

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

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

February 28, 2023

To: The Honorable Donovan M. Dela Cruz, Chair,
The Honorable Gilbert S.C. Keith-Agaran, Vice Chair, and
Members of the Senate Committee on Ways and Means

Date: Tuesday, February 28, 2023
Time: 10:00 A.M.
Place: Conference Room 211, State Capitol and Video Conference

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

Re: S.B. 360 SD1 RELATING TO FAMILY LEAVE

I. OVERVIEW OF PROPOSED LEGISLATION

The DLIR provides **comments** on this proposal and offers suggestions. SB360 SD1 requires the Department to study the development of a family leave insurance program that pays family leave insurance benefits with unspecified appropriation and position amounts and to submit a report to the Legislature prior to the 2024 session.

II. COMMENTS ON THE SENATE BILL

The Department concurs with Standing Committee Report No. 426 that conducting the proposed study to include an actuarial component should be contracted out as the department does not have the capacity to undertake actuarial studies. In addition, the department does not have the capacity to fully evaluate the financial and legal issues involved as well as the non-duplication of other benefits. In considering the complexities involved, including the procurement process and conferring with sister agencies and other stakeholders, the department suggests that the report should be due to the 2025 Legislature. The department is in the process of contacting vendors to ascertain an estimated cost for the study.

SB-360-SD-1

Submitted on: 2/23/2023 8:31:18 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Mike Golojuch, Sr.	Testifying for Rainbow Family 808	Support	Written Testimony Only

Comments:

We support SB360 with proposed amendments.

Mike Golojuch, Sr., Secretary/Board Member



To: WAM Chair Dela Cruz, Vice Chair and Committee members

Subject: Testimony in SUPPORT of SB360_SD1 Relating to Paid Family Leave

Hearing: Hawaii State Capitol, Room 211, Feb. 28, 2023, 10 AM

Thank you Chair, Vice Chair and Committee members for considering this testimony in SUPPORT of SB360_SD1 regarding Paid Family Leave.

The United States remains the only industrialized nation in the world without paid family leave. By establishing paid family leave in Hawaii, we would join the states of California, Colorado, Connecticut, D.C., Delaware, Massachusetts, New Hampshire, New Jersey, New York, Oregon, Rhode Island, Washington, and Wisconsin who have paid family leave.

The Family Leave and Medical Leave Act was passed in 1993 and provides leave but no wage replacement. For many workers, that meant taking time off for the birth of a baby or to care for a family member was economically impossible. This burden falls heavily on women who are the often care givers and who, more often than men, are heads of single parent households, yet are still earning 83% of males doing the same work.

I note that similar bills have been introduced and referred for further study five times including the most detailed plan completed in 2017. At that time, the US Dept of Labor funded a study for a paid family leave insurance program for Hawaii which was authored by well-regarded national experts in the field. That study proposed a Paid Family Leave Insurance program which would provide progressive wage replacement paid from employee contributions of about \$1 per week, providing low-income workers a higher percentage of wages allowing them the economic resources to take time off for the birth of a baby or provide extended care for family member.

Please support the passage of this bill because Hawaii's families need paid family leave. Thank you for allowing me to testify in SUPPORT of this HB2598.

Sincerely,

Amy Monk

Democratic Party of Hawaii Women's Caucus Co-chair



To: Senate Ways and Means Committee
Hearing Date/Time: February 28, 2023 10:00 AM
Place: Hawaii State Capitol, Room 211
Re: Testimony in STRONG SUPPORT of SB360 SD1

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, and the Members of Committee,

Members of AAUW of Hawaii thank you for this opportunity to testify in strong support of SB360 SD1 which would establish paid family leave for Hawaii's workers.

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 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. A state-run family leave insurance program estimated at \$58/year per worker is a small price to pay for financial security provided by 16 weeks of paid family leave.

Please support SB360 SD1, and the workforce and their families in Hawaii.

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

SB-360-SD-1

Submitted on: 2/25/2023 1:49:53 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Joseph Kohn MD	Testifying for We Are One, Inc. - www.WeAreOne.cc - WAO	Comments	Written Testimony Only

Comments:

SB360 SD1 was watered down into a study—again.

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.

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version.

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.

Rather than convene yet another study of this proven strategy, Hawai‘i should join the other states that have paid family leave programs and move to establish this important policy here.

www.WeAreOne.cc

TESTIMONY BEFORE THE SENATE COMMITTEE ON WAYS & MEANS

RE: SB 360 SD1 - RELATING TO FAMILY LEAVE

TUESDAY, FEBRUARY 28, 2023

JASON BRADSHAW, CHAIR
DEMOCRATIC PARTY OF HAWAII LABOR CAUCUS

Chair Dela Cruz and Members of the Committee:

The Democratic Party of Hawaii Labor Caucus **respectfully offers comments on SB360, SD1, relating to family leave, and asks that you please revert it back to its original version.**

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.

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. **Please revert this bill back to its original version.** 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.

Rather than convene yet another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.

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.

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 of 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. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.**

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 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.

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. **Please revert this bill back to its original version.**



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

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

TESTIMONY BEFORE THE SENATE COMMITTEES ON WAYS & MEANS

RE: SB 360, SD1 - RELATING TO FAMILY LEAVE

TUESDAY, FEBRUARY 28, 2023

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Dela Cruz, and Members of the Committee:

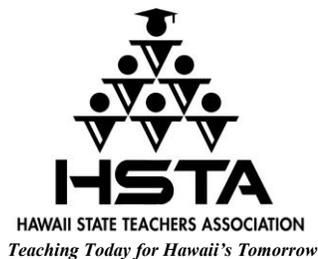
The Hawaii State Teachers Association **respectfully offers comments on SB360, SD1, relating to family leave, and asks that you please revert it back to its original version.**

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.

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. **Please revert this bill back to its original version.** 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.

Rather than convene yet another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.

This bill is good for businesses and good for everyone 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**



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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.

This bill 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. Women, as primary caregivers of infants, children, and elderly parents, are disproportionately affected by the absence of paid family and medical leave. According to AARP Hawaii, there are approximately 157,000 unpaid family caregivers in the State. Hawai'i has one of the fastest growing populations over the age of sixty-five in the nation; from 2020 to 2030 the percentage of people age sixty-five and over is expected to go from 19.1 per cent of the State's population to 22.5 per cent. 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 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



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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 or not 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 or 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.

To provide 16 weeks of paid family leave for all eligible workers in the state, when split evenly, would cost workers and businesses less than \$30 a year, the Hawaii State Teachers Association asks you to **please revert this bill back to its original version.**

SB-360-SD-1

Submitted on: 2/26/2023 12:42:11 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Michael Golojuch Jr	Testifying for Stonewall Caucus of the Democratic Party of Hawaii	Comments	Written Testimony Only

Comments:

Aloha Senators,

The Stonewall Caucus of the Democratic Party of Hawai‘i; Hawai‘i’s oldest and largest policy and political LGBTQIA+ focused organization respectfully offers comments on SB360, SD1, relating to family leave, and asks that you please revert it back to its original version.

Mahalo nui loa,

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



Chamber of Commerce HAWAII

The Voice of Business

**Testimony to the Senate Committee on Ways and Means
Tuesday, February 28, 2023, at 10:00 A.M.
Conference Room 211 & Videoconference**

RE: SB 360 SD1 Relating to Family Leave

Aloha Chair Dela Cruz Vice Chair Keith-Agaran, and Members of the Committees:

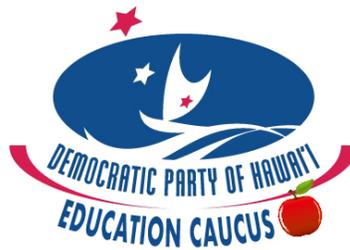
The Chamber of Commerce Hawaii ("The Chamber") **offers comments on SB 360 SD1**, which requires the Department of Labor and Industrial Relations (DLIR) to study and submit a report to the Legislature that addresses the development of a family leave insurance program that pays family leave insurance benefits prior to the Regular Session of 2024. Appropriates funds and establishes positions within DLIR to conduct the study.

We appreciate and understand the intent of this bill to complete a study on how to implement a family leave program.

We do, however, request that the Chamber of Commerce Hawaii be included in the study committee so that we can offer our expertise and the "voice" of small businesses in setting up this program.

The Chamber is Hawaii's leading statewide business advocacy organization, representing about 2,000+ businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of members and the entire business community to improve the state's economic climate and to foster positive action on issues of common concern.

Thank you for the opportunity to testify.



SENATE BILL 360, SD1, RELATING TO FAMILY LEAVE

FEBRUARY 28, 2023 · SENATE WAYS AND MEANS
COMMITTEE · CHAIR SEN. DONOVAN DELA CRUZ

POSITION: Comments with amendments.

RATIONALE: The Democratic Party of Hawai'i Education Caucus provides comments and suggested amendments for SB 360, SD1, relating to family leave, which requires the Department of Labor and Industrial Relations to study and submit a report to the Legislature that addresses the development of a family leave insurance program that pays family leave insurance benefits prior to the Regular Session of 2024.

We do not need another study of family leave. Our state has already performed two, both of which have provided a roadmap and cost estimates for establishing a comprehensive family leave program for Hawai'i. Accordingly, we ask you to amend this measure by reverting it to its original form. This measure would *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.

Hawaii'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 Hawaii 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 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.**

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 income.

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



SB 360, SD1, RELATING TO FAMILY LEAVE

FEBRUARY 28, 2023 · SENATE WAYS AND
COMMITTEE · CHAIR SEN. DONOVAN DELA CRUZ

POSITION: Comments with amendments.

RATIONALE: Imua Alliance **provides comments and suggested amendments for** SB 360, SD1, relating to family leave, which requires the Department of Labor and Industrial Relations to study and submit a report to the Legislature that addresses the development of a family leave insurance program that pays family leave insurance benefits prior to the Regular Session of 2024.

We do not need another study of family leave. Our state has already performed two, both of which have provided a roadmap and cost estimates for establishing a comprehensive family leave program for Hawai'i. Accordingly, we ask you to amend this measure by reverting it to its original form. This measure would *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.

Hawaii'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 Hawaii 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 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.**

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 income.

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



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: Senate Committee on Ways and Means
Re: **SB 360, SD1 - Relating to Family Leave**
Hawai'i State Capitol and via videoconference
February 28, 2023, 10:00 AM

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, and Committee Members,

On behalf of Hawai'i Children's Action Network Speaks!, I am writing in **SUPPORT with suggested amendments to SB 360, SD1**. This bill requires the Department of Labor and Industrial Relations (DLIR) to study and submit a report to the Legislature that addresses the development of a family leave insurance program.

We respectfully request that your committee return this bill to its original version, as there is no need for an additional study of paid family leave. Paid family leave is a proven strategy, and we believe Hawai'i should join the other states that have paid family leave programs and move to establish this important policy.

Since 2017, two detailed analyses of the potential establishment of a paid family leave program in Hawaii have been conducted and presented to the legislature:

- The Hawai'i State Commission on the Status of Women was awarded a grant from the U.S. Department of Labor to analyze how paid family leave could work in Hawaii. With that grant, Hawai'i-specific research was conducted in 2017 by national experts and local organizations. This comprehensive family leave report¹ included an economic analysis and eligibility and benefit modeling; a feasibility study; opinion polling of Hawai'i workers; and focus groups of local labor unions, employers, parents, and family caregivers. Among many detailed findings, it found that paid family leave in Hawai'i is feasible, not expensive, and supported by 94% of Hawai'i workers.
- That report was followed by Act 109 (2018), which directed the Legislative Reference Bureau to conduct an analysis to understand the impacts of the establishment of a paid family leave program on industry, consumers, employees, employers and caregivers, and that analysis was delivered prior to the 2020 legislative session. It included Hawaii-based cost breakdowns for each of the seven state-specific models as well as options for compliance and enforcement of a proposed paid family leave program.

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.

1

https://d3n8a8pro7vhmx.cloudfront.net/goodbeginnings/pages/196/attachments/original/1521088022/Hawaii_Family_Leave_Insurance_Analysis_Report.pdf?1521088022

The United States is the only developed country without national paid family leave.² To fill that gap, thirteen states plus the District of Columbia have passed paid family leave laws.³ Hawai'i should join them.

Paid family leave includes:

- Parental leave – for parents, including fathers and adoptive and foster parents, to bond with a new child
- Medical leave – for a worker to recover from their own serious illness or injury
- Caregiving leave – for a worker to care for a family member with a serious health condition.

In some states, paid family leave also includes:

- Deployment leave – to handle arrangements for military service
- Safe leave⁴ – to deal with domestic violence, such as seeking a restraining order or relocating to safety.

Though both provide time off, paid family leave is not the same as paid sick days. Paid family leave provides time off for major life events, like the birth of a child or extended illnesses. In contrast, paid sick days usually do not provide enough time for recovery from childbirth or a major medical event.

Paid leave helps children by helping their parents. Research has found that states with paid family leave have seen significant health, social and economic benefits.⁵ Families who have access to paid leave – especially working women – are healthier, more economically secure, more likely to stay in the workforce, and less likely to need public benefits.

Paid family leave is good for business, because employees are more productive, which can help increase profits, and loyal, which lowers turnover costs, according to research that's looked at how paid family leave works in other states.⁶

In addition, statewide paid family leave 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. Not surprisingly, recent surveys show that two-thirds of small business owners support paid family leave.⁷

² <https://bipartisanpolicy.org/explainer/paid-family-leave-across-oecd-countries/>

³ <https://bipartisanpolicy.org/explainer/state-paid-family-leave-laws-across-the-u-s/>

⁴ <https://www.americanprogress.org/article/the-state-of-paid-family-and-medical-leave-in-the-u-s-in-2023/>

⁵ https://www.abetterbalance.org/wp-content/uploads/2021/09/PFML_Health-Case_Fact-Sheet_11.30.21.pdf

⁶ https://www.abetterbalance.org/wp-content/uploads/2021/09/PFML_Business-Case_Fact-Sheet_5.10.22.pdf

⁷ <https://smallbusinessmajority.org/our-research/small-businesses-support-bold-investments-child-care>

Similarly, as Hawai'i 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. When young couples are deciding where to start a family, paid family leave may be an important deciding factor for them.

Currently, only one in four private sector workers has access to paid family leave.⁸ Lower-income workers in Hawai'i – who are more likely to be Native Hawaiian or Pacific Islander – are the least likely to have paid family leave, while they need that financial support the most.

The federal Family Medical Leave Act (FMLA) and Hawai'i Family Leave Law (HFLL) protect an employee from losing their job while they are caring for a sick relative or their self or bonding with a new child, but that leave is unpaid.

Since the FMLA and HFLL apply only to very large employers, the provision in this bill to eliminate the threshold of 100 employees for employers to be subject to the HFLL is very important. In fact, 93% of firms in Hawaii have fewer than 100 employees.⁹

Most working mothers who give birth can get partial pay through Hawai'i Temporary Disability Insurance (TDI) to recover from childbirth, but TDI cannot be used by non-birth parents or to care for other family members. Meanwhile, Hawai'i has 157,000 unpaid family caregivers, providing 131 million hours of care per year,¹⁰ and those numbers will continue to increase as our population ages.

In most of the states that have passed paid family leave laws, the program:¹¹

- Is a state-run benefit program, like Social Security or Medicare
- Is funded by small payroll deductions that go into a state fund, which workers apply to when they need to take leave
- Employers do not need to pay employees while they are on leave, since they are paid from the state fund
- Is available to both full and part-time workers
- Provides between 8 and 30 weeks of paid leave per year
- Provides a higher portion of wages to lower-income workers, so they can afford to take the leave
- Ensures that employees have a job to go back to after they take leave

No one in Hawai'i should ever have to choose between their loved ones and their paycheck. It's time for Hawai'i to guarantee paid sick days for all of our workers. Please pass this bill.

Thank you,

Nicole Woo, Director of Research and Economic Policy

⁸ <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-means-a-stronger-Hawai%E2%80%98i.pdf>

⁹ <https://www.census.gov/data/tables/2019/econ/susb/2019-susb-annual.html>

¹⁰ <https://www.aarp.org/ppi/info-2015/valuing-the-invaluable-2015-update.html>

¹¹ <https://bipartisanpolicy.org/explainer/state-paid-family-leave-laws-across-the-u-s/>

SB-360-SD-1

Submitted on: 2/26/2023 7:53:53 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Beppie Shapiro	Testifying for League of Women Voters Hawaii	Comments	Written Testimony Only

Comments:

The League of Women Voters of Hawaii offers comments on SB360 SD1. While the original SB360 proposed a family leave policy which would bring Hawaii to par with several other states, and even with many nations, SD1 takes us back to the well-trodden "study" path. There have already been 2 comprehensive studies of family leave programs, and the Legislature received reports on both of these already. Let's not waste more time on studies when we could be enacting legislation that would benefit many if not most workers who now must take vacation or forego work and pay when a child or other family member is ill or injured and needs care. Hospitals discharge patients assuming someone at home will learn how to care for the patient, and will be able to do so. SB360 in its original form is very important to the health both physical and mental of our residents. Please revert SB360 to its original form and pass it. You will have gratitude from many many residents if you do.



AMERICANS FOR DEMOCRATIC ACTION

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John Bickel, President
Alan Burdick, Vice President
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Doug Pyle, Secretary

DIRECTORS

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Jenny Nomura
Stephen O'Harrow

MAILING ADDRESS

P.O. Box 23404
Honolulu
Hawaii 96823

February 26, 2023

TO: Chair Dela Cruz Members of WAM Committee

RE: SB 360 SD1 Relating to Family Leave

Support with amendments or Hearing on Feb. 28

Americans for Democratic Action is an organization founded in the 1950s by leading supporters of the New Deal and led by Patsy Mink in the 1970s. We are devoted to the promotion of progressive public policies.

We support a bill that would create a family leave insurance program that provides family leave insurance benefits and extends the period of family leave to 16 weeks for many workers. If we had to choose between temporary disability insurance model and social insurance model, we like the latter as it seems more worker friendly. We do not need another study. We need a program not another study.

Thank you for your consideration.

Sincerely,

John Bickel, President



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Department of Pediatrics

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State of Hawai'i, Deputy Public
Defender

HIPHI Initiatives

Coalition for a
Tobacco-Free Hawai'i

Community Health
Worker Initiative

COVID-19 Response

Hawai'i Drug & Alcohol-Free
Coalitions

Hawai'i Farm to School Hui

Hawai'i Oral Health Coalition

Hawai'i Public Health Training Hui

Healthy Eating + Active Living

Kūpuna Collective

Date: February 27, 2023

To: Senator Donovan Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair
Members of the Committee on Ways and Means

Re: Support SB 360 SD1 Relating to Family Leave

Hrg: Monday, February 13, 2023, at 3:10, Conf Rm 224

The Obesity Prevention Task Force, convened by the Hawai'i Public Health Instituteⁱ, **supports SB 360 SD1**. This bill would provide employees up to 16 weeks of paid family leave through the Department of Labor. It also removes the 100-employee threshold for employers to be subject to the family leave law.

It is time for Hawai'i to pass a strong family leave insurance program. Employees need paid time off of work to care for a newborn, newly adopted or foster child, ill family member, and other unexpected health emergencies. Paid family leave guarantees that employees can cover basic living costs while also providing care to family members when they need it most. Eleven states and Washington, DCⁱⁱ, have passed similar legislation providing partial wage replacement for family and medical leave purposes.

Paid time off for families to care for a newborn also helps to establish a foundation for breastfeeding. Infant feeding practices can significantly affect later growth and development and can protect against obesityⁱⁱⁱ. The American Academy of Pediatrics and the World Health Organization recommend exclusive breastfeeding for the first six months of life and continued breastfeeding with the addition of other foods until a child is at least twelve months of age^{iv}.

“A robust body of evidence suggests that breastfeeding has multiple health benefits for infants, and that paid family leave (and other forms of maternity leave) significantly increases the length of time that mothers breastfeed. In a review and analysis of studies of breastfeeding in developed countries, the U.S. Agency for Healthcare Research and Quality found that full-term infants fed formula are at substantially greater risk than breastfed infants for acute ear infection, eczema, gastrointestinal infection, hospitalization for lower respiratory tract diseases in the first

year of life, asthma, childhood obesity, Type 2 diabetes, leukemia, and sudden infant death syndrome (SIDS).^v”

Thank you for the opportunity to provide testimony in support of SB360 SD1.

Mahalo,



Peggy Mierzwa
Policy & Advocacy Director
Hawaii Public Health Institute

ⁱ Created by the legislature in 2012, the Obesity Prevention Task Force is comprised of over 60 statewide organizations, and works to make recommendations to reshape Hawai'i's school, work, community, and health care environments, making healthier lifestyles obtainable for all Hawai'i residents. The Hawai'i Public Health Institute (HIPHI) convenes the Task Force and supports and promotes policy efforts to create a healthy Hawai'i.

ⁱⁱ <https://www.americanprogress.org/article/the-state-of-paid-family-and-medical-leave-in-the-u-s-in-2023/#:~:text=Eleven%20states%20have%20passed%20paid,24%20along%20with%20Washington%2C%20D.C.>

ⁱⁱⁱ S. Arenz et al., Breast-feeding and childhood obesity - a systematic review, 28(10) International Journal of Obesity and Related Metabolic Disorders 1247-56 (2004).

^{iv} American Academy of Pediatrics, AAP Reaffirms Breastfeeding Guidelines, <https://www.aap.org/en-us/about-the-aap/aap-press-room/pages/AAP-Reaffirms-Breastfeeding-Guidelines.aspx> (last updated February 27, 2012).

^v http://www.nccp.org/publications/pdf/text_1059.pdf



February 27, 2023

Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair
Senate Committee on Ways and Means

Re: S.B. 360, S.D. 1 RELATING TO FAMILY LEAVE

Hearing: Tuesday, February 28, 2023, 10:00 a.m., Room 211 & Videoconference

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Senate Committee on Ways and Means:

Hawaii Women Lawyers (“**HWL**”) is a lawyer’s trade organization that aims to improve the lives and careers of women in all aspects of the legal profession, influence the future of the legal profession, and enhance the status of women and promote equal opportunities for all.

HWL supports the intent of S.B. 360, S.D. 1, to require the Department of Labor and Industrial Relations to study the development of a family leave insurance program that pays family leave insurance benefits and submit a report to the legislature prior to the regular session of 2024.

HWL supports efforts to expand paid family leave. The majority of Hawaii’s workforce cannot afford to take unpaid leave, and women, who are often the primary caregivers of infants, children, and elderly parents, are affected disproportionately by the absence of paid family leave. The development and advancement of women in the legal profession, as well as in other careers, is impeded by the lack of affordable caretaking options. The pandemic has only increased the caretaking responsibilities taken on by women, who are also trying to maintain their jobs and careers to provide for themselves and/or their families. Given the complexities of the original proposed bill to establish a paid family leave insurance program, the measure proposed by S.D.1 appears well-reasoned.

Thank you for the opportunity to submit testimony on this measure.



**Parents And
Children Together**

**BUILDING THE RELATIONSHIPS
THAT MATTER MOST**

ParentsAndChildrenTogether.org

TESTIMONY Requesting Amendments for SB 360 SD1

TO: Chair Dela Cruz, Vice-Chair Keith-Agaran, & Members
Senate Committee on Ways and Means
FROM: Ryan Kusumoto, President & CEO
DATE: February 28, 2023 at 10:00 AM

Parents and Children Together (PACT) offers comments and requests amendments for SB 360 SD1 Relating to Family Leave. SB 360 SD1 was **changed** at its last hearing from creating a paid family leave program for working families to requiring the Department of Labor and Industrial Relations to conduct a study of the development of a paid family leave program. There is nothing else that needs studying on this issue. Working families need relief now. *Please revert this bill back to its original version.*

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. Many of Hawaii's working families are not afforded adequate amounts of paid leave causing financial hardship and increased dependency on public assistance during times of illness or caregiving. Low-wage workers are the least likely to have access to paid leave forcing them to choose between maintaining employment or caring for their families. A family leave insurance program could enable workers to retain employment while caring for family and help businesses retain key employees and remain competitive.

Founded in 1968, PACT is a statewide community-based organization providing a wide array of innovative and educational social services to families in need. Assisting more than 15,000 people across the state annually, we help identify, address, and successfully resolve challenges through our 20 programs. Among our services are early education programs, domestic violence prevention and intervention programs, child abuse prevention and intervention programs, childhood sexual abuse supportive group services, child and adolescent behavioral health programs, sex trafficking intervention, poverty prevention and community building programs.

Thank you for the opportunity to testify. Please contact me at (808) 847-3285 or rkusumoto@pacthawaii.org if you have any questions.



February 27, 2023

Sen. Donovan Dela Cruz, Chair
Sen. Gilbert Keith-Agaran, Vice Chair
Senate Committee on Ways and Means

RE: Testimony in support of SB 360, Relating to Family Leave

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, and Committee Members,

On behalf of Hawaii Foodbank, **I support SB 360**, which would require the department of labor and industrial relations to establish and administer a family leave insurance program.

Hawai'i has the highest cost of living of any state in the nation, and food security is a critical issue, with one in six residents lacks comprehensive access to healthy, nutritious food. When changes in family circumstances place financial pressures on families, putting food on the table can become an even bigger challenge. Paid family leave is helps ensure families who welcome a new child, care for family members, or are recovering from medical issues are better able to cover basic needs.

The Hawai'i Foodbank gathers donated, rescued, and purchased food and distribute it to those in need through our network of more than 200 agency partners. We also work with partners toward long-term solutions to ending hunger, and we support a paid family leave program that will helps families maintain the financial security essential for their health and well-being.

Mahalo for your consideration.

With aloha,

Amy Miller Marvin
President and CEO, Hawaii Foodbank

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Thirty-Second Legislature, State of Hawai'i
Senate Committee on Ways and Means

Testimony by IATSE 665

February 27th, 2023

S.B. 360 SD1 - RELATING TO FAMILY LEAVE

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Senate 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 respectfully offers comments on SB360 SD 1** relating to family leave, and asks that you **please revert it back to its original version**.

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.

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version. 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.

Rather than convene yet another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here. 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.

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 of 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. That is a small price to pay for the financial security guaranteed by 16 weeks of paid family leave.

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 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. 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. Please revert this bill back to its original version.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Tuia'ana Scanlan', written in a cursive style.

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



HAWAII FAMILY SUPPORT INSTITUTE

Making Hawaii's Families Strong

Executive Director

Gail F. Breakey

Advisory Board

February 25, 2023

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Re: SB360, SD 1

Elizabeth MacFarlane
Robert Pantell, MD
Victoria Schneider, MD
Matthew Shim
Karen Tan

Dear Senator Dela-Cruz, Keith-Agaron and Members of WAM

Consultants

Linda Coble

This testimony is in strong support of SB 360, SD 1 for family leave. Please revert this bill back to its original version. Rather than convene another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.

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. States with paid family leave have seen significant health, social and economic benefits. Data also shows that paid family leave is good for business; employees become more productive and loyal when they have it.

Hawaii families are experiencing more stress and economic insecurity than ever. 60% of Hawaii families are below or near the poverty line. Housing is out of sight for these with **a new home priced at over \$1 Million and rent at \$1,630 for a one bedroom apartment.** These stresses are having an impact on both parents and their children, affecting the mental health of both. Lack of family leave after the birth of a new baby or when family members are ill, constitutes just one more stressor to contend with. It is not physically healthy for a mother who has just given birth to return to work too soon. Moreover, the period after birth is a critical time period for bonding and attachment of mother and infant, which is crucial for the infants emotional health and wellbeing.

It is past time for Hawaii to provide paid family leave and support the well-being of young families. Thank you for the opportunity to testify on this bill.

Sincerely,

A handwritten signature in black ink that reads "Gail Breakey". The signature is written in a cursive, flowing style.

Gail Breakey, RN, MPH Director
Hawaii Family Support Institute



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(808) 522-1101
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ALFRED L. CASTLE
Executive Director and Treasurer

February 27, 2023

Senator Donovan M. Dela Cruz
Hawaii State Legislature
Fax: 808-586-6091

Re: SB360 SD1 Hearing on February 28, 2023

Aloha Senator Dela Cruz:

I strongly support paid leave for Hawaii's working families. It is a major part of Governor Green's plan to support our vulnerable working families. As you know, 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 leave have significant health, social and economic benefits; paid family leave is good for business – employees become more productive and loyal when they have it.

While I support the intent of this bill, please revert it back to its original version. Rather than convene another study of this proven strategy, Hawaii should join the other states that have paid family leave programs and move to establish this important policy here.

In just the past 6 years, two analyses of the potential establishment of a paid family leave program in Hawaii have been conducted and presented to the legislature. The 371 pages of these two reports include an economic analysis, Hawaii-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 Castle Foundation has invested millions of dollars in the health and education of Hawaii's working families and I know that paid leave would directly help this community effort.

With best wishes,

Alfred L. Castle
Executive Director



**Senate Committee on Ways and Means
Tuesday, February 28, 2023 at 10:00 A.M.
Conference Room 211 and Via Videoconference**

RE: SB 360 SD1, RELATING TO FAMILY LEAVE

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee:

The Society of Human Resource Management (SHRM) Hawaii offers comments to SB360 SD1 which requires the Department of Labor and Industrial Relations (DLIR) to study and submit a report to the Legislature that addresses the development of a family leave insurance program that pays family leave insurance benefits prior to the Regular Session of 2024, and appropriates funds and establishes positions within DLIR to conduct the study.

SHRM Hawaii serves and represents nearly 600 members and employers statewide. Human resource management is a critical component to the success and survival of the many businesses that make up our local economy. HR professionals are responsible for evaluating and balancing the needs of both the employers and employees, and caring for businesses' most valuable asset: the working people of our state.

We appreciate the intent of this bill to conduct a study on the parameters and extent of a paid family leave program and welcome the opportunity to be a resource for the details of such a program in order to contribute our expertise to the implementation, design and operation of employee benefit programs.

There are numerous components to such an employee benefit program such as:

- Impact on the employer, both financially to fund such a program and operationally due to workforce shortage.
- Size of the employer, which will be required to offer such leave.
- Employee qualification for such a leave, i.e., hours worked, total time in the position, etc.
- Whether the leave will be based on a calendar year, a rolling twelve-(12)-month period looking forward or looking backward.
- The parameters for what increments the leave can be taken.



- The circumstances for which such a leave can be taken, e.g., baby-bonding, elder care, how close a familial relationship is required, attendance at school activities, and
- The notice which must be provided to the employer, when, to whom and how (written, etc.)

We look forward to contributing positively to the development of sound public policy and continuing to serve as a resource to the Legislature on matters related to labor and employment laws.

Thank you for this opportunity to provide testimony.

Dailyn Yanagida
Legislative Affairs Committee Co-Chair

Rosanne M. Nolan
Legislative Affairs Committee Co-Chair





Senate Committee on Ways and Means

Hawai'i Alliance for Progressive Action (HAPA) Comments: SB360 SD1

Tuesday, February 28, 2023 10 a.m. Conference Room 211

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran and Members of the Committee,

We submit the following comments with suggested amendments for SB360 SD1 which requires the Department of Labor and Industrial Relations (DLIR) to study and submit a report to the Legislature that addresses the development of a family leave insurance program that pays family leave insurance benefits prior to the Regular Session of 2024. The measure also appropriates funds and establishes positions within DLIR to conduct the study.

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.

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.

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version. 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.



Rather than convene yet another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.

Please amend SB360 SD1.

Mahalo for your consideration,

A handwritten signature in black ink, appearing to read 'Anne Frederick', is written in a cursive style.

Anne Frederick
Executive Director

February 27, 2023

Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair
Committee on Ways and Means
Tuesday, February 28, 2023
10:00 am
Via Videoconference

LATE



RE: **SB360 SD1** Relating to Family Leave Insurance Program (**Comment + Amendment**)

Dear Chair Dela Cruz, Vice Chair Keith-Agaran & Members of the Committee,

Chamber of Sustainable Commerce offers a comment with suggested amendment on SB360 SD1, which in its current form, requires the Department of Labor and Industrial Relations (DLIR) to study and submit a report to the Legislature that addresses the development of a family leave insurance program that pays family leave insurance benefits prior to the Regular Session of 2024, and appropriates funds and establishes positions within DLIR to conduct the study.

As small business owners who believe we can strengthen our economy without hurting employees, consumers, or the environment, we urge this committee to amend SB360 SD1 to its original form because this issue has already been studied twice before and its time to implement a data-responsive solution. The original SB360 includes employees contributing to the insurance program, similar to unemployment insurance.

Coming out of the Covid pandemic, our economy's resiliency validated the importance of having financial safety-nets for working families. It's important to compare and contrast how this state intervenes (or doesn't intervene) when an individual family's crisis leads may lead to homelessness and when the larger community faces homelessness because of lava flow or global pandemic.

The Chamber of Sustainable Commerce submits A Better Balance's 2022 (updated) white paper titled "*The Business Case for Paid Family and Medical Leave:*" <https://www.abetterbalance.org/resources/the-business-case-for-paid-family-and-medical-leave/>

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Denver, CO 80203

abetterbalance.org | info@abetterbalance.org

The Business Case for Paid Family and Medical Leave

Comprehensive paid family and medical leave presents a game-changing opportunity to support businesses and families. Paid family and medical leave will provide businesses with an unprecedented opportunity to recruit and retain valuable employees and increase productivity without creating significant administrative burdens.

State paid family and medical leave programs have proven to be successful for workers, businesses, and families.

- Eleven states (Rhode Island, California, New Jersey, New York, Washington State, Massachusetts, Connecticut, Oregon, Colorado, Maryland, and Delaware) and Washington, D.C. have enacted paid family and medical leave laws,¹ which provide (or will provide) benefits to workers when they are unable to work due to a serious off-the-job illness or injury, to bond with a new child (including children newly placed for foster care or adoption) or to care for a family member with a serious health condition.
 - Eight states also provide (or will provide) paid family leave benefits to workers dealing with certain needs in connection with a family member's military deployment.
 - Four states also provide (or will provide) benefits known as "safe time," which covers certain needs arising from domestic or sexual violence.
- The state paid family and medical leave programs offer proven examples from which to build a national, paid family and medical leave program that is equitable and sustainable. They also prove that these policies can work for businesses as well as workers.
 - In a study of California businesses, the vast majority reported that the state's paid family leave program had a positive or neutral effect on their business; a vast majority also reported that the program resulted in no cost increases, with some even indicating that the program resulted in cost savings for their business by reducing benefit costs. Moreover, most businesses were able to adjust to the program easily; nearly two-thirds of businesses reported that temporarily reassigning work to other employees was their primary method for addressing the temporary absence of employees on paid family leave.²
 - In New Jersey, businesses of all sizes have easily adjusted to the state law. Most businesses reported no negative effects on business profitability and most reported that complying with the law is not difficult.³
 - In a survey of Rhode Island employers conducted a year after the state's paid family leave law went into effect, a majority of employers were strongly or somewhat in favor of the law. This was true among both large and small employers surveyed.⁴

- In the first year after New York's paid family leave program went into effect, employers experienced a significantly easier time coordinating employee absences, especially longer absences. Additionally, after the program went into effect, the vast majority of employers were supportive of the program.⁵

Paid family and medical leave programs can help small businesses thrive.

- Providing paid leave through a government program levels the playing field for small businesses. Small businesses that cannot afford to offer the same generous leave benefits as larger companies are at a competitive disadvantage in hiring.⁶
 - The vast majority of small business owners that want paid leave want a solution involving the federal government.⁷
- Small businesses have adapted well to state paid family and medical leave programs and report positive experiences with such laws.
 - A study of California businesses found that *any* negative effects from the state's paid family leave program were exceedingly rare, but among those few employers who did report negative effects, small businesses were *less* likely than large businesses to report any negative effects resulting from the program. Additionally, nearly all of the businesses surveyed, including very small businesses, were able to craft solutions for addressing employee absences with little difficulty—often by relying on protocols already in place for other types of absences that routinely occurred prior to the implementation of the state's paid family leave program.⁸
 - Another study of California's program found that small businesses saw a 14% *decrease* in their per worker labor costs when workers take paid family leave. The smallest businesses had the greatest percentage-based savings.⁹
 - In New Jersey, approximately two-thirds of small businesses reported no increase in overtime pay costs due to the state paid family leave law,¹⁰ and researchers have found that other employees do not resent absent co-workers.¹¹ This suggests that businesses were able to manage the temporary reallocation of absent employees' workload without significant increased costs.

Paid family and medical leave programs can help businesses recruit and retain talented workers.

- Paid family and medical leave can help employers recruit talented employees and also helps employers retain employees. Human resources professionals consider family-friendly policies to be the most important factor in recruiting and retaining employees.¹² Similarly, small businesses that offer paid leave see it as necessary to recruit and retain talented employees—and those that don't offer it report that it makes it challenging to hire.¹³

- Moreover, paid family and medical leave increases employee morale and employee loyalty. New Jersey employers have reported increased employee morale as a result of New Jersey's paid family leave program, with one employer calling the effect "tremendous."¹⁴
- By helping businesses retain valuable employees, paid family and medical leave can significantly cut down on turnover costs. Businesses spend, on average, around 21% of an employee's salary to replace that employee if the employee quits.¹⁵
 - Paid family and medical leave can save employers money by enabling valuable employees to stay in their jobs instead of quitting when they have a child or a medical emergency. One study found that businesses in states with paid family leave laws were significantly less likely to experience high employee turnover compared to similar businesses without paid family leave benefits.¹⁶
 - For example, in California, 92.8% of employers reported that paid family leave had a positive or neutral effect on employee turnover,¹⁷ saving employers the costly step of replacing an existing employee.¹⁸
- This is especially crucial at a time when many businesses are desperately seeking qualified employees.
 - More than one third of unemployed adults would be more willing to return to work sooner if their employer offered paid family leave, including nearly half of unemployed caregivers.¹⁹ This suggests that continuing recruiting challenges are driven, in part, by workers' ongoing caregiving responsibilities and their concerns that those responsibilities may be incompatible with employment in the absence paid leave. Ensuring that workers can care for themselves and their families while working is key to robust economic recovery.
 - A recent study found that workers with access to paid family and medical leave are 22% more likely than workers without such access to recommend their job to a friend.²⁰

Paid family and medical leave can increase profitability and employee productivity.

- Businesses that provide paid family leave benefits have seen marked improvements in employee productivity.
 - One study found that businesses in states with paid family leave laws significantly increased firm-wide productivity as compared to similar businesses without paid family leave benefits.²¹ And a cross-industry analysis of 41 companies found increases of more than 50% on productivity measures after the adoption of a paid leave program.²²
 - An overwhelming majority of California employers also reported positive or neutral effects on productivity (88.5%) and employee morale (98.6%).²³

- Evidence suggests that increased productivity resulting from paid family and medical leave can increase employer profitability.
 - One study found an average of 63% improvement in revenue and 54% improvement in profit after companies adopted paid leave policies.²⁴
 - An overwhelming majority (91.0%) of California employers reported that paid family leave had a positive or neutral effect on profitability/performance.²⁵
 - A recent study of California's paid leave program found that businesses with employees who used paid family leave had *higher* per worker earnings across all workers (not just the workers who took paid family leave) than did businesses where no workers took paid family leave.²⁶
- Paid leave also helps keep workers safe and healthy on the job, which increases productivity and decreases employer costs. Workers with paid leave are significantly less likely to suffer dangerous injuries on the job²⁷ or deaths on the job.²⁸
 - Paid leave allows workers to recover and return to full productivity more quickly than they would by continuing to work. When workers must return to work before a chronic condition is stabilized or before they have healed from an injury, they are more likely to relapse or re-injure themselves while working.²⁹ Fewer workplace injuries can mean healthier, happier workers and lower workers' compensation costs.
- Paid family and medical leave also can also increase a firm's value. Researchers have found that Fortune 500 companies that announced the adoption of new family-friendly policies saw same-day increases in their share prices, indicating that investors anticipate that the benefits of such a program will outweigh any costs associated with providing it.³⁰

Evidence shows that paid family and medical leave programs are not abused.

- Evidence from the states show little to no abuse of paid family and medical leave programs.
 - In a survey of California employers, the vast majority said they were not aware of *any* instances of their employees abusing the state's paid family leave program.³¹
 - In a study of New Jersey's paid family leave program, not a single employer interviewed identified even a single instance of abuse. Indeed, several Human Resources managers interviewed expressed their views that abuse of the program was a virtual impossibility.³²

¹ A Better Balance, *Overview of Paid Family & Medical Leave Laws in the United States* (July 20, 2021), <https://www.abetterbalance.org/resources/paid-family-leave-laws-chart/>.

- ² EILEEN APPELBAUM & RUTH MILKMAN, LEAVES THAT PAY: EMPLOYER AND WORKER EXPERIENCE WITH PAID FAMILY LEAVE IN CALIFORNIA 7-9 (2011), <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>; CENTER FOR ECONOMIC AND POLICY RESEARCH, p. 8, available at <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.
- ³ MIRIAM RAMIREZ, NEW JERSEY BUSINESS AND INDUSTRY ASSOCIATION, THE IMPACT OF PAID FAMILY LEAVE ON NEW JERSEY BUSINESSES (2012), <https://bloustein.rutgers.edu/wp-content/uploads/2012/03/Ramirez.pdf>.
- ⁴ ZACHARY CAMPBELL ET AL., THE IMPACT OF PAID LEAVE: EVIDENCE FROM TEMPORARY DISABILITY INSURANCE IN RHODE ISLAND 30 (July 2017), <https://www.mathematica-mpr.com/-/media/internet/conferences/2017/drc-annual-meeting2017/summaries/hastings.pdf?la=en>.
- ⁵ Ann P. Bartel et al., *The Impact of Paid Family Leave on Employers: Evidence from New York* (Nat'l Bureau of Econ. Rsch., Working Paper No. 28672, 2021), https://www.nber.org/system/files/working_papers/w28672/w28672.pdf.
- ⁶ Eileen Appelbaum & Ruth Milkman, *Achieving a Workable Balance*, CENTER FOR WOMEN AND WORK (2006), p. 23, available at <https://smlr.rutgers.edu/sites/default/files/images/achieving%20a%20workable%20balance%202006%20Appelbaum.pdf>.
- ⁷ SMALL BUSINESS FOR AMERICA'S FUTURE, PAID LEAVE POLICIES ON MAIN STREET (2021), <https://www.smallbusinessforamericasfuture.org/small-business-for-america-s-future-releases-paid-leave-survey-results>.
- ⁸ EILEEN APPELBAUM & RUTH MILKMAN, LEAVES THAT PAY: EMPLOYER AND WORKER EXPERIENCE WITH PAID FAMILY LEAVE IN CALIFORNIA 8-10 (2011), <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>; CENTER FOR ECONOMIC AND POLICY RESEARCH, p. 8, available at <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.
- ⁹ GREER COWAN ET AL., THE CALIFORNIA EXPERIENCE: LESSONS FROM 20 YEARS OF CALIFORNIA'S PAID FAMILY LEAVE PROGRAM 13 (Sept. 2021), http://www.bayareaconomy.org/files/pdf/BACEI_PFL_Sept2021.pdf.
- ¹⁰ SMALL BUSINESS FOR AMERICA'S FUTURE, PAID LEAVE POLICIES ON MAIN STREET (2021), <https://www.smallbusinessforamericasfuture.org/small-business-for-america-s-future-releases-paid-leave-survey-results>.
- ¹¹ Sharon Lerner & Eileen Appelbaum, *Business as Usual: New Jersey Employers' Experiences with Family Leave Insurance*, CTR. FOR ECON. & POL'Y RSCH. (2014), <http://www.cepr.net/documents/nj-fl-2014-06.pdf>.
- ¹² JOAN WILLIAMS. UNBENDING GENDER: WHY WORK AND FAMILY CONFLICT AND WHAT TO DO ABOUT IT (2001).
- ¹³ SMALL BUSINESS FOR AMERICA'S FUTURE, PAID LEAVE POLICIES ON MAIN STREET (2021), <https://www.smallbusinessforamericasfuture.org/small-business-for-america-s-future-releases-paid-leave-survey-results>.
- ¹⁴ Sharon Lerner & Eileen Appelbaum, *Business as Usual: New Jersey Employers' Experiences with Family Leave Insurance*, CTR. FOR ECON. & POL'Y RSCH. (2014), <http://www.cepr.net/documents/nj-fl-2014-06.pdf>.
- ¹⁵ HEATHER BOUSHEY & SARAH JANE GLYNN, CTR. FOR AM. PROGRESS, THERE ARE SIGNIFICANT COSTS TO REPLACING EMPLOYEES (2007), <https://cdn.americanprogress.org/wp-content/uploads/2012/11/CostofTurnover.pdf>.
- ¹⁶ Benjamin Bennett et al., *Paid Leave Pays Off: The Effects of Paid Family Leave on Firm Performance* (Nat'l Bureau of Econ. Rsch., Working Paper No. 27788, 2021), https://www.nber.org/system/files/working_papers/w27788/w27788.pdf.
- ¹⁷ EILEEN APPELBAUM & RUTH MILKMAN, LEAVES THAT PAY: EMPLOYER AND WORKER EXPERIENCE WITH PAID FAMILY LEAVE IN CALIFORNIA (2011), <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>; CENTER FOR ECONOMIC AND POLICY RESEARCH, p. 8, available at <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.
- ¹⁸ Replacing an employee costs 50-75% of an hourly employee's annual pay and up to 150% of a salaried employee's annual pay. Jodie Levin-Epstein, *Getting Punched: The Job and Family Clock* (2006), CENTER FOR LAW AND SOCIAL POLICY, p. 9, available at <http://www.clasp.org/resources-and-publications/files/0303.pdf>.
- ¹⁹ *Morning Consult Poll: The Value of Paid Family Leave*, BIPARTISAN POL'Y CTR. (Sept. 7, 2021), <https://bipartisanpolicy.org/blog/morning-consult-poll-value-of-paid-family-leave/>.
- ²⁰ THEA GARON ET AL., UNPAID AND UNPROTECTED: HOW THE LACK OF PAID LEAVE FOR MEDICAL AND CAREGIVING PURPOSES IMPACTS FINANCIAL HEALTH 5 (Sept. 2021), https://fhn-finhealthnetwork-assets.s3.amazonaws.com/uploads/2021/09/PulsePaidLeave_UnpaidUnprotected.pdf.
- ²¹ Bennett et al., *supra* note 15.
- ²² PANORAMA & AM. SUSTAINABLE BUSINESS COUNCIL, THE BUSINESS IMPACTS OF PAID LEAVE (2019), https://www.asbcouncil.org/sites/main/files/file-attachments/panorama_report_-_business_impacts_of_paid_leave.pdf.
- ²³ EILEEN APPELBAUM & RUTH MILKMAN, LEAVES THAT PAY: EMPLOYER AND WORKER EXPERIENCE WITH PAID FAMILY LEAVE IN CALIFORNIA (2011), <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>; CENTER FOR ECONOMIC AND POLICY RESEARCH, p. 8, available at <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.
- ²⁴ PANORAMA & AM. SUSTAINABLE BUSINESS COUNCIL, THE BUSINESS IMPACTS OF PAID LEAVE (2019), https://www.asbcouncil.org/sites/main/files/file-attachments/panorama_report_-_business_impacts_of_paid_leave.pdf.
- ²⁵ EILEEN APPELBAUM & RUTH MILKMAN, LEAVES THAT PAY: EMPLOYER AND WORKER EXPERIENCE WITH PAID FAMILY LEAVE IN CALIFORNIA 8 (2011), <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.
- ²⁶ GREER COWAN ET AL., THE CALIFORNIA EXPERIENCE: LESSONS FROM 20 YEARS OF CALIFORNIA'S PAID FAMILY LEAVE PROGRAM 13 (Sept. 2021), http://www.bayareaconomy.org/files/pdf/BACEI_PFL_Sept2021.pdf.
- ²⁷ Abay Asfaw et al., *Paid Sick Leave and Nonfatal Occupational Injuries*, 102.9 AMERICAN JOURNAL OF PUBLIC HEALTH e59-e64 (2012), <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3482022/>.
- ²⁸ Daniel Kim, *Paid Sick Leave and Risks of All-Cause and Cause-Specific Mortality Among Adult Workers in the USA*. 14.10 INT. J. OF ENV. RESEARCH AND PUB. HEALTH 1247 (2017), <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5664748/pdf/ijerph-14-01247.pdf>.



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²⁹ T.G. Hollo, *Evaluating family and medical leave insurance for Washington state*, 11 Economic Opportunity Institute (May 2012), <http://www.opportunityinstitute.org/wp-content/uploads/family-leave-insurance/EvaluatingFamilyandMedicalLeave-Jan13.pdf>.

³⁰ Michelle M. Arthur & Alison Cook, *Taking Stock of Work-Family Initiatives: How Announcements of "Family-Friendly" Human Resource Decisions Affect Shareholder Value*, 57 INDUSTRIAL & LAB. RELATIONS REV. 608-10 (2004).

³¹ EILEEN APPELBAUM & RUTH MILKMAN, LEAVES THAT PAY: EMPLOYER AND WORKER EXPERIENCE WITH PAID FAMILY LEAVE IN CALIFORNIA 4 (2011), <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.

³² Sharon Lerner & Eileen Appelbaum, *Business as Usual: New Jersey Employers' Experiences with Family Leave Insurance*, CTR. FOR ECON. & POL'Y RSCH. 24 (2014), <http://www.cepr.net/documents/nj-fl-2014-06.pdf>.



HAWAI'I STATE
COALITION AGAINST
DOMESTIC VIOLENCE

LATE

February 28, 2023

Members of the Senate Committee on Ways and Means:

Chair Donovan M. Dela Cruz

Sen. Donna Mercado Kim

Vice Chair Gilbert S.C. Keith-Agaran

Sen. Chris Lee

Sen. Henry J.C. Aquino

Sen. Sharon Y. Moriwaki

Sen. Lynn DeCoite

Sen. Maile S.L. Shimabukuro

Sen. Lorraine R. Inouye

Sen. Glenn Wakai

Sen. Dru Mamo Kanuha

Sen. Kurt Fevella

Sen. Michelle N. Kidani

Re: SB360 SD1 Relating to Family leave

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Senate Committee on Ways and Means:

The Hawai'i State Coalition Against Domestic Violence (HSCADV) addresses the social, political, and economic impacts of domestic violence on individuals, families, and communities. We are a statewide partnership of domestic violence programs and shelters.

On behalf of HSCADV and our 28 member programs statewide, I respectfully submit testimony in support of SB360 SD1. **While we support the intent of this bill, please revert it back to its original version. Rather than convene another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.**

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, focus groups, and options for compliance and enforcement of a paid family leave program.

Thank you for the opportunity to testify on this important matter.

Sincerely,

Angelina Mercado, Executive Director

SB-360-SD-1

Submitted on: 2/23/2023 8:40:58 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

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

Comments:

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran and members of the Senate Committee on Ways and Means,

I am in strong support of SB360 SD1. We need Paid Family Leave so that employees can take care of themselves and their family members during times of crisis or illness without having the extra burden of losing income and not being able to pay for critical things like rent, electricity, or transportation.

Mahalo for your consideration.

SB-360-SD-1

Submitted on: 2/23/2023 9:48:19 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Ryan Samonte	Individual	Support	Written Testimony Only

Comments:

- While I support the intent of this bill, please revert it back to its original version. Rather than convene another study of this proven strategy, Hawai‘i should join the other states that have paid family leave programs and move to establish this important policy here.
- 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.

SB-360-SD-1

Submitted on: 2/23/2023 10:24:59 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Dayle K. Turner	Individual	Support	Written Testimony Only

Comments:

I am in support of the proposed family leave insurance program which would emphasize the importance of supporting working families and provide them with the financial security they need to care for their loved ones. The proposed program would provide a much-needed safety net for families, allowing them to take time off work to care for their loved ones, without the fear of financial insecurity. The program would also provide an economic boost to families who rely on the income of both parents, as well as providing a valuable benefit to employers who wish to retain and attract quality employees. Additionally, the program would help promote gender equality in the workplace, as it would ensure that both men and women can take time off work to care for their families without fear of financial repercussions. Finally, the program would be a major step forward in terms of promoting social justice, as it would ensure that all working families, regardless of their economic status, have the same opportunity to care for their loved ones. Mahalo for the opportunity to testify.

SB-360-SD-1

Submitted on: 2/24/2023 9:34:31 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Cheryl Ho	Individual	Support	Written Testimony Only

Comments:

To the Ways and Means Committee:

I fully support Paid Family Leave. This benefit results in more satisfied, loyal workers with families that are healthier physically and emotionally, as the stress of an essential family member having to take time off and forfeit pay is removed.

I urge you, PLEASE, to revert to the original version of SB360!

In the last six years alone, the two studies that have been done have shown the efficacy of this policy and practice for Hawai'i. I find it embarrassing and shameful that Hawai'i does not accord its workers with Paid Family Leave! We do not need/cannot afford the time and money to carry out yet another study!!

Sincerely,

Cheryl Ho, Nu'uano

SB-360-SD-1

Submitted on: 2/25/2023 5:35:54 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Aimee Grace	Individual	Support	Written Testimony Only

Comments:

Aloha,

My name is Aimee Malia Grace, MD, MPH, FAAP, a health policy pediatrician speaking in my personal capacity.

I strongly support paid family leave. Please pass this bill in its original form.

Thank you,

Aimee Malia Grace, MD, MPH, FAAP

SB-360-SD-1

Submitted on: 2/25/2023 6:37:33 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Loren Walker	Testifying for Hawai'i Friends of Restorative Justice	Support	Written Testimony Only

Comments:

We do not need another study to confirm family leave benefits our community. Families have [better health and economic outcomes](#) with family leave. Our organization has worked with hundreds of families affected by crime and injustice. Most of these families and individuals suffer from severe economic, and often as a result health hardships. Family leave would help prevent this. Family leave would help create a more economically stable and healthy community-especially in the long term.

Please pass this bill as originally proposed. Hawai'i should be a leader in this area and join the other states that provide family leave as all other developed countries in the world.

Mahalo for your service. Please contact Loren Walker lorenn@hawaiifriends.org for information about our position on this important measure.

SB-360-SD-1

Submitted on: 2/25/2023 7:24:51 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

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

Comments:

Please support SB 360 SD1.

SB-360-SD-1

Submitted on: 2/25/2023 7:37:59 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Jessie L Gonsalves	Individual	Support	Written Testimony Only

Comments:

I support this bill! My company only gives us std for paid family leave and FMLA. It is needed for us who need time to recover and make time to figure out our new family. Also not have to count down the days when you have to go back to work and find childcare for your little one. Also decide you need to stay home and rely on your partner if you have one to keep you feed,housed and healthy. This needs to be passed!

SB-360-SD-1

Submitted on: 2/25/2023 8:54:52 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Heidi Allencastre	Individual	Support	Written Testimony Only

Comments:

I support this bill as a Maui Parent Leader. This bill would provide support and build resiliency within our families in here Hawai'i by allowing them the time that they need with their families while still being able to keep their jobs and income. This extra layer of support could greatly reduce some of the stress within the household which correlates with mental health, stability, and healthy functioning of the family unit.

- While I support the intent of this bill, please revert it back to its original version. Rather than convene another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.
- 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.

I appreciate your support in this bill.

SB-360-SD-1

Submitted on: 2/25/2023 12:07:31 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Larry Alfrey	Individual	Comments	Written Testimony Only

Comments:

Stop dragging your feet....

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.

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version.

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.

Rather than convene yet another study of this proven strategy, Hawai‘i should join the other states that have paid family leave programs and move to establish this important policy here.

DATE: Tuesday, February 28, 2023
TIME: 10:00 AM
PLACE: Conference Room 211 & Videoconference

Comments re: SB360 SD 1

Senator Donovan M. Dela Cruz, Chair, Senator Gilbert S.C. Keith-Agaran, Vice Chair and Members of the COMMITTEE ON WAYS AND MEANS

Aloha,

Save Medicaid Hawaii strongly supports a robust state of Hawaii paid family leave program.

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.

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Rather than convene yet another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.

Doris Segal Matsunaga
On behalf of Save Medicaid Hawaii

SB-360-SD-1

Submitted on: 2/25/2023 1:43:33 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Greg Crawford	Individual	Comments	Written Testimony Only

Comments:

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.

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Rather than convene yet another study of this proven strategy, Hawai‘i should join the other states that have paid family leave programs and move to establish this important policy here. Mahalo,

Greg Crawford

From: [Shannon Rudolph](#)
To: [WAM Committee](#)
Subject: Hawai'i Families Need the Original SB360, not more studies
Date: Saturday, February 25, 2023 2:34:34 PM

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Aloha!

Please pass the original SB360.

So many Hawai'i families are facing tremendous stress and need your help right now,
not more studies.

Mahalo!

Shannon Rudolph - Kona

SB-360-SD-1

Submitted on: 2/25/2023 4:12:37 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

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

Comments:

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.

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version.

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.

Rather than convene yet another study of this proven strategy, Hawai‘i should join the other states that have paid family leave programs and move to establish this important policy here.

SB-360-SD-1

Submitted on: 2/25/2023 4:34:30 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Laurie Tochiki	Individual	Support	Written Testimony Only

Comments:

Paid family leave is critically important for our families and our future. As a member of the Hawaii Children's Action Network, I appreciate any steps forward in this matter. However, rather than a study it would be better to take action now. I respectfully ask that the language of the bill revert to its original action steps. I recently became a grandmother and I can see first hand the incredible benefits of paid family leave for the development of my grandson. My daughter and son in law live in a state and work for organizations that provide paid leave.

SB-360-SD-1

Submitted on: 2/25/2023 4:40:11 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Michelle Takemoto	Individual	Support	Written Testimony Only

Comments:

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.

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version.

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.

Rather than convene yet another study of this proven strategy, Hawai‘i should join the other states that have paid family leave programs and move to establish this important policy here.

SB-360-SD-1

Submitted on: 2/25/2023 5:05:40 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Micah Hicks	Individual	Comments	Written Testimony Only

Comments:

While slow and cautious tends to be the preferred approach of the Hawaii State legislature, some things can't wait. The effects and benefits of paid family leave are well understood. The crushing difficulty of surviving in Hawaii for local families is well understood. Why bother waste funds and time on a study that will tell you nothing that is not publicly available already? This bill's original language, rather than this severely truncated study, should be reused and a paid family leave insurance scheme should be established not merely studied .

SB-360-SD-1

Submitted on: 2/25/2023 5:10:13 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Annette Mente	Individual	Support	Written Testimony Only

Comments:

Dear Senator Dela Cruz and Committee Members,

While I support the intent of this bill, I prefer the original bill language. Rather than convene another study of this proven strategy, Hawai‘i should join the other states that have paid family leave programs and move to establish this badly needed policy.

If we want to retain and support working families in Hawaii, many of which are multi-generational, family leave is crucial benefit to help retain employees and prevent further outmigration to states with lower cost of living and higher average wages.

Now is the time for firm action to support Hawaii's working families.

Thank you for your consideration.

Chair Donovan Dela Cruz
Vice Chair Gilbert Keith-Agaran

Senate Committee on Ways & Means

Tuesday, February 28, 2023
10:00 AM

**TESTIMONY OFFERING COMMENTS ON SB360 SD1 RELATING TO FAMILY
LEAVE**

Aloha Chair Dela Cruz, Vice Chair Gilbert Keith-Agaran, Members of the Senate Committee on Ways & Means,

My name is Jun Shin. I am a recent graduate of the University of Hawai‘i at Mānoa, a future worker, and a member of the Hawai‘i State Youth Commission, testifying as an individual offering **COMMENTS** on **SB360 SD1**, Relating to Family Leave.

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 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 year 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.

This is not the time for a 3rd study on a family leave program, we have hundreds and hundreds of pages of 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 for the legislature to look at. It's very, very clear at this point that workers and their families need adequate family leave in all stages of their lives! **Please revert Senate Bill 360 SD1 back to its original version.**

Mahalo for the opportunity to testify,

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

SB-360-SD-1

Submitted on: 2/25/2023 7:01:20 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Rachel Ebert	Testifying for Sunshine Therapy	Support	Written Testimony Only

Comments:

As a therapist specializing in maternal mental health, I see firsthand the challenges, families face without having adequate family leave and the long-term consequences. Please see the key points below.

- 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
- While I support the intent of this bill, please revert it back to its original version. Rather than convene another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.
- 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.

SB-360-SD-1

Submitted on: 2/25/2023 8:03:10 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Dawn Morais Webster Ph.D.	Individual	Comments	Written Testimony Only

Comments:

Families need relief now. We do NOT need a THIRD study. Senator Sharon Moriwaki, Chairperson of the Senate Labor Committee, should not have turned SB 360 into a study of family leave. The US is the only developed country not to offer national paid family leave. Please turn this bill back into providing what people really need. Voters need to believe that the officials they elected hear them and serve them. Ordering another study is a dodge. It does not address the needs of working families. Please restore the good intentions of this bill in its original form. Mahalo.

SB-360-SD-1

Submitted on: 2/25/2023 9:35:21 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
tia pearson	Individual	Support	Written Testimony Only

Comments:

Please change the bill back to its previous status. We don't need a study.

SB-360-SD-1

Submitted on: 2/26/2023 5:05:27 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Tony Radmilovich	Individual	Comments	Written Testimony Only

Comments:

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.

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version.

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.

Rather than convene yet another study of this proven strategy, Hawai‘i should join the other states that have paid family leave programs and move to establish this important policy here.

To: Hawaii State Senate Committee on Ways and Means
Hearing Date/Time: Thursday, February 28, 2023, 10:00am
Place: Hawaii State Capitol, CR 211 & Videoconference
Re: Judith Ann Armstrong is in strong support of SB360 related to paid family leave.

Dear Members of the Ways and Means Committee,

I, Judith Ann Armstrong, am in strong support of SB 360 Related to Family Leave.

- 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
- While I support the intent of this bill, please revert it back to its original version. Rather than convene another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.
- 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.

Thank you for this opportunity to testify in support of SB360.

Sincerely,

Judith Ann Armstrong

SB-360-SD-1

Submitted on: 2/26/2023 9:29:34 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Colleen Alford	Individual	Support	Written Testimony Only

Comments:

Aloha,

I support SB 360 relating to family leave. The reasons for my support are as follows:

1. States with paid family leave have seen significant health, social and economic benefits.
2. Paid family leave is good for business -- employees become more productive and loyal when they have it

While I support the intent of this bill, please revert it back to its original version. Rather than convene another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.

Mahalo for your time,

Colleen S. Alford, APRN

SB-360-SD-1

Submitted on: 2/26/2023 10:07:46 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Erica Yamauchi	Individual	Support	Written Testimony Only

Comments:

I'm writing as a business owner in strong support of SB360.

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, and Hawai'i should be one of them. Paid family leave is good for business -- employees become more productive and loyal when they have this security.

While I support the intent of this bill, I'm urging you to revert it back to its original version. Rather than convene another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.

In just the past six 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. We are more than ready for paid family leave in Hawai'i.

Erica Yamauchi, Kaimukī/Wilhelmina Rise

SB-360-SD-1

Submitted on: 2/26/2023 10:49:40 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Matthew Grover	Individual	Comments	Written Testimony Only

Comments:

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version.

In 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.

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.

Rather than convene yet another study of this proven strategy, Hawai‘i should join the other states that have paid family leave programs and move to establish this important policy here.

SB-360-SD-1

Submitted on: 2/26/2023 11:11:45 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Melissa Danielle Haile	Individual	Support	Written Testimony Only

Comments:

I have lived here for seven years and I'm a mother of a toddler. I am writing in SUPPORT of SB360 in its ORIGINAL version.

There are already TWO analyses looking at the establishment of paid family leave, with 371 pages 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.

Please move this bill forward in its original version.

SB-360-SD-1

Submitted on: 2/26/2023 11:49:17 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
JoAnn Farnsworth	Individual	Comments	Written Testimony Only

Comments:

Please revert to the original version of SB360. Paif Family Leave has been studied for years and the benefits are enormous

SB-360-SD-1

Submitted on: 2/26/2023 2:50:46 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Lauren Wilson	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
- While I support the intent of this bill, please revert it back to its original version. Rather than convene another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.
- **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.**

SB-360-SD-1

Submitted on: 2/26/2023 4:14:01 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Elisabeth Chun	Individual	Oppose	Written Testimony Only

Comments:

- While I support the intent of this bill, please revert it back to its original version. Rather than convene another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.

SB-360-SD-1

Submitted on: 2/26/2023 4:39:30 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Laurie Takeno	Individual	Support	Written Testimony Only

Comments:

To the Committee on Ways & Means:

I am writing to show my strong SUPPORT of SB 260 - RELATING TO FAMILY LEAVE, with a request to please revert it back to its original version. Rather than convene another study of this proven strategy, I encourage legislators to help Hawai'i join other states that have paid family leave programs and move to establish this important policy here. 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 U.S. is the only developed country without national paid family leave, and so it is up to the States to provide these protections for our families. Thirteen States and the District of Columbia have already passed paid family leave laws. These States have seen significant health, social and economic benefits. Paid family leave also makes good business sense—employees are more productive and loyal when they have it because they don't need to choose between work and family.

Let's make Hawai'i a place where taking care of our 'ohana is truly a value and priority, and we have policies that demonstrate these values.

SB-360-SD-1

Submitted on: 2/26/2023 5:58:35 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

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

Comments:

I have been working to pass paid leave in Hawaii for over 8 years.

It is shameful that we still have not passed a policy that truly supports our economy, equity, and working families in our state by ensuring that workers with children can both work and care for their 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.

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version.

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.

Rather than convene yet another study of this proven strategy, Hawai‘i should join the other states that have paid family leave programs and move to establish this important policy here.

While I support the intent of this bill, please revert it back to its original version.

--Shay Chan Hodges

Maui, Hawaii

SB-360-SD-1

Submitted on: 2/26/2023 6:01:51 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Laurel Boden	Individual	Comments	Written Testimony Only

Comments:

In 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.

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version.

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.

Rather than convene yet another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.

SB-360-SD-1

Submitted on: 2/26/2023 6:22:05 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
pahnelopi mckenzie	Individual	Support	Written Testimony Only

Comments:

While I support the intent of this bill, please revert it back to it's original version of SB 360. We do not need another study or this proven strategy. United States is the only developed country without national paid family leave. Paid family leave is good for business. A society that care for the well being of parenting has shown to have more strength in their nation. There have been reports done to show the data of how Paid family leave works. The data is in already. Paid family leave need to be established. SB 360 in it's original form should be passed into law. Thank you for your time and work to show Hawai'i values family and well being, Pahnelopi McKenzie

SB-360-SD-1

Submitted on: 2/26/2023 7:49:52 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Noreen Kohl	Individual	Comments	Written Testimony Only

Comments:

We need paid family leave now. Decades of research and evidence from other states and countries *already* demonstrate that paid family leave is essential for workers to balance work and family needs. Without **paid, job-protected leave** to care for newborns and children after birth or adoption, or to care for ourselves and our loved ones experiencing medical emergencies, workers suffer.

I support paid family leave policy for so many important reasons: **protect Hawaii's workers and improve workplaces for all, ensure keiki have critical bonding time with their new parents, support parents healing and adjustment after experiencing birth and/or adoption, support healthy aging among kupuna dependent upon their adult children or other loved ones for care, improve gender equity in workplaces.** The list goes on!

Mahalo for considering my testimony.

Noreen Kohl

Ph.D. Candidate, UHM

SB-360-SD-1

Submitted on: 2/26/2023 9:26:40 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Elizabeth Hansen	Individual	Comments	Written Testimony Only

Comments:

Aloha: I was shocked and disappointed to see this bill turned into a new study! There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version.

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.

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version.

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.

Rather than convene yet another study of this proven strategy, Hawai‘i should join the other states that have paid family leave programs and move to establish this important policy here.

Mahalo for your assistance.

Elizabeth Hansen, Hakalau HI 96710

SB-360-SD-1

Submitted on: 2/26/2023 10:02:17 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

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

Comments:

TO: Senator Dela Cruz , Chair and Members of the Ways and Means Committee

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

RE: SB 360 SD1 Relating to Family Leave

DATE: Tuesday, February 28, 2023

Good Morning Senator Dela Cruz and Committee Members, I am Patricia Bilyk and stand in support of SB 360 in its ORIGINAL FORM NOT THE PRESENT VERSION SB 360 SD!.

For more than 6 years I have worked on the issue of a Paid Family Leave Program for the families of our State with other Family oriented organizations. We have presented to the Legislature two analyses of potential establishment of a Paid Family Leave Program which included an economic analysis, Hawai'i based eligibility modelings and cost breakdowns, a feasibility study, opinion polling and focus groups, and options for companies and enforcement of such a program.

Thirteen states such as Connecticut and Rhode Island, and the District of Columbia have Paid Family Leave Programs!

WE DO NOT NEED ANOTHER STUDY! It is time for Hawaii to stop studying the issue and get down to developing such a Program for our State! The Families of our State need such a Program so they do not have to choose between the care of their child, partner or elderly family member and a paycheck! I have witnessed over and over again in my 50 years of practicing as a Maternal Child Clinical Nurse Specialist such heart wrenching situations in Hawai'i!

Please I implore you to discard SB360 SD1 and return to the original SB360 bill as it was originally introduced.

Thank you for the opportunity to provide my comments.

SB-360-SD-1

Submitted on: 2/26/2023 10:11:39 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Rodger Hansen	Individual	Comments	Written Testimony Only

Comments:

Aloha: I was shocked and disappointed to see this bill turned into a new study! *There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version.*

Mahalo, Rodger Hansen, Hakalau HI 96710

SB-360-SD-1

Submitted on: 2/27/2023 8:32:57 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Erin ODonnell	Individual	Support	Written Testimony Only

Comments:

I support this bill WITH AMENDMENTS ONLY. WE DO NOT NEED A STUDY ON THIS, WE NEED ACTION ON THIS!

- 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
- While I support the intent of this bill, please revert it back to its original version. Rather than convene another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.
- 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.

SB-360-SD-1

Submitted on: 2/27/2023 8:49:24 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Lorraine Waianuhea	Individual	Support	Written Testimony Only

Comments:

Aloha kākou,

I am writing in strong support of SB360. Families in Hawai'i need a paid family leave program.

Mahalo for the opportunity to provide testimony,

Lorraine Waianuhea

SB-360-SD-1

Submitted on: 2/27/2023 9:25:46 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Jordan Fuhrmeister	Individual	Support	Written Testimony Only

Comments:

I'm writing as a resident in support with suggested amendments to SB 360, SD1. While I support the intent of this bill, I'm urging you to revert it back to its original version as there is no need for an additional study of paid family leave in Hawai'i.

In just the past six 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. We are more than ready for paid family leave in Hawai'i.

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. Paid family leave is good for business -- employees become more productive and loyal when they have this security.

Rather than convene another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.

Thank you for the opportunity to testify.



JOSH FROST

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Honolulu, HI 96816

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regardingfrost.com
peoplesdialectic.com

Tuesday, February, 28 2023

Senate Bill 360 SD1 Relating to Family Leave
Testifying with Comments, asking for amendments

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee on Ways and Means,

I am submitting testimony today providing comments for SB360 SD1 and asking for amendments.

In the past six years, the State has conducted two comprehensive studies on the efficacy and implementation of a paid family leave program for Hawaii. The first was completed in 2017 by the Commission on the Status of Women (HSCSW) with a grant from the U.S. Department of Labor (https://www.capitol.hawaii.gov/CommitteeFiles/senate/LBR/LBRfiles/DOL_Hawaii-State-Paid-Family-Leave-Analysis-Grant-Report.pdf).

The second (https://lrb.hawaii.gov/wp-content/uploads/2019_PaidFamilyLeaveProgramImpactStudy.pdf) was conducted by the Legislative Reference Bureau in response to ACT 109 (2018).

We don't need another study on a paid family leave program.

The United States is the only developed country in the entire world that does not provide by law paid family leave to workers. The federal Family and Medical Leave Act (FMLA) only provides unpaid leave. For workers living paycheck to paycheck, this is not an option. When a loved one is sick, their only options are to leave them unattended, or lose income and risk missing utility bill payments, not buying food, or worse, risk becoming houseless.

This is unacceptable. A robust public paid family leave insurance program would provide workers up to 16 weeks of paid leave. And because a public insurance program would cover all workers in the state, it would cost just \$58 a year for each worker. When split with the employer, that amounts to just \$0.56 a week.

The COVID-19 pandemic showed us just how vulnerable our workers and families are to virulent disease. Not only would a public paid family leave program provide much needed assistance to Hawaii's "essential workers" who live paycheck to paycheck, it could also prove useful in protecting customers and coworkers from catching and spreading contagious illnesses.

What's more, paid family leave insurance would be good for businesses. In a 10 year study of California's paid family leave program, businesses reported that family leave either had a positive or neutral effect on their businesses. And small businesses were less likely than large ones to report any negative effects. Programs like this increase worker retention and loyalty, reducing hiring and training costs for employers. Workers who have access to paid family leave are more likely to return to work when their leave is over.

Another study of paid family leave is unnecessary. The time to move forward on this important issue is now. As such, I respectfully ask that the committee amend the bill by reverting its text to the original language.

13 states and the District of Columbia have implemented paid family leave programs. It's time for Hawaii to join them.

Mahalo for the opportunity to testify.

SB-360-SD-1

Submitted on: 2/27/2023 9:59:47 AM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Deb Marois	Individual	Comments	Written Testimony Only

Comments:

Aloha Senators,

Please implement a paid family leave program this year. We've had sufficient studies on this issue and can benefit from the experience of other states and nations. Mahalo for the opportunity to provide input on this important legislation being considered.

LATE

SB-360-SD-1

Submitted on: 2/27/2023 12:46:31 PM
Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Hunter Heavilin	Individual	Support	Written Testimony Only

Comments:

The ability to take time off work to care for a new child, sick family member, or one's own health is crucial for families to thrive. Unfortunately, many workers in Hawaii do not have access to paid family leave, which can result in financial hardship and health consequences. SB360 aims to address this issue by requiring the Department of Labor and Industrial Relations (DLIR) to conduct a study and submit a report to the Legislature on the development of a family leave insurance program.

A program could provide family leave insurance benefits to workers, allowing them to take time off to care for themselves or their family members without suffering undue financial strain. The study funded by this bill would examine the feasibility, costs, and potential benefits of such a program. Providing access to paid family leave not only supports the well-being of workers and their families but also promotes a healthy and productive workforce. This bill is an important step towards ensuring that all workers in Hawaii have the support they need to care for themselves and their loved ones.

LATE

SB-360-SD-1

Submitted on: 2/27/2023 1:34:07 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
ANDREW ISODA	Individual	Comments	Written Testimony Only

Comments:

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.

There is nothing else that needs studying on this issue. Working families need relief now. Not sometime down the road. Now. Please revert this bill back to its original version.

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.

Rather than convene yet another study of this proven strategy, Hawai‘i should join the other states that have paid family leave programs and move to establish this important policy here.

LATE

SB-360-SD-1

Submitted on: 2/27/2023 4:36:51 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Mary K Ochs	Individual	Support	Written Testimony Only

Comments:

Respectfully, the issue of paid family leave has been studied twice before. We don't need another study or delay. Please act to provide paid family leave to our working families who need this safety net.

Please revert this bill back to its original version and pass it!

Mahalo,

Mary Ochs

LATE

SB-360-SD-1

Submitted on: 2/27/2023 7:16:12 PM

Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Axel Beers	Individual	Support	Written Testimony Only

Comments:

I support the intent of this bill and programs that can be implemented immediately to establish paid family leave. Paid family leave has significant health, social, and economic benefits. Developed countries and other states are demonstrating this.

LATE

SB-360-SD-1

Submitted on: 2/28/2023 10:34:00 AM
Testimony for WAM on 2/28/2023 10:00:00 AM

Submitted By	Organization	Testifier Position	Testify
Kealakai Hammond	Individual	Support	Written Testimony Only

Comments:

Aloha,

As a licensed Mental Health Counselor in Hawaii and a nationally certified Perinatal Mental Health counselor who works with perinatal women and families, I strongly support SB360, and implementing paid family leave for parents. We have a mountain of data showing the positive societal effects of paid family leave and owe it to our mothers, keiki and families to support this crucial recovery, bonding and developmental time.

- 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
- While I support the intent of this bill, please revert it back to its original version. Rather than convene another study of this proven strategy, Hawai'i should join the other states that have paid family leave programs and move to establish this important policy here.
- 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.

Mahalo,

Kealakai Hammond, LMHC, PMH-C