

MAR 10 2016

SENATE RESOLUTION

REQUESTING THE CONVENING OF A PAID FAMILY LEAVE TASK FORCE TO
EXAMINE THE BENEFITS AND COSTS OF A POTENTIAL PAID FAMILY
LEAVE PROGRAM IN HAWAII.

1 WHEREAS, women are disproportionately affected by the lack
2 of access to paid leave for several reasons, including that
3 women primarily serve as caregivers to family members, are not
4 supported by labor policies that reflect the changing reality of
5 workplace demographics, and often face the difficult decision of
6 choosing between paid employment and caring for a child or a
7 family member; and
8

9 WHEREAS, paid family and medical leave has been identified
10 as one method to closing the wage gap between men and women, and
11 given the current stagnation of wages in Hawaii, the gender wage
12 gap is not set to close until 2059; and
13

14 WHEREAS, Forty-three per cent of workers in Hawaii do not
15 have access to a single day of leave, whether it be for sick
16 leave or family leave; 154,000 people in Hawaii serve as family
17 caregivers; Hawaii has the fastest growing population of those
18 sixty-five and older in the nation, and the number is expected
19 to grow by eighty-one per cent by 2030; of those who need leave
20 but cannot take it, nearly one in three need leave to care for
21 an ill spouse or parent; and
22

23 WHEREAS, the majority of Hawaii's workforce cannot afford
24 to take unpaid leave when needing to provide care to a newborn,
25 bond with a new child, or care for a family member with a
26 serious health condition; and
27

28 WHEREAS, the Federal Family and Medical Leave Act of 1993
29 allows twelve weeks of unpaid leave to employees who have worked
30 at a business that employs fifty or more employees; and
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1 WHEREAS, the Hawaii Family Leave Law can provide an
2 additional four weeks of unpaid family, but is only available to
3 those employees who work at a business with more than one
4 hundred employees, which means that the Hawaii Family Leave Law
5 only applies to about 2.2 per cent of employers in Hawaii; and
6

7 WHEREAS, previous joint task forces on family caregiving
8 convened by the Hawaii State Legislature have all rendered the
9 same request and recommendation: family caregivers need adequate
10 wage replacement and support when providing care; now,
11 therefore,
12

13 BE IT RESOLVED by the Senate of the Twenty-eighth
14 Legislature of the State of Hawaii, Regular Session of 2016,
15 that a paid family leave task force be convened to examine the
16 benefits and costs of a potential paid family leave program in
17 Hawaii; and
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19 BE IT FURTHER RESOLVED that the task force is requested to:
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- 21 (1) Examine state paid family and medical leave programs
22 that offer employees paid family and medical leave
23 through an extension of Temporary Disability Insurance
24 programs;
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- 26 (2) Examine state paid family and medical leave programs
27 in states that have enacted but do not use Temporary
28 Disability Insurance as a foundation for the program;
29
- 30 (3) Gather information on the costs, including
31 administrative start-up, technology build-out, and
32 staffing costs, required to establish a state paid
33 family and medical leave program in Hawaii;
34
- 35 (4) Work with an economic analysis firm or program to
36 develop an actuarial for the benefits offered by a
37 State paid family and medical leave program; and
38
- 39 (5) Review previous legislative task force reports on
40 caregiving and paid leave; and

41 BE IT FURTHER RESOLVED that the task force comprise the
42 following members, or their designees:



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- 1
- 2 (1) Chair of the Senate Standing Committee on Judiciary
- 3 and Labor, who shall serve as a co-chair of the task
- 4 force;
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- 6 (2) Chair of the House of Representatives Standing
- 7 Committee on Labor and Public Employment, who shall
- 8 serve as a co-chair of the task force;
- 9
- 10 (3) Chair of the Senate Standing Committee on Commerce,
- 11 Consumer Protection, and Health;
- 12
- 13 (4) Chair of the House of Representatives Standing
- 14 Committee on Health;
- 15
- 16 (5) Director of Labor and Industrial Relations;
- 17
- 18 (6) Director of the Executive Office on Aging; and
- 19
- 20 (7) Executive Director of the Hawaii State Commission on
- 21 the Status of Women; and
- 22

23 BE IT FURTHER RESOLVED that the co-chairs of the task force
24 are requested to invite the following, or their designees, to
25 join the task force:

- 26
- 27 (1) Executive Director of Healthy Mothers, Healthy Babies
- 28 Coalition of Hawaii;
- 29
- 30 (2) President of the Hawaii Caregiver Coalition;
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- 32 (3) Two members to represent labor unions;
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- 34 (4) One member to represent a business with fifty or more
- 35 employees;
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- 37 (5) One member to represent a business with between
- 38 twenty-five and fifty employees; and
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- 40 (6) One member to represent a business with less than
- 41 twenty-five employees; and
- 42



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1 BE IT FURTHER RESOLVED that the task force is requested to
 2 report its findings and recommendations, including any proposed
 3 legislation, to the Legislature no later than twenty days prior
 4 to the convening of the Regular Session of 2017; and

5
 6 BE IT FURTHER RESOLVED that the task force cease to exist
 7 on December 31, 2017; and

8
 9 BE IT FURTHER RESOLVED that certified copies of this
 10 Resolution be transmitted to the Governor; Speaker of the House
 11 of Representatives; President of the Senate; Director of Labor
 12 and Industrial Relations; Executive Director of the Hawaii State
 13 Commission on the Status of Women; Director of the Executive
 14 Office on Aging; Executive Director of Healthy Mothers, Healthy
 15 Babies Coalition of Hawaii; and President of the Hawaii
 16 Caregiver Coalition.

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