
A BILL FOR AN ACT

RELATING TO FAMILY LEAVE.

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

1 SECTION 1. The legislature finds that over twenty-five per
2 cent of Hawaii's households have at least one individual
3 providing informal, unpaid care to an adult aged sixty or older
4 with physical or cognitive disabilities. This percentage is
5 expected only to increase. Projections indicate that by the
6 year 2020, more than one in four individuals will be aged sixty
7 or older, and an individual's need for personal care assistance
8 due to physical, sensory, cognitive, and self-care disabilities
9 increases with age.

10 The legislature finds that the average age of family
11 caregivers is fifty-four years of age, which is well below the
12 age of retirement. Over fifty-five per cent of the family
13 caregivers are employed, and of this group, over twenty-six per
14 cent indicate that their employment is affected by their
15 caregiving responsibilities. Reduction in work hours was an oft
16 cited effect, followed by turning down promotions and taking
17 leaves of absence. Nearly all of the family caregivers surveyed
18 stated that they frequently rearrange their work schedules, and

1 over seventy-seven per cent take time off from work to deal with
2 caregiving responsibilities.

3 The legislature finds that approximately ten per cent of
4 the Hawaii workforce, or over eighty thousand employees, may
5 currently seek or need to take some form of leave to address
6 family caregiving issues.

7 The legislature further finds that in seeking to analyze
8 and develop improvements to the family leave system there is
9 inadequate data about the use of and need for family leave.

10 The purpose of this Act is to create a family leave data
11 collection system to:

- 12 (1) Create a data collection system that is capable of
13 analyzing and reporting family caregiving data for
14 public and private-sector employees;
- 15 (2) Ensure that information about uncovered employees is
16 captured by the data system; and
- 17 (3) Create the basis for development of a data-driven paid
18 family leave system that can complement other
19 caregiver services, especially for elder family
20 members.

1 SECTION 2. Chapter 398, Hawaii Revised Statutes, is
2 amended by adding a new section to be appropriately designated
3 and to read as follows:

4 "§398- Family leave data collection system;

5 establishment. (a) There is established a family leave data
6 collection system to:

7 (1) Ensure that all employees covered by the benefits of
8 this chapter are informed of their rights under this
9 chapter and their names are entered into the data base
10 upon application for benefits;

11 (2) Collect pertinent data, consistent with state and
12 federal privacy statutes, on the use and potential
13 demand for family leave benefits for both public and
14 private-sector employees, including information on who
15 and under what circumstances employees are using
16 family leave benefits, the nature and duration of
17 family members' needs, and the adequacy of current
18 family leave benefits;

19 (3) Provide analysis of the data to assist in the
20 development and implementation of an efficient system
21 of family leave, including potential paid family
22 leave, for employees in Hawaii; and

1 (4) Provide analysis of data to assist in the future
2 development of caregiver services for senior citizens
3 in Hawaii.

4 (b) The department shall work with the University of
5 Hawaii center on aging to create a web-based data system with
6 the following capabilities:

7 (1) The capacity for all employees seeking family leave
8 benefits under this chapter to log into and enter
9 pertinent data on the circumstances and need for
10 family leave benefits;

11 (2) The ability to secure confidential information,
12 consistent with state and federal privacy statutes,
13 available only in aggregate form for managers and
14 analysts of the data system;

15 (3) The ability of the employee to print out a simple form
16 to be submitted to the employer certifying that
17 required data has been entered;

18 (4) The ability of data managers and analysts to
19 manipulate and query the data base to achieve the
20 purpose of this chapter;

21 (5) A back-up paper system that can be used when computer
22 access or printing is unavailable; and

1 (6) A user-friendly format that can be translated into
2 multiple languages for employees.

3 (c) The state auditor shall be provided access to the data
4 base and shall prepare annual reports to the legislature, the
5 department, and the University of Hawaii center on aging."

6 SECTION 3. Section 398-5, Hawaii Revised Statutes, is
7 amended to read as follows:

8 "~~§~~**398-5**~~§~~ **Notice.** In any case in which the necessity
9 for family leave is foreseeable, the employee shall provide the
10 employer with prior notice of the expected birth or adoption or
11 serious health condition in a manner that is reasonable and
12 practicable. Requests for family leave shall include evidence
13 that the employee has submitted the request and provided
14 required data in accordance with section 398- ."

15 SECTION 4. There is appropriated out of the disability
16 benefits special fund established under section 392-61, Hawaii
17 Revised Statutes, the sum of \$1 or so much thereof as may be
18 necessary for fiscal year 2009-2010 and the same sum or so much
19 thereof as may be necessary for fiscal year 2010-2011 for the
20 University of Hawaii center on aging to cover the estimated
21 costs of the:

- 1 (1) Development of a web-based data system as provided by
2 this Act;
- 3 (2) Purchase of hardware, software, servers, and other
4 necessary elements of the system; and
- 5 (3) Costs of personnel required to maintain the system.

6 The sums appropriated shall be expended by the department
7 of labor and industrial relations for the purposes of this Act.

8 SECTION 5. Statutory material to be repealed is bracketed
9 and stricken. New statutory material is underscored.

10 SECTION 6. This Act shall take effect on July 1, 2050.

Report Title:

Family Leave

Description:

Establishes a new data collection system for family leave.
Appropriates funds from the disability benefits special fund.
(HB982 SD1)