



Testimony to the Senate Ways and Means Committee  
April 4, 2016 at 10 a.m.  
State Capitol - Conference Room 211

RE: HB 1683, HD1, Relating to Family Leave

Aloha members of the committee:

I am John Knorek, the Legislative Committee chair for the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”). SHRM Hawaii represents more than 800 human resource professionals in the State of Hawaii.

We are writing to respectfully oppose HB 1683, HD1, relating to family leave. This bill permits an employee to use leave under the Hawaii Family Leave Law to care for a sibling. We believe that this bill would pose substantial implementation challenges and administrative burden given that employers would be unable to determine the extent to which an employee’s leave is legitimate and the potential for greatly expanded usage.

Human resource professionals are attuned to the needs of employers and employees. We are the frontline professionals responsible for businesses’ most valuable asset: human capital. We truly have our employers’ and employees’ interests at heart. We will continue to review this bill and, if it advances, request to be a part of the dialogue concerning it.

Thank you for the opportunity to testify.

