

---

---

# A BILL FOR AN ACT

RELATING TO A LEAVE GRANT PROGRAM.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. (a) The department of labor and industrial  
2 relations shall conduct an actuarial study on a potential leave  
3 grant pilot program to help small businesses with up to one  
4 hundred employees offer their employees paid family leave and  
5 sick leave. The study shall identify the following, at minimum:

6           (1) The potential costs of the grants that would be paid  
7           to small businesses; and

8           (2) The costs to administer the pilot program.

9           (b) The department of labor and industrial relations shall  
10 submit a report of its findings and recommendations, including  
11 any proposed legislation, to the legislature no later than  
12 twenty days prior to the convening of the regular session of  
13 2025.

14           SECTION 2. There is appropriated out of the general  
15 revenues of the State of Hawaii the sum of \$           or so  
16 much thereof as may be necessary for fiscal year 2024-2025 for



1 the department of labor and industrial relations to conduct an  
2 actuarial study pursuant to section 1 of this Act.

3 The sum appropriated shall be expended by the department of  
4 labor and industrial relations for the purposes of this Act.

5 SECTION 3. In accordance with section 9 of article VII of  
6 the Hawaii State Constitution and sections 37-91 and 37-93,  
7 Hawaii Revised Statutes, the legislature has determined that the  
8 appropriations contained in H.B. No. , will cause the state  
9 general fund expenditure ceiling for fiscal year 2024-2025 to be  
10 exceeded by \$ or per cent. In addition, the  
11 appropriation contained in this Act will cause the general fund  
12 expenditure ceiling for fiscal year 2024-2025 to be further  
13 exceeded by \$ or per cent. The combined total  
14 amount of general fund appropriations contained in only these  
15 two Acts will cause the state general fund expenditure ceiling  
16 for fiscal year 2024-2025 to be exceeded by  
17 \$ or per cent. The reasons for exceeding the  
18 general fund expenditure ceiling are that:

- 19 (1) The appropriation made in this Act is necessary to  
20 serve the public interest; and



1 (2) The appropriation made in this Act meets the needs  
2 addressed by this Act.

3 SECTION 4. This Act shall take effect on July 1, 2024.

4

INTRODUCED BY:  \_\_\_\_\_

JAN 19 2024



# H.B. NO. 2004

**Report Title:**

DLIR; Paid Family Leave; Paid Sick Leave; Grants; Pilot Program; Study; Appropriation; Expenditure Ceiling

**Description:**

Requires the Department of Labor and Industrial Relations to conduct an actuarial study on a leave grant pilot program to help small businesses offer their employees paid family leave and paid sick leave. Appropriates funds.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

