

STAND. COM. REP. NO.

1478

Honolulu, Hawaii

MAR 30 2023

RE: S.C.R. No. 155

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Second State Legislature
Regular Session of 2023
State of Hawaii

Sir:

Your Committee on Labor and Technology, to which was referred S.C.R. No. 155 entitled:

"SENATE CONCURRENT RESOLUTION REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONDUCT A STUDY ON THE IMPLEMENTATION OF A STATE PROGRAM THAT REQUIRES EMPLOYERS TO PROVIDE A MINIMUM AMOUNT OF PAID SICK LEAVE AND SUPPLEMENTAL PAID SICK LEAVE TO EMPLOYEES, WITH A FOCUS ON THE EFFECTS OF MANDATORY PAID SICK LEAVE ON SMALL BUSINESSES AND LOW-INCOME EMPLOYEES,"

begs leave to report as follows:

The purpose and intent of this measure is to request that the Department of Labor and Industrial Relations conduct a study on the implementation of a state program that requires employers to provide a minimum amount of paid sick leave and supplemental paid sick leave to employees, with a focus on the effects of mandatory paid sick leave on small businesses and low-income employees.

Your Committee received testimony in support of this measure from the Department of Labor and Industrial Relations, Education Caucus of the Democratic Party of Hawai'i, Labor Caucus of the Democratic Party of Hawai'i, Imua Alliance, Hawai'i Public Health Institute, Hawaii State AFL-CIO, International Alliance of Theatrical Stage Employees Local 665, Hawai'i Workers Center, and four individuals.



Your Committee finds that although Hawaii's Family Leave Law provides four weeks of protected leave for certain employees of employers with one hundred or more employees for the birth or adoption of the employee's child or care of the employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent with a serious health condition, this leave is generally unpaid. Your Committee recognizes that the implementation of a paid sick leave program could provide increased benefits, including but not limited to diminishing public and private health care costs in the State and promoting the economic security and stability of workers and their families in the State.

As affirmed by the record of votes of the members of your Committee on Labor and Technology that is attached to this report, your Committee concurs with the intent and purpose of S.C.R. No. 155 and recommends its adoption.

Respectfully submitted on
behalf of the members of the
Committee on Labor and
Technology,



SHARON MORIWAKI, Chair



