

# Paid Family Leave and 2015 Legislative Issues

Cathy Betts

Executive Director

Hawaii State Commission on the Status  
of Women

# Caregiving Statistics

- Mothers with children under 6 are the fastest growing segment of the workforce
- 1 in 4 households provide care for elderly relatives
- Of those who need leave but cannot take it, nearly 1 in 3 need leave to care for an ill spouse or parent
- Newborn leave is associated with lower infant and child mortality rates, so long as the leave is paid, job protected and of sufficient duration

# Caregiving Statistics

- California's paid family leave study: mothers who took advantage of the state's paid leave program breastfed for twice as long as those who did not take the leave
- Women who take longer maternity leave report fewer depressive symptoms, a reduction in severe depression and improvement in overall mental health
- $\frac{3}{4}$  of women entering the workforce today will become pregnant at least once while employed, and those who become pregnant while working will generally not

# What is paid family leave?

- HB 2097 would allow for 12 weeks of paid leave
- Entirely employee funded through a small payroll tax
- Universal eligibility = no strict requirements for eligibility, all employees working in the state would be eligible to pay in to the fund
- Would mirror our Temporary Disability Insurance in that it would be a wage replacement benefit
- Would allow leave for bonding with a newborn, caring for a foster child or newly adopted child, caring for ill family member, spouse, parent, in-law
- A new parent could take TDI and PFL/TCI in conjunction for a maximum total of 20 weeks

# States' movement for paid leave

- FAMILY ACT in Congress—future is uncertain
- More states are moving toward implementing state paid family leave because of the federal uncertainty
- Last year: HB 2097 did not pass, but did receive a hearing in House Labor, where over 60 individuals and organizations testified in support.
- California, New Jersey, Rhode Island and Washington have all adopted state paid family leave funds (similar to insurance programs). Colorado, Montana and Massachusetts are working on state paid leave.

# What do we need to do to make this happen?

- Become a part of our working group to hone and revise this bill to make sure your caregiving needs are addressed. Email: [catherine.a.betts@hawaii.gov](mailto:catherine.a.betts@hawaii.gov)
- Take the paid family leave survey, available at: [humanservices.hawaii.gov/hscsw](https://humanservices.hawaii.gov/hscsw)
- First caregiver coalition meeting on 11/12 or 11/18

# Other 2015 measures

- Address Confidentiality: establishes a program and mechanism to keep DV/SA survivors addresses confidential
- Mandatory sexual health education/Information on HPV to the DOE
- Affirmative Consent bill (yes means yes)
- HPD: citizen complaint bill and mandated training
- IVF: changes to insurance coverage for those seeking IVF

# Emergency Contraception in the ER

- HB 411 passed and signed into law by Governor Abercrombie in 2013
- Mandates that all emergency rooms in the state must provide information about and access to emergency contraception following a sexual assault
- CSW has partnered with Planned Parenthood of Hawaii, JABSOM and HAH to do outreach and education on compliance
- DOH sent out a letter to all hospitals last year, detailing the requirements under the law
- No data on how many hospitals are compliant with the law



# What Needs to Be Done?

- Survey of hospitals
- Compliance checklist
- Educational posters
- Training of ER staff
- Clarification of issues with Plan B and Ella
- \$\$\$
- If you have interest in joining our compliance and outreach team, please contact Cathy at [catherine.a.betts@hawaii.gov](mailto:catherine.a.betts@hawaii.gov)