

# LATE TESTIMONY

STATE OF HAWAII  
DEPARTMENT OF DEFENSE

TESTIMONY ON SENATE BILL 546, RELATING TO FAMILY LEAVE

PRESENTATION TO THE

COMMITTEE ON PUBLIC SAFETY, INTERGOVERNMENTAL  
AND MILITARY AFFAIRS

BY

MR. RONALD P. HAN  
DIRECTOR OF STATE OFFICE OF VETERANS SERVICES

January 29, 2013

Good afternoon Chair Espero, Vice-Chair Baker, and Committee members:

I'm Ron Han, Director of the State Office of Veterans Services (OVS). I appreciate this opportunity to provide testimony in support of Senate Bill 546 as long as its implementation does not impact or replace the priorities set forth in the Executive Biennium Budget for Fiscal Biennium 2013-2015.

This bill proposes to allow an employee with a family member in the armed forces of the United States to use family leave for certain activities for which that employee may use military family leave under federal law. As a veteran representing veterans who have been notified and called to active duty, there are many processes that are required to be accomplished prior to departing. These include financial arrangements, powers of attorney, arrangements with other family members and the list goes on. We as a State and Nation ask our Guard, Reserve and Active duty members to be ready to respond to the nation's needs. This bill assures that the members family can make and complete all arrangements necessary for the member to do this nations business and provide for their family.

Thank you for this opportunity to provide testimony on SB 546.

# LATE TESTIMONY

**SB546**

Submitted on: 1/28/2013

Testimony for PSM on Jan 29, 2013 14:50PM in Conference Room 224

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Dwight Takamine	Department of Labor & Industrial Relations	Support	No

NEIL ABERCROMBIE  
GOVERNOR



DWIGHT Y. TAKAMINE  
DIRECTOR  
DEPUTY DIRECTOR

# LATE TESTIMONY

STATE OF HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
830 PUNCHBOWL STREET, ROOM 321  
HONOLULU, HAWAII 96813  
<http://labor.hawaii.gov>

January 29, 2013

To: The Honorable Will Espero, Chair,  
The Honorable Rosalyn H. Baker, Vice Chair, and  
Members of the House Committee on Public Safety, Intergovernmental  
And Military Affairs

Date: Tuesday, January 29, 2013  
Time: 2:50 p.m.  
Place: Conference Room 224, State Capitol

From: Dwight Y. Takamine, Director  
Department of Labor and Industrial Relations (DLIR)

## Re: S.B. No. 0546 RELATING TO FAMILY LEAVE

### I. OVERVIEW OF PROPOSED LEGISLATION

S.B. 0546 amends the Family Leave Law, Chapter 398, Hawaii Revised Statutes (HRS) by amending the family leave requirement to permit an employee to utilize family leave time for certain activities when a family member is on active duty or notified of a call to active duty.

The department supports S.B. 546 and defers to the Department of Defense as to their experience with the federal Family Leave and Medical Act.

### II. CURRENT LAW

Employees are entitled to a total of four weeks of family leave during any calendar year upon the birth of a child of the employee, the adoption of a child, or to care for the employee's child, spouse or reciprocal beneficiary, or parent with a serious health condition. The care of employees whose family member is in the military is not covered.

### III. COMMENTS ON THE SENATE BILL

Hawaii has a rich tradition of cooperation and support of our servicemen. To extend the ability to take family leave to take care of activities necessitated by a family member who is proudly serving in the defense of one's country is commendable.

Eligible employees to take the leave under this measure are likely to be those not already covered under the FMLA Military Family Leave Entitlements. These are likely to be employees of companies with 100 or more employees who have worked only 6 months for the company, or are reciprocal beneficiaries or grandparents-in-law of eligible service members.

This measure will also allow all eligible employees of more 100 or more employees to take up to ten sick days for this type of leave where in the federal environment the employer can determine if sick leave will be used.

# LATE TESTIMONY

## Testimony to the Senate Committee on Public Safety and Military Affairs

Tuesday, January 29, 2013

2:50 PM

Conference Room 224

**RE: SENATE BILL NO. 546, RELATING TO FAMILY LEAVE**

**Chair Espero, Vice Chair Baker, and members of the committee.**

My name is Charles Ota and I am the Vice President for Military Affairs at The Chamber of Commerce of Hawaii (The Chamber). I am here to state The Chamber's *support* of Senate Bill No. 546, Relating to family leave.

The measure clarifies that an employee with a family member in the US armed forces who is on active duty or notified of a call to active duty, to use family leave for certain activities for which an employee may take military family leave under federal law.

The measure is consistent with family leave policy written in federal law and should be extended in Hawaii.

In light of the above, we recommend the measure be amended accordingly.

Thank you for the opportunity to testify.