

STAND. COM. REP. NO. **3559**

Honolulu, Hawaii

**MAY 19 2020**

RE: H.B. No. 2148  
H.D. 1  
S.D. 1

Honorable Ronald D. Kouchi  
President of the Senate  
Thirtieth State Legislature  
Regular Session of 2020  
State of Hawaii

Sir:

Your Committee on Labor, Culture and the Arts, to which was referred H.B. No. 2148, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO FAMILY LEAVE,"

begs leave to report as follows:

The purpose and intent of this measure is to:

- (1) Extend Hawaii family leave to include care for employees' grandchildren;
- (2) Define "sibling"; and
- (3) Amend the definition of "child" to include grandchildren.

Your Committee received testimony in support of this measure from the Department of Human Services; Department of Labor and Industrial Relations; Hawai'i State Commission on the Status of Women; United Public Workers, AFSCME Local 646, AFL-CIO; Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO; Maui Chamber of Commerce; Community Alliance on Prisons; and three individuals. Your Committee received comments on this measure from the Hawaii Food Industry Association and Chamber of Commerce Hawaii.



Your Committee finds that Hawaii's multi-generational households consist of grandparents who are often the primary caregivers of their grandchildren. However, existing law does not allow protected leave for grandparents to care for their grandchildren. Your Committee further finds that by providing grandparents protected leave, the struggle with the decision to forgo employment and income to care for a family member with a serious health condition is alleviated, affording economic security to families during difficult life situations.

Your Committee has amended this measure by:

- (1) Removing the amended definition of "child";
- (2) Inserting "grandchild" where appropriate to assure that the intent of this measure is effectuated;
- (3) Changing the effective date to July 1, 2020; and
- (4) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the record of votes of the members of your Committee on Labor, Culture and the Arts that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2148, H.D. 1, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2148, H.D. 1, S.D. 1, and be referred to your Committee on Ways and Means.

Respectfully submitted on  
behalf of the members of the  
Committee on Labor, Culture and  
the Arts,



BRIAN T. TANIGUCHI, Chair



The Senate  
Thirtieth Legislature  
State of Hawai'i

**Record of Votes**  
**Committee on Labor, Culture and the Arts**  
**LCA**

Bill / Resolution No.:*	Committee Referral:	Date:		
<i>HB 2148 HDI</i>	<i>LCA, WAM</i>	<i>3-10-20</i>		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is:				
<input type="checkbox"/> Pass, unamended 2312	<input checked="" type="checkbox"/> Pass, with amendments 2311	<input type="checkbox"/> Hold 2310		
<input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
TANIGUCHI, Brian T. (C)	✓			
IHARA, Jr., Les (VC)	✓			
CHANG, Stanley	✓			
GABBARD, Mike				✓
FEVELLA, Kurt				✓
<b>TOTAL</b>	<i>3</i>	<i>0</i>	<i>0</i>	<i>2</i>
Recommendation:				
<input checked="" type="checkbox"/> Adopted <span style="margin-left: 200px;"><input type="checkbox"/> Not Adopted</span>				
Chair's or Designee's Signature: <i>[Signature]</i>				
<b>Distribution:</b> <span style="margin-left: 50px;">Original</span> <span style="margin-left: 100px;">Yellow</span> <span style="margin-left: 100px;">Pink</span> <span style="margin-left: 100px;">Goldenrod</span>				
<span>File with Committee Report</span> <span style="margin-left: 100px;">Clerk's Office</span> <span style="margin-left: 100px;">Drafting Agency</span> <span style="margin-left: 100px;">Committee File Copy</span>				

\*Only one measure per Record of Votes