somewhat favorable" (34 percent) perception of paid family leave. Nearly 6 in 10 (59 percent) said that they'd be willing to contribute a portion of their paycheck every month to a paid leave program, and the average amount that they said they'd be comfortable contributing is just over \$41 per month.⁸ That's more than actuarial estimates of what such a system would cost workers in Hawai'i, as

³ Kids Count Data Center, "Hawai'i Indicators," Annie E Casey Foundation, accessed February 12, 2023, <https://datacenter.kidscount.org/data#HI/2/0/char/0>

⁴ "State Paid Family & Medical Leave Insurance Laws," National Partnership for Women & Families," October 22, 2023, <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/state-paid-family-leave-laws.pdf>

⁵ Mathur, Aparna, "An Employer Mandate vs a Social Insurance Model for Paid Leave," American Enterprise Institute, October 10, 2017, <https://www.aei.org/wp-content/uploads/2017/10/DC-Testimony-Mathur-1.pdf>

⁶ "Paid Leave and Employment Stability of First-Time Mothers," Impaq International and Institute for Women's Policy Research, January 2017, <https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/IMPAQ-First-Time-Mothers.pdf>

⁷ Houser, Linda, and Thomas P. Vartanian, "Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses and the Public," Rutgers Center for Women and Work, <https://www.nationalpartnership.org/our-work/resources/economic-justice/other/pay-matters.pdf>

⁸ "Hawaii Family Leave Insurance Grant Analysis Report," Hawaii State Commission on the Status of Women and Hawaii Working Families Coalition, November 2017,

well as the experience of the states that are already running paid family leave programs.

Mahalo for the opportunity to testify.



HAWAII WORKERS CENTER

Defending and Respecting the workers of
Hawai'i

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hawaiiworkerscenter.org 🌐

March 28, 2023

Hawaii State House of Representatives
Committee on Labor and Government Operations
Rep. Scot Z. Matayoshi, Chair
Rep. Andrew Takuya Garrett, Vice Chair

**Executive
Committee of the
Board**

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Ray Catania

Justin Jansen

Marites Uy

Leyton Torda

Robyn Conboy

**Co-Executive
Directors**

Tony Doroño

Sergio Alcubilla III,
Esq.

RE: Support for HCR 44 REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DESIGN A SOCIAL INSURANCE FAMILY LEAVE PROGRAM FOR THE STATE.

Dear Chair Rep. Matayoshi, Vice-Chair Rep. Garrett, and members of the Committee on Labor and Government Operations:

The Hawaii Workers Center envisions a Hawaii in which all workers are empowered to exercise their right to organize for their social, economic and political well-being. It is a resource of information, education, training and organizing for Hawaii's low-wage and immigrant workers.

The Hawaii Workers Center stands in strong support of HCR 44 - Requesting the Department of Labor and Industrial Relations to Convene a Working Group to Design a Social Insurance Family Leave Program for the State.

As you know, Hawai'i has one of the fastest growing populations over the age of 65 in the nation. Within this decade, the percentage of people aged 65 and over is expected to increase to 22.5 percent of the state's population. And yet, 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.

The United States is the only developed country that lacks a comprehensive paid family leave program. Thirteen states and the District of Columbia have passed paid family leave laws and the states with paid family leave have seen significant public health, social, and economic benefits.

Multiple studies have shown that family leave insurance plans can be established in a manner that is affordable for small businesses and our state. Creating this working group will provide a pathway to the financial security that paid family leave guarantees to working families during emergencies.

A sincere thank you to Chair Rep. Matayoshi, Vice-Chair Rep. Garrett, and members of the Committee on Labor and Government Operations in your efforts this legislative session to pay a family leave bill. This working group will help us move closer to achieving this goal next session.

Sincerely,

Sergio J. Alcubilla
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON LABOR &
GOVERNMENT OPERATIONS

RE: HCR 44/HR 48 - REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DESIGN A SOCIAL INSURANCE FAMILY LEAVE PROGRAM FOR THE STATE.

WEDNESDAY, MARCH 29, 2023

JASON BRADSHAW, CHAIR
DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

Chair Matayoshi and Members of the Committee:

The Democratic Party of Hawaii Labor Caucus **supports HCR 44/HR48**, requesting the Department of Labor and Industrial Relations to convene a working group to design a social insurance family leave program for the state.

Our state has identified asset limited, income constrained, employed (ALICE) households, which are households that with an income above the federal poverty level, but below the basic standard of living. According to the “ALICE in Hawai‘i: 2022 Facts and Figures” report by the Aloha United Way, there has been a sharp increase in the number of households pushed below the poverty line; and in 2022, forty-four percent of the state’s households have fallen below the ALICE threshold, as compared to forty-two percent of households in 2018.

We need the Department of Labor and Industrial Relations to convene a working group to design a social insurance family leave program for the state, so that next session we can pass a Paid Family Leave law to support our working families.

In just the past 6 years, two analyses of the potential establishment of a paid family leave program in Hawai‘i have been conducted and presented to the legislature. The 371 pages of these two reports include an economic analysis, Hawai‘i-based eligibility modeling and cost breakdowns, a feasibility study, opinion polling and focus groups, and options for compliance and enforcement of a paid family leave program.

The United States is the only developed country without national paid family leave. Thirteen states and the District of Columbia have passed paid family leave laws, and the states with paid family leave have seen significant health, social and economic benefits. Paid family leave is good for business—employees become more productive and loyal when they have it. Hawai‘i should join the other states that have paid family leave programs and move to establish this important policy here, and this working group can help prepare us for next legislative session.

This program would help businesses in Hawai‘i. **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. 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 affects the economic stability of both male and female caregivers.

Studies have been conducted and top experts in the area of family leave have studied the usage, cost, and feasibility of implementing a family leave insurance program for the islands. **These studies collectively found that family leave insurance is a necessary and cost-effective way for workers to take adequate time off from work to care for their families without facing financial ruin or jeopardizing their careers.** We need a program that is affordable and designed to be revenue-neutral. **The Institute for Women’s Policy Research, which houses some of the nation’s top experts on family leave, conducted an actuarial analysis using a simulation model to study the use and cost of family leave insurance for our state, which found that the annual cost to cover sixteen weeks of leave for a worker making \$48,000 would be roughly \$58—a little over one dollar per week to pay for invaluable financial security. Even if this amount is a few dollars more, based on inflation, it is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.** To keep the price down, it does need to be an “all-in” plan for all businesses and workers in the state.

The majority of our workforce in Hawai'i 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. In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers.

Hawai'i must offer a smart, affordable solution that enables workers to take a small number of weeks out of the workforce and not have to choose between caring for their families or saving their jobs. We need the Department of Labor and Industrial Relations to convene a working group to design a social insurance family leave program for the state. The Democratic Party of Hawaii Labor Caucus **asks this committee to please support** this resolution.



Daniel Ross, RN
President

Gary Nuber
Director of Field Services

3375 Koapaka St b217
Honolulu, HI 96819
Tel: (808) 531-1628
Fax: (808) 524-2760

The Thirty-Second Legislature, State of Hawaii
Hawaii State House
Committee Labor & Government Operations

Testimony by
Hawaii Nurses Association
March 29, 2023

HRC 48 – Social Insurance Family Leave Program; Working Group

The Hawaii Nurses Association -OPEIU Local 50 is affiliated with the AFL-CIO and was founded in 1917 and represents 4,000 nurses in the State of Hawaii. We are grateful to testify in **SUPPORT** of HRC 48

In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are 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 Hawaii's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawaii 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.

Hawaii 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 insurance plans can be established in a manner that is affordable for small businesses and our state. Creating this working group will provide a pathway to the financial security that paid family leave guarantees to working families during emergencies.

Thank you for your consideration.

Respectfully,

Daniel Ross
President



March 29, 2023

To: Representative Scot Matayoshi, Chair
Representative Andrew Garrett, Vice Chair and
Members of the Committee on Labor and Government Operations

From: Jeanne Ohta, Hawai'i State Democratic Women's Caucus

RE: HCR 44/HR 48 Requesting DLIR to Convene a Working Group to Design a Social Insurance Family Leave Program for the State

Position: Support

Chair Matayoshi, Vice Chair Garrett and members of the committee; the Hawai'i State Democratic Women's Caucus writes to support HCR 44 and HR 48 which requests the Department of Labor and Industrial Relations to Convene a Working Group to Design a Social Insurance Family Leave Program for the State.

As we discovered during the pandemic, paid family leave is essential for families, employers, and our workforce. Because of low wages and a high cost of living, the majority of Hawaii's workforce cannot afford to take unpaid leave to care for a new child or assist a family member with a serious health condition. Hawaii's law only provides a four-week extension of unpaid leave to employees of businesses with more than 100 employees. The vast majority of employers in Hawai'i have fewer than 100 employees.

Paid family leave is good for business because employees are more productive when they have a benefit that helps to protect their families. In order for full participation in our economy, workers must have access to the benefits of paid leave otherwise, our businesses face a shortage of workers.

A paid family leave policy also helps even the playing field for small businesses. Currently, most small businesses cannot afford to offer adequate paid family leave to their employees, which puts them at a disadvantage when it comes to attracting and retaining the best workers. A recent survey showed that two-thirds of small business owners support paid family leave.¹

Multiple studies have shown that family leave insurance plans can be established in a manner that is affordable for small businesses and our state. Creating this working group will provide a pathway to the financial security that paid family leave guarantees to working families during emergencies.

¹ Survey: Small Businesses Support Tax Reforms to Pay for Robust Infrastructure Investments, Small Business Majority, June 8, 2021, www.smallbusinessmajority.org.

A paid family leave policy is a priority of the Hawai'i State Democratic Women's Caucus. The Hawai'i State Democratic Women's Caucus is a catalyst for progressive, social, economic, and political change through action on critical issues facing Hawaii's women and girls.

We ask that the committee support working families by passing measures that establish a paid family leave program. We thank the committee for this opportunity to provide our support for a paid family leave program.

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LATE

LATE

Thirty-Second Legislature, State of Hawai'i
House Committee on Labor & Government Operations

Testimony by IATSE 665

March 29th, 2023

HCR44/HR48 - REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DESIGN A SOCIAL INSURANCE FAMILY LEAVE PROGRAM FOR THE STATE.

Chair Matayoshi and Members of the Committee:

My name is Tuia'ana Scanlan, president of IATSE Local 665, the union representing technicians in the entertainment industry in Hawai'i. **Local 665 supports HCR 44/HR48**, requesting the Department of Labor and Industrial Relations to convene a working group to design a social insurance family leave program for the state.

Our state has identified asset limited, income constrained, employed (ALICE) households, which are households with an income above the federal poverty level, but below the basic standard of living. According to the "ALICE in Hawai'i: 2022 Facts and Figures" report by the Aloha United Way, there has been a sharp increase in the number of households pushed below the poverty line; and in 2022, forty-four percent of the state's households have fallen below the ALICE threshold, as compared to forty-two percent of households in 2018. We need the Department of Labor and Industrial Relations to convene a working group to design a social insurance family leave program for the state, so that next session we can pass a Paid Family Leave law to support our working families.

In just the past 6 years, two analyses of the potential establishment of a paid family leave program in Hawai'i have been conducted and presented to the legislature. The 371 pages of these two reports include an economic analysis, Hawai'i-based eligibility modeling and cost breakdowns, a feasibility study, opinion polling and focus groups, and options for compliance and enforcement of a paid family leave program.

The United States is the only developed country without national paid family leave. Thirteen states and the District of Columbia have passed paid family leave laws, and the states with paid family leave have seen significant health, social and economic benefits. Paid family leave is good for business—employees become more productive and loyal when they have

it. Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here, and this working group can help prepare us for the next legislative session.

This program would help businesses in Hawai'i. 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. 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 affects the economic stability of both male and female caregivers.

Studies have been conducted and top experts in the area of family leave have studied the usage, cost, and feasibility of implementing a family leave insurance program for the islands. These studies collectively found that family leave insurance is a necessary and cost-effective way for workers to take adequate time off from work to care for their families without facing financial ruin or jeopardizing their careers. We need a program that is affordable and designed to be revenue-neutral. The Institute for Women's Policy Research, which houses some of the nation's top experts on family leave, conducted an actuarial analysis using a simulation model to study the use and cost of family leave insurance for our state, which found that the annual cost to cover sixteen weeks of leave for a worker making \$48,000 would be roughly \$58—a little over one dollar per week to pay for invaluable financial security. Even if this amount is a few dollars more, based on inflation, it is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave. To keep the price down, it does need to be an "all-in" plan for all businesses and workers in the state.

The majority of our workforce in Hawai'i cannot afford to take unpaid leave to care for a new child or to 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. In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Hawai'i must offer a smart, affordable solution that enables workers to take a small number of weeks out of the workforce and not have to choose between caring for their families or saving their jobs. We need the Department of Labor and Industrial Relations to convene a working group to design a social insurance family leave program for the state. IATSE Local 665 asks this committee to please support this resolution.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Tuia'ana Scanlan'. The signature is fluid and cursive, with the first name 'Tuia'ana' written in a larger, more prominent script than the last name 'Scanlan'.

Tuia'ana Scanlan
President, IATSE 665
he/him/his

HCR-44

Submitted on: 3/25/2023 11:57:21 AM

Testimony for LGO on 3/29/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Makana Hicks	Individual	Support	Written Testimony Only

Comments:

Paid family leave is, or ought to be, also the least controversial policy possible. It supports families and children. It reduces financial stress, the leading cause of divorce. It actually increases work force participation as women are less likely to permanently leave the work force. And it reduces costs to government and the tax burden on the community because it reduces participation in welfare programs that serve as a defacto family leave program. It is a win on all fronts.

Chair Scot Matayoshi
Vice Chair Andrew Garrett

House Committee on Labor & Government Operations

Wednesday, March 29, 2023
10:00 AM

**TESTIMONY IN SUPPORT OF HCR44/HR48 REQUESTING THE DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO
DESIGN A SOCIAL INSURANCE FAMILY LEAVE PROGRAM FOR THE STATE**

Aloha Chair Matayoshi, Vice Chair Garrett, Members of the House Committee on Labor & Government Operations,

My name is Jun Shin. I am a recent graduate of the University of Hawai‘i at Mānoa, a soon to be worker, and a member of the Hawai‘i State Youth Commission, testifying as an individual in **SUPPORT** of **HCR44/HR48**, Requesting the Department of Labor and Industrial Relations to Convene a Working Group To Design a Social Insurance Family Leave Program for the State.

The majority of Hawai‘i's workers cannot afford to take unpaid leave to care for a new child or another family member. Hawai‘i law only provides a four-week extension of unpaid leave to employees of large employers with more than 100 employees. 4 weeks is definitely not enough, and this current law leaves out many, many workers who will at some point need to take care of a family member. All workers deserve access to family leave, which is essential in allowing parents to care for newborn keiki, each other, and other family members who are seriously ill.

It's also the case that 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% of the state's population. Making sure our kūpuna have the best quality of life in their retirement years after working hard their whole lives is the least that the state can do. 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. It's very, very clear at this point that workers and their families need adequate family leave in all stages of their lives!

While it is very disappointing that actual legislation has been stalled when so many working class families could use the financial security paid family leave guarantees, I sincerely appreciate that this resolution seeks to include policy experts for women and children, as well as representatives from organizations that directly represents, advocates for, and/or seeks to organize both union and non-union workers in the working group.

Please **PASS** **House Concurrent Resolution 44/House Resolution 48** out of your committee.

Mahalo for the opportunity to testify,

Jun Shin,
State House District 23 | State Senate District 12
Cell: 808-255-6663
Email: junshinbusiness729@gmail.com

HCR-44

Submitted on: 3/26/2023 4:15:00 AM

Testimony for LGO on 3/29/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
John Bickel	Individual	Support	Written Testimony Only

Comments:

Let me begin by admitting I am a little reluctant to support this as it is not an actual program. I teach history and comparative government. Why is the U.S. so far behind on providing family leave insurance benefits? We really should use the studies already done and do it. I see however that is not happening in 2023. So this is the next best thing.

HCR-44

Submitted on: 3/26/2023 9:31:09 AM

Testimony for LGO on 3/29/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
John Witeck	Individual	Support	Written Testimony Only

Comments:

This would be a worthwhile project to undertake, to design and implement a social insurance program to afford paid family leave for individuals and families in need.

Please approve this resolution. We are disappointed that the legislature has failed to enact paid family leave -- but perhaps this concurrent resolution can put Hawaii on the right path to attain this goal and provide this benefit.

John and Lucy Witeck

HCR-44

Submitted on: 3/26/2023 11:47:17 AM

Testimony for LGO on 3/29/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Christy MacPherson	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Matayoshi, Vice Chair Garrett and members of the House Committee on Labor and Government Operations,

I am in strong support of HCR44. Our state has been dragging our feet on Paid Family Leave and letting Hawai'i's families down year after year. Thank you to those who are trying to find a path forward so we can finally pass this critical piece of legislation next year.

Mahalo for your consideration.

HCR-44

Submitted on: 3/26/2023 12:37:29 PM

Testimony for LGO on 3/29/2023 10:00:00 AM

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

Comments:

- ▶ The United States is the only developed country without national paid family leave.
- ▶ 13 states and the District of Columbia have passed paid family leave laws.
- ▶ States with paid family leave have seen significant health, social and economic benefits.
- ▶ Paid family leave is good for business -- employees become more productive and loyal when they have it.

--Shay Chan Hodges

Haiku, Maui, Hawaii

HCR-44

Submitted on: 3/27/2023 4:28:09 AM

Testimony for LGO on 3/29/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Caroline Kunitake	Individual	Support	Written Testimony Only

Comments:

I support HCR44/HR48. Please support this resolution.

Representative Scot Z. Matayoshi, Chair
Representative Andrew Takuya Garrett, Vice Chair
Committee on Labor & Government Operations
Re: HCR 44

March 29, 2023

In support of HCR 44

Aloha Chair Scot Matayoshi, Vice Chair Andrew Takuya Garrett, and Members of the Committee on Labor & Government Operations,

My name is Samantha Yee, and I am a graduate student at the University of Hawai‘i at Mānoa Thompson School of Social Work and Public Health. I currently work full-time in the position of Education Liaison and case manager at a non-profit organization based in Kalihi.

I am testifying in favor of HCR 44 in convening a working group to design a social insurance family leave program for the state.

1 in 5 adults in Hawai‘i are caregivers, and 50% of these caregivers provide care for at least 2 years. 2 years without income, especially for those already financially struggling, makes comfortable living impossible. Caregiver financial burden is also exacerbated by other familial obligations, deterioration of mental health, and anticipatory grief.

I work with clients who struggle every day to make ends meet while caregiving for their elder relatives. This lifestyle requires a rigorous daily schedule of driving, feeding, bathing, planning, cleaning, etc. on top of working. One client who works, has 3 children, and is caregiver to multiple relatives said: **“I have to do it all, and I have no rest. I am not living for me”**. Caregivers like my client are worn out; **they need support**.

In Hawai‘i especially, supporting caregivers should be at the forefront of our priorities. Many cultures represented in Hawai‘i strongly value family and community. We also have a ‘local culture’ in which we are all responsible for respecting and caring for our kūpuna. With such values, then, it is unsurprising that about **1 in 5 Hawai‘i residents live in multigenerational homes**, most commonly Native Hawaiians, Pacific Islanders, and Asians. Multigenerational households are directly correlated to increased likelihood of caregiving.

Paid family leave (PFL) policies have been successful in other U.S. states, including California, New York, and Washington. The passing of HCR 44 would allow for Hawai‘i to further study family leave across the nation and establish programming that would greatly **reduce community distress and improve workplace morale**.

I urge the Committee to pass HCR 44. Mahalo nui for reviewing my testimony.

Sincerely,
Samantha Yee

HCR-44

Submitted on: 3/27/2023 6:08:20 PM

Testimony for LGO on 3/29/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Courtney Velazquez	Individual	Support	Written Testimony Only

Comments:

I support HCR44. I implore lawmakers to take action to **implement paid family leave** in Hawai'i.

- [Research has found](#) that paid family leave is good for business, because employees are more productive, which can help increase profits, and loyalty, which lowers turnover costs.
- Statewide paid family leave also helps even the playing field for small businesses. Currently, most small businesses cannot afford to offer adequate paid family leave to their employees, which puts them at a disadvantage when it comes to attracting and retaining the best workers.
- With a statewide paid family leave program, small payroll deductions would go into a state fund, which workers would apply to when they need to take leave. Since employees would be paid from the state fund while taking family leave, employers would not need to pay them while they are on leave.
- Enabling small businesses to provide paid family leave through a state program helps them compete for the best workers, and gives employers the peace of mind that they are doing what's best for their employees. Not surprisingly, [recent surveys show](#) that two-thirds of small business owners support paid family leave.
- Similarly, as Hawaii struggles to keep our working-age families from moving away, we are competing with states that have paid family leave – including California, Washington and Oregon – for the best workers.

I recently moved back to Hawai'i after living in Washington state for many years. Last year, when one of my closest friends was battling cancer and I would drive her to treatment appointments in Seattle, I saw the huge benefits of having paid family leave. My friend could focus on her months and months of cancer treatments knowing that she still had income to support her family. It's mind-blowing that the U.S. does not have universal paid family leave. In the meantime, we need to implement paid family leave in Hawai'i to care for our workers and our families.

HCR-44

Submitted on: 3/28/2023 9:15:02 AM

Testimony for LGO on 3/29/2023 10:00:00 AM

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

Comments:

In the past six years, two analyses of establishing a paid family leave program in Hawai‘i have been conducted and presented to the Hawai‘i State Legislature. These reports include an economic analysis, Hawai‘i-based eligibility modeling and cost breakdowns, a feasibility study, opinion polling and focus groups, options for compliance, and enforcement protocols.

Working families need relief now. The United States is the only developed country that lacks a comprehensive paid family leave program. Thirteen states and the District of Columbia have passed paid family leave laws and the states with paid family leave have seen significant public health, social, and economic benefits. Paid family leave is good for business, too, as employees become more productive and loyal when they have access to it.

It is time for Hawai‘i to join the other states that have initiated paid family leave programs and enact this important policy to uplift the well-being of working families and their keiki.

HCR-44

Submitted on: 3/28/2023 9:54:27 AM

Testimony for LGO on 3/29/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Patricia Bilyk	Individual	Support	Written Testimony Only

Comments:

TO: Representative Matayoshi, Chair, Representative Garrett, Vice Chair and Members of the Committee on Labor and Government Operations

FROM: Patricia L. Bilyk, RN, MPH, MSN
Maternal Child Clinical Nurse Specialist

RE: HCR44/ HR48 Requesting the Department of Labor and Industrial Relations to convene a working group to design a social insurance Family Leave Program for the State **STRONG SUPPORT**

DATE: Wednesday , March 29, 2023 10 am

Good Morning Representatives!

I stand in **STRONG SUPPORT** of HCR44 HR48 and urge you to pass this Resolution for the Working Families of Hawaii.

Mahalo.

HCR-44

Submitted on: 3/28/2023 3:04:15 PM

Testimony for LGO on 3/29/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Raymond Catania	Individual	Support	Written Testimony Only

Comments:

Chair Rep. Matayoshi,

I fully support HCR44 and the efforts by the Hawaii Working Families Coalition to make paid family leave the law in Hawaii. The concrete ideas and lived experiences of Hawaii's Working Families Coalition should not be brushed aside and no longer deferred.

Mahalo,

Raymond Catania Kauai rep of Hawaii Workers Center

HCR-44

Submitted on: 3/28/2023 3:09:51 PM

Testimony for LGO on 3/29/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Rev. Samuel L Domingo	Individual	Support	Written Testimony Only

Comments:

ALOHA ALL,

I urge passage of HCR44 so that a working group will get to work in producing plans for a state sponsored paid family leave program. I provide some talking points below.

- In 2018, only 17 percent of workers in the United States had access to paid family leave through their employers. Women, who are often primary caregivers of infants, children, and elderly parents, are 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 insurance plans can be established in a manner that is affordable for small businesses and our state. Creating this working group will provide a pathway to the financial security that paid family leave guarantees to working families during emergencies.

Thank you for the opportunity to hear my voice in a sea of many residents of Hawaii supporting an urgent need among Hawaii's workers.