

STAND. COM. REP. NO.

2069

Honolulu, Hawaii

APR 14, 2025

RE: S.C.R. No. 145
S.D. 1

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2025
State of Hawaii

Madame:

Your Committee on Labor, to which was referred S.C.R. No. 145, S.D. 1, entitled:

"SENATE CONCURRENT RESOLUTION REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A WORKING GROUP TO DEVELOP RECOMMENDATIONS FOR ESTABLISHING AND IMPLEMENTING A PAID FAMILY AND MEDICAL LEAVE PROGRAM FOR THE STATE,"

begs leave to report as follows:

The purpose of this measure is to request the Department of Labor and Industrial Relations to convene a working group to develop recommendations for establishing and implementing a paid Family and Medical Leave Program in the State.

Your Committee received testimony in support of this measure from the Department of Labor and Industrial Relations; Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus Commission; Office of Wellness and Resilience; Hawai'i State Commission on the Status of Women; Executive Office on Aging; one member of the Hawai'i County Council; Honolulu County Committee on the Status of Women; AARP Hawai'i; Hawai'i Family Caregiver Coalition; Hawai'i State Teachers Association; Parents and Children Together; Hawaii State AFL-CIO; Hawai'i Children's Action Network Speaks!; Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO; Catholic Charities Hawai'i; Pride at Work-Hawai'i; Aloha United Way; Imua Alliance; Democratic Party of Hawai'i Education Caucus;

2025-3214 SCR145 SD1 HSCR HMSO



American Heart Association; Health Committee of the Democratic Party of Hawai'i; AAUW Hawaii; AlohaCare; Americans for Democratic Action; Wainiha Country Market; Healthy Eating Active Living Coalition; University of Hawaii Professional Assembly; Holomua Collaborative; Democratic Party of Hawai'i; Chamber of Commerce Hawaii; and numerous individuals. Your Committee received comments on this measure from the Department of Human Resources Development; Maui Chamber of Commerce; and ACLU of Hawai'i.

Your Committee finds that the United States is the only remaining industrialized nation without mandated access to paid family and medical leave benefits for the private sector employees under federal law. Your Committee further finds that Hawaii's working families are not adequately supported during times of caregiving and illness. While the federal Family and Medical Leave Act allows twelve weeks of unpaid leave to employees who have worked at a business that employs fifty or more employees, the majority of Hawaii's workforce cannot afford to take unpaid leave to care for a new child or attend to the needs of a family member with a serious health condition. The working group established under this measure seeks to support all employees in the State by finding methods to successfully institute a state-wide Family Paid Leave Program.

As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee concurs with the intent and purpose of S.C.R. No. 145, S.D. 1, and recommends that it be referred to your Committee on Finance.

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



JACKSON D. SAYAMA, Chair



