
HOUSE RESOLUTION

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

1 WHEREAS, the State's working families are not adequately
2 supported during times of caregiving and illness; and
3

4 WHEREAS, one measure of understanding the financial
5 hardship experienced by families in the State is identifying
6 asset limited, income constrained, employed (ALICE) households,
7 which are households that with an income above the federal
8 poverty level but below the basic standard of living; and
9

10 WHEREAS, according to the "ALICE in Hawai'i: 2022 Facts and
11 Figures" report by the Aloha United Way, there has been a sharp
12 increase in the number of households pushed below the poverty
13 line; and
14

15 WHEREAS, in 2022, forty-four percent of the State's
16 households have fallen below the ALICE threshold, as compared to
17 forty-two percent of households in 2018; and
18

19 WHEREAS, while the federal Family and Medical Leave Act of
20 1993 allows twelve weeks of unpaid leave to employees who have
21 worked at a business that employs fifty or more employees, the
22 majority of Hawaii's workforce cannot afford to take unpaid
23 leave to care for a new child or attend to the needs of a family
24 member with a serious health condition; and
25

26 WHEREAS, state law, which offers four weeks of family leave
27 during a calendar year, is only available to employees of
28 employers with one hundred or more employees; and
29

30 WHEREAS, as of 2022, only twenty-five percent of all
31 civilian workers in the United States have access to paid family
32 leave through their employers; and



1
2 WHEREAS, women, as primary caregivers of infants, children,
3 and elderly parents are disproportionately affected by the
4 absence of paid family and medical leave; and

5
6 WHEREAS, according to AARP Hawaii, there are 157,000 family
7 caregivers in Hawaii; and

8
9 WHEREAS, Hawaii has one of the fastest growing populations
10 of persons aged sixty-five or older in the nation; and

11
12 WHEREAS, current projections from the Department of
13 Business, Economic Development, and Tourism estimates that 22.6
14 percent of the State's population will be sixty-five years of
15 age or older by 2030; and

16
17 WHEREAS, nearly one-third of persons who need, but do not
18 have access to, family leave will need time off to care for an
19 ill spouse or elderly parent; and

20
21 WHEREAS, in the 2017 "Hawaii State Paid Family Leave
22 Analysis Grant Report", the Institute for Women's Policy
23 Research conducted an actuarial analysis using a simulation
24 model to study the use and cost of family leave benefits in
25 Hawaii; and

26
27 WHEREAS, based on the most generous benefits model used,
28 the estimated annual cost for an employee earning \$48,184 per
29 year would be approximately \$58 per year; and

30
31 WHEREAS, enacting a comprehensive family leave program
32 would allow employees whose family members are impacted by
33 serious health conditions to provide adequate care for their
34 loved ones without sacrificing their financial security; now,
35 therefore,

36
37 BE IT RESOLVED by the House of Representatives of the
38 Thirty-second Legislature of the State of Hawaii, Regular
39 Session of 2023, that the Department of Labor and Industrial
40 Relations is requested to convene a working group to design a
41 social insurance family leave program for the State; and
42



1 BE IT FURTHER RESOLVED that the working group is requested
2 to consist of the following members:

- 3
- 4 (1) The Director of Labor and Industrial Relations, or the
5 Director's designee, to serve as chairperson of the
6 working group;
- 7
- 8 (2) The Director of Human Resources Development, or the
9 Director's designee;
- 10
- 11 (3) The Executive Director of the Hawaii State Commission
12 on the Status of Women, or the Executive Director's
13 designee;
- 14
- 15 (4) A representative from a nonprofit, public interest
16 organization specializing in advocacy for children;
- 17
- 18 (5) A representative from a nonprofit, public interest
19 organization specializing in worker's rights;
- 20
- 21 (6) A representative from a nonprofit, public interest
22 organization specializing in economic justice for
23 working families;
- 24
- 25 (7) A representative from a public sector labor union that
26 represents public school teachers;
- 27
- 28 (8) A representative from a public sector labor union that
29 represents government employees;
- 30
- 31 (9) A representative from a private sector labor union
32 that represents hotel employees; and
- 33
- 34 (10) A representative from a private sector labor union
35 that represents iron workers; and
- 36

37 BE IT FURTHER RESOLVED that the chairperson select the
38 representative members of the working group; and

39

40 BE IT FURTHER RESOLVED that the working group is requested
41 to consider:

42

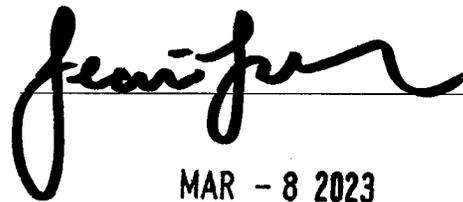


- 1 (1) A comparative analysis of social insurance family
2 leave programs that have been implemented in other
3 states, including a breakdown of the costs for
4 implementing and sustaining a social insurance family
5 leave program;
6
- 7 (2) A potential budget for the establishment of a social
8 insurance family leave program, including any
9 positions needed to facilitate the program; and
10
- 11 (3) A timeline for implementing a social insurance family
12 leave program, including benchmarks and deliverables;
13 and
14

15 BE IT FURTHER RESOLVED that the working group is requested
16 to submit a report to the Legislature on its efforts to design a
17 social insurance family leave model for the State, including any
18 findings, recommendations, and proposed legislation, no later
19 than twenty days prior to the convening of the Regular Session
20 of 2024; and
21

22 BE IT FURTHER RESOLVED that certified copies of this
23 Resolution be transmitted to the Governor, Lieutenant Governor,
24 Director of Labor and Industrial Relations, Director of Human
25 Resources Development, and Executive Director of the Hawaii
26 State Commission on the Status of Women.
27
28
29

OFFERED BY:


MAR - 8 2023

