

Honolulu, Hawaii

FEB 14 , 2024

RE: H.B. No. 2552
H.D. 1

Honorable Scott K. Saiki
Speaker, House of Representatives
Thirty-Second State Legislature
Regular Session of 2024
State of Hawaii

Sir:

Your Committee on Consumer Protection & Commerce, to which
was referred H.B. No. 2552, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO EMPLOYEE BENEFITS,"

begs leave to report as follows:

The purpose of this measure is to:

- (1) Extend, under certain conditions, the family leave period for up to eight additional weeks for employees who are unable to perform their employment duties due to the birth of a child who is required to stay in a neonatal intensive care unit; and
- (2) Require the Civil Rights Commission to amend its administrative rules to include neonatal care as a related medical condition for purposes of sex discrimination.

Your Committee received testimony in support of this measure from the Department of Human Services; Department of Labor and Industrial Relations; Disability and Communication Access Board; Hawai'i Children's Action Network Speaks!; and two individuals. Your Committee received comments on this measure from the Hawai'i Civil Rights Commission.



Your Committee finds that in 2020, ten percent of all live births were preterm, with approximately 1.6 percent being "very preterm", or born before thirty-two weeks of gestation. These preterm and very preterm babies often spend weeks or months in neonatal intensive care units, which in turn requires their parents to also spend weeks or months at the neonatal intensive care units in support of their babies' care. Your Committee further finds that for many parents, it is impossible to maintain full-time employment under these circumstances. This measure is intended to support the State's workers who might otherwise be faced with the untenable choice between preserving their employment and supporting the health of their newborn child.

As affirmed by the record of votes of the members of your Committee on Consumer Protection & Commerce that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2552, H.D. 1, and recommends that it be referred to your Committee on Finance.

Respectfully submitted on
behalf of the members of the
Committee on Consumer
Protection & Commerce,



MARK M. NAKASHIMA, Chair



Record of Votes of the Committee on Consumer Protection & Commerce

| Bill/Resolution No.: HB 2552 HD1 | Committee Referral: LGO, CPC, FIN | Date: 2/8/2024 | | |
|--|---|--------------------------|----------|----------|
| <input type="checkbox"/> The committee is reconsidering its previous decision on the measure. | | | | |
| The recommendation is to: <input checked="" type="checkbox"/> Pass, unamended (as is) <input type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> Pass short form bill with HD to recommit for future public hearing (recommit) | | | | |
| CPC Members | Ayes | Ayes (WR) | Nays | Excused |
| 1. NAKASHIMA, Mark M. (C) | | | | / |
| 2. SAYAMA, Jackson D. (VC) | / | | | |
| 3. AMATO, Terez | | | | / |
| 4. BELATTI, Della Au | / | | | |
| 5. HASHEM, Mark J. | | | | / |
| 6. HUSSEY-BURDICK, Natalia | / | | | |
| 7. GATES, Cedric Asuega | / | | | |
| 8. LOWEN, Nicole E. | / | | | |
| 9. ONISHI, Richard H.K. | / | | | |
| 10. TAM, Adrian K. | | | | / |
| 11. PIERICK, Elijah | / | | | |
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| TOTAL (11) | 7 | 0 | 0 | 4 |
| The recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted If joint referral, _____ did not support recommendation. committee acronym(s) | | | | |
| Vice Chair's or designee's signature: _____ | | | | |
| Distribution: Original (White) – Committee Duplicate (Yellow) – Chief Clerk's Office Duplicate (Pink) – HMSO | | | | |