

The Senate  
The Twenty-Fifth Legislature  
Regular Session of 2009

Committee on Labor

Senator Dwight Takamine, Chair  
Senator Brian T. Taniguchi, Vice Chair

DATE: Thursday, Maarch 19, 2009  
TIME: 2:45 p.m.  
PLACE: Conference Room 224

**TESTIMONY OF THE UNITED PUBLIC WORKERS, AFSCME, LOCAL 646, AFL-CIO  
ON H.B. 319, HD1, RELATING TO FAMILY LEAVE**

HB 319, HD1, requires employers to notify employees of their entitlement to family leave, as well as possible adverse impact of taking family leave by posting a notice. **The United Public Workers, Local 646, supports the intent and purpose of this measure.**

Recent surveys conducted by the Executive Office of Aging (“Eldercare Policies in the Workplace”) and the Joint Legislative Committee on Family Caregiving (“State of Hawaii Family Caregiver Needs Assessment”) demonstrate a major discrepancy between the types of eldercare policies and benefits that employers offer and what working caregivers believe to be offered. For example, while eighty percent of employers offered paid bereavement leave, only 4.7 percent of employed caregivers knew of this benefit.

Extended life spans and the increase in our aged population will significantly exacerbate the time and stress placed on working caregivers. It is incumbent upon employers to inform their employees of the possible benefits as well as adverse effects of taking family leave so workers can decide best how to utilize their options. For this reason we urge the passage of HB 319, HD1.