



Testimony to the
House Committee on Labor & Public Employment
March 20, 2018
10 a.m.
State Capitol - Conference Room 329

RE: SB 2990, SD2, Relating to Family Leave

Aloha Chair Johanson, Vice Chair Holt and members of the committee:

On behalf of the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”), we are writing in opposition to SB 2990, SD2, relating to family leave. Requires the Department of Labor and Industrial Relations to establish paid family leave for all workers by 1/1/2020 and authorizes the department to adopt interim rules. It establishes the paid family leave implementation board to assist the department and report to the Legislature. Establishes a paid family leave special fund.

SHRM Hawaii has a long-standing position in favor of workplace flexibility initiatives. We believe that proposals to establish paid leave requirements do not promote flexibility and that they have the potential to conflict with federal, state and local requirements and laws.

Human resource management professionals are responsible for the alignment of employees and employers to achieve organizational goals. HR professionals seek to balance the interests of employers and employees with the understanding that the success of each is mutually dependent. SHRM Hawaii represents more than 800 human resource professionals in the State of Hawaii. We look forward to contributing positively to the development of sound public policy and continuing to serve as a resource to the legislature on matters related to labor and employment laws.

Mahalo for the opportunity to testify.

