

Hope Bennett, Chair  
Caroline Kunitake, Vice-Chair  
Jennifer Li Dotson, Member  
Valerie Lam, Member  
Raven Sevilleja, Member  
Helen Stewart, Member  
Renee Sonobe Hong, Ex-Officio

# Honolulu County Committee on the Status of Women *Kōmike Kāko 'o Wāhine o ke Kalana 'o Honolulu*

CITY AND COUNTY OF HONOLULU

925 Dillingham Boulevard, Suite 200 • Honolulu, Hawai'i 96817

## MEETING MINUTES Friday, September 1, 2023

1:00 p.m.

Kapālama Hale, Conference Room 269  
925 Dillingham Boulevard, Honolulu, Hawai'i  
Via ZOOM

### 1. Call to Order

Committee Members present: Hope Bennett, Caroline Kunitake, Valerie Lam, Helen Stewart, Raven Sevilleja and Ex-Officio Member Renee Sonobe Hong

Committee Members absent: Jennifer Li Dotson

Staff Resources Personnel for the Committee present at the meeting:  
Shane Akagi, Administrator, DCS, Office of Grants Management (OGM)  
Katherine Hutchinson, DCS/OGM  
Tammy Ngo, DCS/OGM  
Rebecca Espinoza, DCS/OGM  
Spenser Kunishige, DCS/OGM  
Kathleen Kelly, Deputy Corporation Counsel, assigned to the Committee

The meeting of the Honolulu County Committee on the Status of Women (HCCSW) was called to order by Chair Hope Bennett (Chair) at 1:04 p.m.

### 2. Approval of Minutes: July 7, 2023 Meeting

Chair Bennett asked for a motion to approve the minutes of July 7, 2023 Meeting. Member Sevilleja motioned to accept the Meeting Minutes. Motion was seconded by Member Stewart. Motion passed unanimously.

### 3. Oral Testimonies and Written Testimonies from the Public

There was no oral (in person or online) testimony or written testimony for this meeting.

4. Testimony/Comments from Department Agencies

Mr. Akagi reported that the Office of Grants Management (OGM) is currently going through the budget process for the Fiscal Year 2025. The amount requested was the same as last year and there may be an opportunity to request for more. Mr. Akagi introduced Katherine Hutchinson as the division's new secretary and informed the Committee Members that OGM is currently in the middle of the Grants in Aid (GIA) contracting process. He shared he has also been in meetings with the Department of Emergency Management (DEM) to put together a disaster response plan in view of the Lahaina fire.

5. Vice-Chair Kunitake's Report: Hawaii Children's Action Network meeting on paid family leave

Vice-Chair Kunitake attended a web meeting which was held by the Hawaii Children's Action Network (HCAN) regarding Paid Family Leave and how individuals in the State are planning on approaching it in the upcoming legislative session. She will submit the HCAN PowerPoint and meeting details to the DCS staff to include with the HCCSW September 1, 2023 updated meeting materials. The action items that were discussed in the meeting were to have people join the Paid Leave Hawaii Coalition and to sign the Paid Leave Petition. Meeting participants included Representative Jeanne Kapela, Representative Amy A. Perruso and Kim Coco Iwamoto, President of the Chamber of Sustainable Commerce. HCAN plans to produce a media toolkit and invite Ai-jen Poo, the President of the National Domestic Workers Alliance, to be a key speaker at the University of Hawaii at Manoa (UH Manoa) in support of Paid Family Leave that HCAN is organizing.

Valerie Lam joined the meeting at 1:15 p.m.

6. FOR DISCUSSION AND ACTION: Pay Equity Project discussion and updates from Committee Members

Chair Bennett shared, researchers are finding the most disparity is in wage earners who are in higher income fields like finance and law. Member Stewart stated the Committee should rank order on time, financial resources and commitment in regards to supporting the Paid Family Leave and the Pay Equity Project. Chair Bennett mentioned the Committee would need to make a decision if they are going to target employers or community groups. She shared that the Hawaii Employers Council offered a physical space for a convening and will be a part of the process as far as outreach. Some things the Committee will need to narrow down is their target group in terms of who to approach and having a paid facilitator. Chair Bennett stated that the Committee should be realistic about what topic to pursue because they are a volunteer committee; it takes a significant commitment to develop something compared to being in support of something that has already been created.

Member Sevilleja shared she has a connection to the Chamber of Commerce Hawaii and the Filipino Chamber of Commerce Hawaii, which collaborates with the other three (3) Chambers: Korean, Japanese and Chinese. She offered to facilitate the conversation with the Chambers. Chair Bennett asked if it was appropriate to have a one-on-one discussion or if it was possible to invite them to a HCCSW meeting. Kathleen Kelly stated either way is appropriate. One (1) or two (2) members could meet individually with the representatives that Member Sevilleja has a connection to or, one (1) or more of them could attend a HCCSW meeting and speak to all of the Committee Members at the same time. Member Sevilleja agreed to invite them to the next HCCSW meeting if they are available to attend.

Raven Sevilleja left the meeting at 1:59 p.m.

Chair Bennett asked Committee Members to reach out to the representatives with businesses in the community to get an idea of what their interests are. The Committee Members can inform the representatives that the HCCSW is interested in potentially leading a movement towards issues revolving around Pay Equity in the work place.

7. FOR DISCUSSION: Agenda Setting for the Next Meeting

The Committee decided to continue the discussion on Vice-Chair Kunitake's Report: Hawaii Children's Action Network meeting on Paid Family Leave and the Pay Equity Project discussion.

8. Next Meeting: October 6, 2023

The next meeting is scheduled for Friday, October 6, 2023 at 1:00 p.m. as a remote meeting via Zoom with an in-person location at Kapālama Hale.

9. Adjournment

Member Stewart made a motion to adjourn the meeting and Vice-Chair Kunitake seconded. Hearing no objections, the motion carried unanimously and Chair Bennett adjourned the meeting at 2:19 p.m.

RESPECTFULLY SUBMITTED:

\_\_\_\_\_  
SHANE AKAGI, OGM Administrator

DATE

APPROVED:

\_\_\_\_\_  
HOPE BENNETT, Chair

**PAID LEAVE STUDY  
JUNE 2017**

**Prepared for:**

**Hawaii State Commission on the Status of Women  
and  
Hawaii Children's Action Network (HCAN)**

## BACKGROUND & METHODOLOGY

HCAN would like to better understand current public perception, utilization and interest in paid family and medical leave among Hawaii business and union leaders. Such information could be used for public education and/or advocacy work at the Hawaii State Legislature.

### Research Objectives

- Measure public awareness of paid family and medical leave programs in other states
- Measure current overall attitude toward paid family and medical leave
- Measure extent of need for paid family and medical leave in Hawaii
- Understand reasoning behind support or opposition to funding paid leave
- Identify initial messaging that might be successful in generating support for implementing paid family and medical leave policies in Hawaii

### Recommended Approach

To achieve aforementioned objectives, we conducted a series of focus groups with respondents who represent specific groups impacted by paid family and medical leave. This qualitative research will help provide insight into perspectives of disparate groups, as well as serve as the basis for messaging that can be quantifiably tested with a subsequent poll.

The groups were composed as follows:

- One group of labor union representatives – leadership and/or members
- Two groups of employers – one group each with small/medium businesses and large businesses

The groups were held in Anthology's Theatre and were moderated by an experienced Anthology focus group leader. Within each of the two business groups, a range of business types and size was sought. For the union group, we sought top union staff representatives.

#### GROUP 1 – Small/Med Business Employees

Condominium Management	15
Engineering	23
Art Supplies Sales	20
Accounting and Tax	12
Appliance Sales	35
Outpatient Surgery Center	41

**GROUP 2 – Large Business** Employees

Visitor Activities	100+
Financial Services	300
Printing	100+
Paper Goods Manufacturer & Distributors	92
Hospice Care	200+
Employment Agency	200+
Marketing Firm	100+

**GROUP 3 – Unions** Members

Political Ed. Director	6,000
Exec. Director	15,000
Deputy Exec. Director	42,000
Business Agent	1,000
Board President	550
Vice President	5,000

With approval and input from the client, a discussion outline was developed to facilitate the conversations. A copy of the discussion outline used to facilitate the groups is contained in the appendix of this report.

Each participant received a gratuity as a thank you for their participation.

*This grant product was funded by a grant awarded by the U.S. Department of Labor's Women's Bureau. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The U.S. Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other users require the prior authorization of the copyright owner.*

## SECTION – CURRENT BENEFITS PACKAGE

At the outset of the study research participants were asked to briefly describe the benefit packages available to their employees and the individuals they may represent. A fairly standard list of benefits were mentioned that include healthcare insurance as well as other items that have become expected by workers like dental, vacation days, sick days, PTO, different types of insurance, flexible spending plans. and various retirement plan options.

*“Healthcare, dental, vision, pension, trades of apprenticeship. I guess you can consider that as a benefit” (Grp3- Union Representative)*

*“Medical...dental...PTO...401k...” (Grp2- Large Businesses)*

*“We offer medical, we have 401K and the vacation and sick leave” (Grp1- Medium Businesses)*

*“Ten days vacation, five days sick, paid holidays...the standard holidays...You know we’re looking at other things maybe we might want to increase maternity leave. [Moderator: What do you offer for maternity now?] Nothing” (Grp1- Medium Businesses)*

*“The big ones are obviously you’ve got your health insurance – life insurance and those sorts of things. We have a flexible spending accounts for childcare and for healthcare expenses and those sorts of things” (Grp3- Union Representative)*

*“Flexible spending accounts...parking...bus passes” (Grp2- Large Businesses)*

*“Ours has a medical and dental, health, vision, drug, chiropractic, acupuncture, discount gym membership. So, the more it [Comprehensive Health insurance] brings the better for all of our members” (Grp3- Union Representative)*

*“We do have a 401K plan that they can electively participate in and there’s matching by the company of their contribution up to 5%...holidays and sick time – PTO” (Grp1- Medium Businesses)*

*“We have a 401K with a profit sharing plan, medical, dental. We have a group term life – long-term disability. We also do – for the first five years to get 80 hours of vacation, 40 hour sick and after five years, they get a 120 and 60 hours” (Grp1- Medium Businesses)*

*“Long-term disability...life insurance” (Grp2- Large Businesses)*

*“[Moderator: Vacation, sick leave to those full-time employees?] None.” (Grp1 – Medium Businesses)*

Next, research participants were asked if these list of benefits were a standard offering among all employees. The discussions reveal that full-time status usually availed the individual to the list of benefits highlighted previously. There were some who recognized certain small differences though

they were in the minority. Union representatives indicate benefit packages sometimes differ by bargaining units.

*"[Moderator: Is your benefit packet the same for all full-time employees?] Yes" (Grp2- Large Businesses)*

*"Yes, all the same" (Grp3- Union Representative)*

*"We may have in the trade starting levels of skill versus non-skilled. The less skilled may not get certain aspects of our benefits like a pension or vacation pay so the trades get vacation pay - \$5.25 an hour into a bank account, every six months they get a check. In construction, you can't really take a vacation so they take the money and go with that but depending on if you're apprentice or a full-fledge you're going to get something a little bit different" [Moderator: "Okay"] "The only difference that we have is that our management team is eligible for the incentive bonus once annually based on the performance of the company" (Grp1- Medium Businesses)*

*"And we don't provide medical for the part-time employees." (Grp1 – Medium Businesses)*

At the conclusion of this initial phase of the discussions, those taking part in the study were asked if they offered any type of benefits that they would consider unique to the local marketplace.

*"We just carried the long-term disability and the group term-life insurance. So, those are two" (Grp1- Medium Businesses)*

*"...through our corporate parent we have...programs that teammates can participate in and get financial assistance. For example, we participate in an outreach Central American countries to provide surgery and teammates who want to attend will have their cost covered by the company, things like that." (Grp1- Medium Businesses)*

*"Yoga" (Grp2- Large Businesses)*

*"A gym – just a small little room with some bikes and treadmill" (Grp2- Large Businesses)*

*"...certain things like health insurance ...for our staff we do offer different wellness programs and things that are just for ourselves" (Grp3- Union Representative)*

*"For us the staff it does follow the same benefits as members gets but the difference is the staff is a whole year around, it's like the staff makes a lot better you know the members or anything but I think staff is well in that regard." (Grp3 – Union Representative)*

*"And we're trying to branch into offering more in terms of classes but let me first say there are sort of like the continuing classes, continuing education" (Grp3- Union Representative)*



*“For our members we have specials like member discount programs and as you know and we have you know insurance discount, auto insurance products, we have classes as well” (Grp3- Union Representative)*

*“Our organization offers a free attorney so if you want to do a will, if you get a DUI, we represent a member for free” (Grp3- Union Representative)*

*“Discounts of products...” (Grp2- Large Businesses)*

At no point in this initial phase of the discussions were any type of paid leave mentioned in an unaided fashion.

## **SECTION – PAID FAMILY AND MEDICAL LEAVE**

Research participants were asked to provide their own definition of what they thought “paid family and medical leave” meant to them. The research shows a fairly wide-range of descriptions. A few had a basic understanding of what this entails while others appear to sometimes confuse it with standard healthcare insurance benefits and areas like maternity leave.

*“Employer paid medical benefits” (Grp1- Medium Businesses)*

*“Family - maternity leave, vacation time; Medical - time off paid for recovery.” (Grp1- Medium Businesses)*

*“Sick leave; Paid family - includes maternity, family crisis.” (Grp1- Medium Businesses)*

*“Maternity/paternity leave. Caring for an elderly relative or disabled. Time to take care of a sick child even an hour or two to pick them up from school if they're not feeling well.” (Grp3- Union Representative)*

*“That a worker may take time off for family leave such as the birth of a child or funeral. For medical leave, they may have paid time off for necessary surgery.” (Grp3- Union Representative)*

*“I know the employee continues to get paid while unable to work due to family or medical leave reasons” (Grp1- Medium Businesses)*

*“Paid time off to help family, terminal illness, death in family” (Grp2- Large Businesses)*

*“Time off of work that is paid by the employer for personal and family medical needs.” (Grp1- Medium Businesses)*

*“Paid time off to take care of oneself or family member. Not the same as a personal sick day.” (Grp3- Union Representative)*

*“Ability to take care of family/self without fear of losing job.” (Grp2- Large Businesses)*

Several participants mention FMLA when asked about this topic.

*“FMLA, maternity/adoption. Help for parents, children, military returning from war/deployment. Death of a family member. Cooperative amongst nonprofits on possible benefits [Moderator: Is FMLA, is that a paid benefit?] It runs currently with HFLL and TDI as I recall” (Grp2- Large Businesses)*

*“Exactly what it says FMLA with pay” (Grp3- Union Representative)*

*“Utilize PTO hours during medical leave or to care for family members - FMLA protected.” (Grp3- Union Representative)*

*“Companies larger than a certain amount provide FMLA...they provide your TDI” (Grp1- Medium Businesses)*

Next, based on their own personal understanding of the topic, research participants were asked if this benefit was offered in Hawaii or anywhere else in the United States. The research shows very low unaided awareness of where this benefit might be available.

*“Not sure” (Grp1- Medium Businesses)*

*“I hope so” (Grp2- Large Businesses)*

*“I know for a fact that pretty sure there are places – we have it in our contracts that you get paid. FMLA is by law you have to get but not paid” (Grp3- Union Representative)*


*“I’m not current but I know California either was looking at it or they’ve passed it because they’re probably more forward thinking but I’m not sure” (Grp2- Large Businesses)*

## SECTION – REACTION TO CLIENT PROVIDED DEFINITION/ INFORMATION

At the outset of this section of the study research participants were presented with the following information in order to facilitate the discussions going forward:

- *Sick leave is commonly used by employees to care for the health of themselves or a family member over a short period (e.g., a few days).*
- *Temporary Disability Insurance (TDI) is an employer funded program for eligible employees to use in order to take care of an employee's own health.*
- *In contrast, family leave allows employees to take longer term leave (e.g., several weeks) to care for seriously ill family members or to care for and bond with a new child (parental leave after birth or adoption of a child).*
- *Through the national Family and Medical Leave Act and the Hawaii Family Leave Act, eligible employees can take unpaid, job-protected family and medical leave.*
- *During this discussion, our focus will be on policy options that build upon these policies by offering wage replacement during family leave for all eligible employees.*

### Paid Family and Medical Leave



**What is Paid Family and Medical Leave?**

Paid family and medical leave (Paid Leave) allows an employee to take job protected time away from work to care for their family and receive partial wage replacement during that time.

Caring for your family includes:

- Caring for a new child (birth, foster, or adoption)
- Taking care of a close family member who has a serious illness.

Paid Leave and sick leave are DIFFERENT.


**What about the FMLA?**

The federal Family and Medical Leave Act (FMLA) allows eligible employees to take unpaid leave to take care of their family. Unfortunately many employees are excluded because of company size requirements and many that are eligible are unable to afford to take unpaid leave.

.....

All employees probably will need **paid sick leave** a few times per year.


All employees probably will need **paid family and medical leave** a few times during their life.



**CAMILA**

**WHEN THEY NEEDED PAID FAMILY AND MEDICAL LEAVE**

Camila had a C-section when she gave birth to her daughter. With paid leave, she was able to spend 3 months at home, allowing her to fully heal and give her new baby the best possible start in life.



**KEKOA**

**WHEN THEY NEEDED PAID SICK DAYS**

When Kekoa's mother had a stroke, her recovery was uncertain. With paid leave, he could take 4 weeks off with partial pay to care for his mother, arrange for her rehabilitation, and find her an in-home aide while she continued to heal.

**WHEN THEY NEEDED PAID SICK DAYS**

Camila returned to her company and continued to build her career. When little Elsa started running a fever at daycare, Camila was able to use paid sick days to pick up her child and stay home with her until she was better.

Kekoa's restaurant job brings him in contact with many people and their food every day. When he got the flu, he needed a week at home to recover - and avoid getting his customers sick.

**PAID LEAVE FOR ALL:**

Paid family and medical leave is for major life events and gives employees a few weeks to take care of their family without worrying that they have zero income during that time.

The Family and Medical Leave Act (FMLA) was enacted in the early 1990s to allow employees to take up to 12 weeks off from work with job protection to care for a new child, a seriously ill family member, or the employee's own serious illness. This leave is not available to all employees though and is unpaid. Of the employees that are eligible to take FMLA, many cannot afford to take unpaid leave even if they really need to take time off, especially those in low-wage positions. Only four states and the District of Columbia have since enacted paid family and medical leave policies. Washington state also signed a paid family leave bill into law in 2007, but they still lack a funding mechanism, so program the has not gone into effect.

California (in effect since 2004) max leave for family care = 6 weeks  
Rhode Island (in effect since 2014) max leave for family care = 4 weeks  
New Jersey (in effect since 2009) max leave for family care = 6 weeks  
New York (will be in effect by Jan. 2018) max leave increments, 8 weeks in 2018, 10 weeks by 2019, 12 weeks by 2021  
District of Columbia (will be in effect by January 2020) max parental leave = 8 weeks, max family care leave = 6 weeks, max own serious health condition = 2 weeks

The four states that already have paid family and medical leave policies in place also have something else in common. All already had temporary disability insurance (TDI) programs in place for employees to take for their own serious illness/temporary disability. Hawaii is the only other state in the U.S. that has a TDI program.

Paid family and medical leave allows an employee to take job protected time away from work to care for their family and receive partial wage replacement during that time. This includes caring for a new child, whether by birth, fostering, or adoption, or taking care of a close family member who has a serious illness. All employees probably will need paid family and medical leave a few times during their working life. Paid family and medical leave is not to be confused with paid sick leave. All employees probably will need sick leave a few times per year. This could be used if the employee comes down with a cold or to pick up and care for their child who has a fever at school for example. Paid family and medical leave is for major life events and gives the employee a few weeks to take care of their family member without worrying that they have zero income during that time.

The initial reaction to this information was generally favorable among each of the three segments being tested. Many feel it is a benefit that is needed and is simply the right and humane path to take in these situations. Having the peace of mind of knowing that you have some financial help and job security in stressful situations like those being discussed appeals to everyone on an individual basis.

*"[Moderator: Okay, so how many generally favorable? Okay, five (of six)]" (Grp1- Medium Businesses)*

*"[Moderator: How many say generally I feel favorable? Okay five (of six)]" (Grp3- Union Representative)*

*"[Moderator: How many say I feel favorable overall? Four, how many feels unfavorable? Three]" (Grp2- Large Businesses)*

*"[Moderator: Do you think employees would find this to be a valuable benefit?] Yes...Oh yeah...yes" (Grp2- Large Businesses)*

*"[Moderator: Do you think your employees would find this valuable benefit?] Yeah (several)" (Grp1- Medium Businesses)*

*"I think it's the right thing to do...compassionate thing to do" (Grp3- Union Representative)*

*"...the overall concept is we want to raise our level of quality of society and care about each other and that's what Hawaii is all about. So, for that reason I'm all for it" (Grp3- Union Representative)*

*"I think it's the right thing – if someone has an emergency they shouldn't be stuck in financial kind of stuff" (Grp3- Union Representative)*

*"I think people deserves to take care of themselves and their families" (Grp3- Union Representative)*

*"I agree it helps the employees so that they can take care of things that need to be taken care of" (Grp1- Medium Businesses)*

*"I think it would be great benefit – it would help the employee along a lot right because you'd have been to burn all of your vacation time instead" (Grp3- Union Representative)*

*"But in the case that have been something like a stroke or immediately we needed to provide help, new help – elder care where you had to set all these things up. It does take time and someone has to be responsible and if you don't have siblings, it makes even harder" (Grp1- Medium Businesses)*

*"We represent a lot of guys I think it will encourage more men to stay home with the baby for a period of time and not rush to get back to work because men need rights too" (Grp3- Union Representative)*

*"Well, knowing that if something does happen that they can take care of their family or themselves and not only is the job protected because it's already done via FMLA but the fact that there's going to be some financial help with that – I don't think it would cover everything but at least you'd have some kind of a base" (Grp2- Large Businesses)*

*"I do think if there's a financial safety net it means things are getting paid – mortgage, utility, you can stay in your home, you have that security. Losing those things does not do anything but overall disturb an economic process – I mean that's what we need. We need to keep food on the table, we need to keep our mortgage paid, rent paid, whatever the case might be, a car to drive. Too many people lose those things because there's not a safety net there" (Grp2- Large Businesses)*

Several who have personally been in situations where they might have taken advantage of such a benefit or know of employees who could have used this program have a greater understanding of its potential positive impact.

*"I was in this situation late last year my sister was diagnosed with cancer and had to go to L.A. to get a bone marrow transplant. So, she's going to be there for two months and a family member had to be there. Being self-employed I paid the bills and I was able to go right away but I was only able to stay there for a month. My brother, my mother, had to take turns so finish the remaining month. So I was familiar with FMLA because job protection... but they didn't get paid. So, luckily both of my family members –their employee's donated time so that they could take vacation. So, from that perspective where it helped my brother and my mother to get paid so they could care for my sister while she was undergoing her bone marrow transplant..." (Grp1- Medium Businesses)*

*"I went through something like this last year, my mother is 86 years old and she ended up in the emergency last November...I went to the hospital or to the rehab center every day. I'm the only child so when it was morning or evening I would go there... it was very stressful and to try to keep my hours at work because of my position I had to keep my hours at work and still make sure that I was on top of all those people that are taking care of my mom" (Grp2- Large Businesses)*

*"...it was a single mother that was having trouble you know pulling their life together and would have liked to step away for a little while to do that. But we had offered that relief. She took it but she didn't get paid for it." (Grp3- Union Representative)*

*"I'm going on 29 years with the company, my boss is awesome in that way because I went through breast cancer and he was very supportive. So, even though like he would say like don't worry about your – you know don't worry about to use this, let me know what's going on and just take care of your health first. So, he didn't even ask my hours – you know what I mean he just*

*still kept the pay but I just would be letting him know about my unemployment or whatever. I don't know our situation is kind of different because we have so family member – but because of it too I'd like to see something in place because we have so many families in our company” (Grp2- Large Businesses)*

*“I think it's probably some of the need we've been saying is our work force for this you know we have a lot of people who have been with us 20 plus years, 30 plus years and I have three co-workers that now have cancer and they're trying to deal with that. So, like XXX said you know things are going to happen and so they have to have some feeling of safety” (Grp2- Large Businesses)*

### **Employer Benefits**

From the perspective of the employer, potential benefits discussed included improved company morale and worker loyalty. The latter of which potentially impacts the bottom line in terms of lessening employee turnover thus saving on training costs and disturbing existing company operations.

*“Experienced employee or trained employee, employed. You don't have to re-train” (Grp1- Medium Businesses)*

*“Depending on how it's handled you know hours planned being mandated versus not employers offer something like this is a benefit or opt-in to something like this optionally and contribute and participate that would be a great incentive.” (Grp1 – Medium Businesses)*

*“... you would not need to go to training again and all of that” (Grp2- Large Businesses)*

*“I think it's a good benefit to keep the good employees in your company” (Grp1- Medium Businesses)*

*“More loyalty for the employee” (Grp1- Medium Businesses)*

*“I think it's just like improving the morale. I think that's the only benefit I could see” (Grp2- Large Businesses)*

*“I think overall, it gives the perception that the company cares...These are things that you – sometimes money can't buy...these are the little things that can be done to provide that perception” (Grp1- Medium Businesses)*

### **Cost/ Funding**

Although most see the result or outcome of this law as being an overall positive development for the employee and the community at-large, one of the first questions that's automatically posed by participants are questions related to how this benefit would be funded.

*“[Moderator: What was your first reaction to this?] As the accountant, I'm thinking cost” (Grp1- Medium Businesses)*

*"What's it going to cost?" (Grp2- Large Businesses)*

*"I don't know how you're going to pay for it but it sounds good" (Grp3- Union Representative)*

*"[Moderator: I want to make sure I'm hearing it correctly – that most of the government employees would need this then?] I know funding is probably going to be another issue" (Grp3- Union Representative)*

*"I think it's the cost on how to fund" (Grp2- Large Businesses)*

*"First of all, the cost, companies here in Hawaii are really struggling with how the economy and the economic conditions and everything. To add another burden to the company..." (Grp2- Large Businesses)*

*"The cost of doing business here in Hawaii is already quite high for companies by offering another benefit. We're one of the states here – a few states that offer TDI where most other states do not and it's a paid for benefit by some companies. I see it with losing jobs, if people think they're going to lose their job, they were not communicating well enough about what HFML is protected unpaid leave as is FMLA – it's protected unpaid leave for up to certain amount of time. So, that's not a concern for me, my concern again is the cost to each organization if it's a required benefit." (Grp2- Large Businesses)*

*"I'm just curious on how to be paid for. In other words, is it a program like TDI where there's a pool and then you draw among the pool..." (Grp2- Large Businesses)*

*"Probably if it was like TDI and the company pays part of it and all that maybe I would be more open to that" (Grp2- Large Businesses)*

*"But just you know what's it going to cost and who's going to pay for it and where's the responsibility going to you know?" (Grp1- Medium Businesses)*

*"It's the way I'm reading this, it looks like it's sick leave, vacation leave, then there's this FML type of leave. Whether if it's for you or the life-threatening or a family member for a serious as defined under FMLA. So, I see very costly" (Grp2- Large Businesses)*

## **Potential Abuse**

Another potential talking-point or obstacle to overcome is the fear of abuse with workers taking paid time off they are not entitled to. This point was independently brought up by both employers and union representatives.

*"[Moderator: What little something is worrying you a little bit about it?] Abuse" (Grp3- Union Representative)*

*"How would work in again coming from construction industry – I think we're a little bit different in the way we relate to our employers. Then also you know as mentioned people cheat contractors – employers on the TDI – they're going to cheat on this." (Grp3 – Union Representative)*



*"I think the typical potential for abuse but that's going to happen in anything no matter what it is" (Grp2- Large Businesses)*

*"What will qualify exactly? What qualifies under family and medical leave? You know my company is service oriented so clients call in and see taking to their accountant you know and you're down a person and we're not a big company or down a person everyone else has to help pick up that load and so maybe part of the concern is see if there's abuse by a particular employee... You know FMLA – you can't terminate the position but you're kind of stuck" (Grp1- Medium Businesses)*

Some are hoping that if such a benefit were to be approved that strict guidelines are enforced to help curb this potential problem.

*"My first reaction is that in order to receive it, you've probably are going to have to jump a lot of hoops to get it. It's one of those things where it's just going to be – for lack of the better word – regulated. Very tightly regulated to make sure that people are not abusing it" (Grp2- Large Businesses)*

The potential for abuse was also called out on the employer level by a trade union representative.

*"One thing of that this thing talks about TDI which in the construction industry there are lot of contractors that just don't pay in. They try to get away with it and so my concern is if we were to establish a benefit whether it's employer pay or employee pay – there are a lot of companies that just wouldn't until they're caught... So, it's not only how to pay for it but how can like enforce it and administer all that" (Grp3- Union Representative)*

### **Negative Economic/ Company Impact**

Another concern is the obvious direct impact to businesses with the loss of skilled labor for extended periods of time.

*"The other thing is you know the construction industry were all of sort of slaves at schedule you know everything has to be done and if this one thing doesn't happen you know the rest of the building can't be built. So, I think there's a challenge of you know people potentially leaving and if the employers got a lot of concerns about you know what of their key guys leaving the middle of the project. I think there's also a lot of pressure on the guys" (Grp3- Union Representative)*

*"None of our contracts have that, it's either you're going to be well and finish the job or you're going to be replaced." (Grp3 – Union Representative)*

*"And think they have first and then I mean likely they would probably lose their position and go on unemployment because the job isn't moving." (Grp3 – Union Representative)*

### **Confusion/ Lack of Understanding**

It is important to note that even after being presented with this fairly detailed description in a controlled environment many are still confused as to how this potentially new benefit would fit into the existing structure of employee leave options and laws.

*"When we're designing and hear it, it says – there was a statement in here that says that this is outside of sick leave. So, I don't know where it is in here right now." (Grp2 – Large Businesses)*

*"I think from my experience of what I know like some companies they offer this but they still – I think the employer or the employee doesn't feel like their job is protected." (Grp2 – Large Businesses)*

*"FMLA is unpaid leave the employee does not have to use any late – the employer can adopt the policy to require an employee to use all of their earned leave, while they're on unpaid leave. If it doesn't adopt it then the employee gets the choice of using this or that. So, when I've read this one and it separate from using according to this. Our current company offers a generous PTO policy and according to this, it is separate than the PTO part. Is that correct? Am I understanding of reading them?" (Grp2- Large Businesses)*

*"You know under the FMLA currently if you offer sick leave and vacation. The employer – I believe has to allow the employee to charge 80 hours of sick leave to care for the family member...It's not the law...The company has to adopt that aspect and put it in their policy that it runs concurrently" (Grp2- Large Businesses)*

*"It would be complicated to try to institute a benefit of paid leave when you have a system that we have in a lot of places we are in" (Grp3- Union Representative)*

### **Insurance vs Flexible Spending**

Another issue or question participants debated was whether a program such as this would be treated like TDI or more like a flexible spending plan that employees can contribute to and draw on at a later date. This idea was discussed among union representatives who tended to favor the flexible spending approach more.

*"...but [in] most of them, we already have something that covers it so with those having it like a flexible spending account type of thing would work better or the individual does it that I can see where if you have a traditional sick leave type of thing that would be better like an insurance plan. But we already contracts have covered that's where they're doing it like a voluntary flexible account could be a benefit that I could see a lot of people use it and going for it" (Grp3- Union Representative)*

*"I mean I looked at it more as a self-funded account so if I accumulate over you know three years of working, three or four thousand dollars in an account and then I need to take FMLA, then I can draw on that at that time and if I quit that job, I can take that fund with me to my next employer... more of a savings plan thing...than like an insurance plan [Moderator: So, the benefit would be the pre-tax?] Right... So, that's very similar to the flexible spending plan for healthcare... then it's not really a burden on the employer but it's an added benefit for those who want to put it away" (Grp3- Union Representative)*

*"I think it can happen if you're creative. I have a 401K that – you have huge bank – there's no cap on it. Then if you care to – you can elect to have \$5000 put towards the care of the dependent and that's just their when you need it. So, if you could be a device that's there when you need it, a not so much burden to the employer it's just something that's part of the total package as needed might be favorable to the employer" (Grp3- Union Representative)*

*"...we have laws on the books that allow someone to max out all the benefits that you already earned and their job is still there for them. And because in your documents here you say that I only access it only once or twice in my working life, I don't want to be – actually the employer pay something which I may or may not ever access. So, if I feel like I want that peace of mind like my 401K or other health savings account that they have then I should you know take that upon myself as a benefit that I want to put away for. That's tax deductible" (Grp3- Union Representative)*

### **Union Perspective**

Given the current list of priorities when discussing collective bargaining, a potential obstacle a benefit like this may face is its relatively importance or priority when looking at the overall benefits and pay packages during contract negotiations. Currently, this does not appear to be something that unions would be willing to fight for at the expense of other benefits already on the table.

*"...I think in a broader sense you know thinking about to the progressive \_\_\_\_\_ prepaid healthcare act right – so similar to that, the challenges that we're facing is the aging population to definitely consider. But then even as far as membership in terms of priority, I'm not sure whether this would be up there" (Grp3- Union Representative)*

*"Yeah, paying for – you know we're constantly fighting takebacks from our employers – contracts they always want to takeback the benefits that we have" (Grp3- Union Representative)*

*"I don't think the employer cares how do you slice the pie. I think they care how much they're putting in the pie" (Grp3- Union Representative)*

*"So, you know to this point of family leave if there's an extra 25 cents on the table, you know do we put that in family medical leave or do we put that under their pension" (Grp3- Union Representative)*

*"I think most of our contracts would be icing on the cake because we already have family and we already use the benefits that we accrue now you know like you've said the concept when you go to the negotiations, you figured the employer has a limited size pie and where you're going to cut those pieces into what programs. They're going to – you'd get some extra some dollars – is it going to wages, going to pension or medical benefits" (Grp3- Union Representative)*

*"I am not for special monies for family medical leave. Enhance your sick leave, enhance your medical PTO, enhance the benefits that we already have" (Grp3- Union Representative)*

## SECTION – CURRENT FAMILY LEAVE POLICY

After having the opportunity to discuss family leave in the prior section those taking part in the study were asked what their own company/ union negotiated policies were regarding this particular issue.

The discussions reveal that several have not addressed this issue at all on the managerial level while others simply rely on existing programs like TDI, sick leave, PTO, and FMLA.

*“I don’t – we don’t have a formal policy...but my boss he’s a kind person and caring and of course if it doesn’t cost him money, he’ll give the time off to the people to do what you need to do” (Grp1- Medium Businesses)*

*“And we’ve had a complete opposite happened where something happens to a family member and actually – they give you that option and you know a lot of the idea of time – the time and money invested.” (Grp1 – Medium Businesses)*

*“[Moderator: So, what’s your family leave policy at this time?] Non-existent” (Grp3- Union Representative)*

*“To be honest I’m not sure of the specifics of the policy. I know that we have some amount of time off provided...In addition we have a fund like a teammate support fund that a folks from across the corporate enterprise electively contribute to and that can be accessed for teammates for this and another means on a case-by-case basis” (Grp1- Medium Businesses)*

*“...you know the typical maternity where you’d get six weeks or eight weeks...That’s the only specified leave we have...we’re a small company so luckily we value the employee you know we’ve had –used of their vacation and needed more time. So, to help them out we just continue to pay them. I mean let the vacation go into a negative you know – you don’t want to lose a whole lot but you still want to allow them to take that time and I think in the long run what you’ve got is a more dedicated employee” (Grp1- Medium Businesses)*

*“[Moderator: But paid or unpaid, in other words, can an employee take time off? Take the time off if they have these kinds of emergencies at this point in time? Or is it just do you think they can’t just do it?] They can take off but on their own...but when they come back, they’ll be at the bottom for another job” (Grp3- Union Representative)*

*“In my industry if they took off they determined by their scale. If they come back at all you know if they’re terrible worker, they will be replaced.” (Grp3 – Union Representative)*

*“[Moderator: So, what happens now if a guy has an emergency?] Exercise whatever, TDI...I mean likely they would probably lose their position and go on unemployment because the job isn’t moving” (Grp3- Union Representative)*

*“Definitely whether the employer would fund something like this. None of our contracts have that, it’s either you’re going to be well and finish the job or you’re going to be replaced.” (Grp3- Union Representative)*

*"I mean to get paid, you save your sick leave, you save your PTO that you can, and if need more then there's probably some kind of long-term insurance when it comes to all these other benefits that we have. That's how I could get it" (Grp3- Union Representative)*

*"If you want to get paid, then you save your benefits to get paid for that...It's the bank that you accrue" (Grp3- Union Representative)*

*"...it seems like when women here get pregnant – they get pregnant all at the same time and they seem to get pregnant as soon as I hire them. So, they're really not eligible for family – we get family medical leave like leave. So, they're eligible for – so we give it like because we don't want people to suffer or lose their job" (Grp2- Large Businesses)*

*"I'm not the HR person I have someone who takes care of that but we try to be as flexible as possible. In other words, we do our thing by the law so we don't get in trouble but we have a lot of workers from Micronesia and the Philippines and they go to Philippines to try to take care of somebody and it's almost like we have a policy of you can take the time off as long as we can afford you to take off and it doesn't impact business which we can figure it out. But also – and it doesn't matter whether you have what we called PTO you know – when you get paid or not, does not impact the ability for you to go and do something. So, it's a kind of the definition" (Grp2- Large Businesses)*

Next, research participants were asked how they typically dealt with staffing issues when someone took an extended leave of absence. The discussions reveal that many simply require other staff members to take up the slack with a few seeking outside help on a temporary basis.

*"I've got a situation in a week we have one of our employees – my co-worker that's going to Egypt for the whole month. That's not normal so she's got two weeks vacation and had two weeks unpaid... I'm not happy about that... I'm not familiar with their area... the other options would be to bring someone in but when it comes to invoicing and billing, my boss doesn't want to bring somebody in because he feels it's confidential" (Grp1- Medium Businesses)*

*"...people from the Philippines. They go back three or four weeks at a time. So, we have somebody to call straight in to do their job. You can't hire the employment services because they don't know anything" (Grp1- Medium Businesses)*

*"We do have some cross-training but that's not applicable across the entire you know business. I think one advantage that we make and do have is we could rely on some temp or like agency staffing" (Grp1- Medium Businesses)*

*"I've already experienced this. I make sure that there is always someone else who knows...constant cross-training" (Grp2- Large Businesses)*

*"The rest of the people within the department just pitching in and do their work" (Grp2- Large Businesses)*

*"We hire temp – sometimes because we do cross-train but sometimes in that one section there isn't enough people" (Grp2- Large Businesses)*

*“We load others up. We cross-training and then we get overload and they know it’s temporary and then the person comes back and jumps right back in and then for other jobs we’ve had to supplement by bringing another person in temporarily” (Grp2- Large Businesses)*

*“[Moderator: What do you think in general happens when an employee takes this kind of leave or takes FMLA, who covers the work of the employee?] We’d just get another worker [That simple?] Yeah” (Grp3- Union Representative)*

## SECTION – EXPECT TO USE/ EMPLOYEES

In this section of the study research participants were asked to estimate potential usage of this benefit should it be offered to their employees/ members. Many expect the impact to be fairly minimal in terms of participating employees with several basing their estimate on current FMLA numbers.

*“...hardly any – depending on the broadness of definition of its covered. [Moderator: Okay, does everybody agree? Everybody’s nodding and agreeing]” (Grp1- Medium Businesses)*

*“[Moderator: How many you had one or more employees that you felt could’ve benefited from this benefit? We have at least one]” (Grp1- Medium Businesses)*

*“Eight to 10 percent but it’s normally the same people” (Grp2- Large Businesses)*

*“I don’t know something small...5% maybe I don’t know” (Grp3- Union Representative)*

*“I mean how many people do you have on FMLA now because that would indicate to you how many would take paid. So, like we have a 150 employees, we have two people on FMLA so maybe that’s kind of low. I don’t know” (Grp2- Large Businesses)*

*“I think less than 20 (percent) [Moderator: How many employees do you have?] 220” (Grp2- Large Businesses)*

*“I think right now we have about 20 people (FMLA) close to 300 employees” (Grp2- Large Businesses)*

*“...how it was put into place would matter than whether they thought it was of value to them. If they could use this instead of using vacation hours” (Grp3- Union Representative)*

*“So, we encourage them to utilize FMLA. Because they can’t discipline them if it’s FMLA protected. If you got a cold they can discipline you” (Grp3- Union Representative)*

Next, research participants were asked to identify possible reasons for the low participation rates. In addition to the fact that these types of occurrences were fairly rare, several fear that employees may be reluctant to take advantage of it due to fear of losing their position, job, or prospects for future employment.

*“[Moderator: Do you feel – is it your feeling, that employees are hesitant to take any time off to take care of themselves or family members?] Yeah...some...some...” (Grp2- Large Businesses)*

*“We had one employee – it’s just a workaholic – she just couldn’t, she wanted to check her emails from home and we had to cut her off.” (Grp2 – Large Businesses)*

*“...they worry that we’re going to see more talent and the people who are taking their place” (Grp2- Large Businesses)*

*[Moderator: "Do you think there are employees who hesitate to take this time off? What's their main reason for not wanting to take? Is it financial? Or is it worried about their job waiting? What is it?"] "I think they worry about their job and then financially they just feel like they can't do it" (Grp2- Large Businesses)*

*"I think from my experience of what I know like some companies they offer this but they still – I think the employer or the employee doesn't feel like their job is protected...so they don't want to take it" (Grp2- Large Businesses)*

*"...our employees can solicit an employer to get on to their next job. And so– I think there's pressure maybe it's unspoken or whatever of it you know when you take time off like you're sick or whatever. They're not going to get the recommendation – they'd hire somebody else" (Grp3- Union Representative)*

At the conclusion of this section of the study research participants were asked what they felt was a reasonable amount of time to allow employees to take off and also how long they should be employed before they are eligible for this particular benefit.

Research participants generally feel that the length of the benefit should not exceed eight weeks.

*"Four (weeks) for me" (Grp1- Medium Businesses)*

*"4 because the person you need to hire \_\_\_\_\_ thinking of what's leftover when the person comes back to work." (Grp1 – Medium Businesses)*

*"About 6 to 8 weeks" (Grp3- Union Representative)*

*"[Moderator: What should be the outside limit?] Eight weeks" (Grp1- Medium Businesses)*

*"12 weeks...FMLA law so I would think the same coverage" (Grp3- Union Representative)*

*"I think in a perfect world, I would say could be a sliding scale based on how long you've been with your organization. That to me seems fair... You would think that the person who's been there 8 years and I'd be more perhaps more entitled." (Grp2- Large Businesses)*

As far as how long one needs to be employed before becoming eligible some felt one year should be the minimum while others felt a lesser amount was reasonable.

*"One year because if you were saying that that's how FMLA is then they should follow the same background" (Grp2- Large Businesses)*

*"Yeah, so with that I'd say 12 weeks" (Grp2- Large Businesses)*



## SECTION – EXPLANATION OF FUNDING

In this section of the study research participants were asked about different funding sources and then asked to choose the one they preferred most. The research shows a definite preference for a combination of contributions that come from both sides of the bargaining table.

*“[Moderator: First is totally funded by the employer? Two, How many think it should be funded to or by the employee? Nobody, How about by a combination of both? Four]” (Grp1- Medium Businesses)*

*“[Moderator: I’m going to start from the top – how many say you think it would work best if it was funded totally by the employer? I have no hands up, how many say totally funded by the employees? I have one, and how many say by a combination of employee and employers? (the remainder)]” (Grp2- Large Businesses)*

*“[Moderator: How many say this should be definitely an employer responsibility? Two, how many say, it should be definitely an employee responsibility? I’ve got one, how many say – it should be a combination of the employer and the employee? Three]” (Grp3- Union Representative)*

### Employee Contributions

Most of those taking part in the research believe that the employee should financially contribute to help pay for this benefit. This sentiment was shared not only by employers but by many union representatives.

*“I think we’ve just discussed that there’s benefits for both employee and the employer so it’s fair” (Grp1- Medium Businesses)*

*“If they’ve got skin on the game they’re going to appreciate a lot more” (Grp2- Large Businesses)*

*“I feel if it is truly a benefit that the employer provides, it’s part of the total compensation package as part of what is attracting you know as to hire...but then you know understanding that they will be strict criteria at the same time I feel it should be some sort of responsibility or something taking in – you know for the employee as well” (Grp3- Union Representative)*

*“So, if you’re thinking about the benefit to the employer – when it comes to health, it’s a no-brainer. You want healthy workers, when it comes to leave of any kind, it’s hard to sell that to the employer and you’re going to pay for your worker to leave is a hard sell. So, I would think that the easiest choice either would be the fully-funded employee – which I’m against, or a hybrid of the two of some kind” (Grp3- Union Representative)*

*“To be more successful you need to understand that business and labor have to work together. If you have demands that are just too much for the employer to handle financially then you’re actually going to lose jobs to the employer and the employer goes down, you’ve got no jobs” (Grp3- Union Representative)*

*"I don't want hurt the employer" (Grp3- Union Representative)*

*"That's actually a good point because some of the Unions \_\_\_\_\_ funded by ability issues and if the choice is pension versus some sort of the program and they know where they putting in."*  
(Grp3 – Union Representative)

When discussing employee funding, one of the primary topics that was brought up was whether this should be an optional choice for employees. Some feel that this benefit should be an additional optional coverage or benefit while others argue such a policy would raise costs and ultimately punish those that may have opted out originally but need the benefit at a later time.

*"If you have the opt-out option is going to really hard to keep it viable right because people are opting out – you're going to have much smaller pool" (Grp3- Union Representative)*

*"I think if it was employee paid or there's a combination – they may not participate and there's still going to take their time off" (Grp1- Medium Businesses)*

*"[Moderator: When they need it, it's done through payroll deduction. How do you react to that idea?] I'd say not everybody would use it..." (Grp3- Union Representative)*

*"A lot people don't have parents or married like they don't take care of and they might not use it. They may live or may have died 25 years ago." (Grp3 – Union Representative)*

*"I just thought that it would be more powerful to the employer if the employee was also kicking on it...But like XXX's point though where you're going to get people who aren't going to contribute and are going to need it you know. Coming from young people that don't contribute 401K plans you know because they don't see it – I want the money now" (Grp3- Union Representative)*

*"...it just provides more options for your employee. Puts them in the driver seat you know we have a number of employees that don't take advantage of the health plan that we offer for example because they are the getting somewhere coverage through a spouse and I think there's a fair argument to be made that perhaps were able to pay more because you know we don't automatically just provide it to everybody. This would be a similar thing" (Grp1- Medium Businesses)*

*"It wasn't mandated to give health insurance to the employees and so we gave and they're usually appreciative of health insurance. Once it became mandated, you don't get to see the appreciation to the employee that you can and so when I think about it they're going to give it to everybody they'd become – they just taken for granted...if it's an optional thing that companies were opting in to then it can be appreciate it and that can be something that really sets you apart in the market" (Grp1- Medium Businesses)*

*"I think that to allow the employee to do this individually is one thing and I think that's a good thing. Then let the free market kind of drive those benefits. So, if an employer wants to step it up and attract more qualifying people and be noticed the employee of the best jobs to work or whatever, then they can offer this" (Grp3- Union Representative)*

*"So, you'd know I've had some concerns on the way TDI has been implemented people pay in – I think TDI is a good example – it only works because it's an expectation of the employers paid in and it's – I think it's social benefits like it's the entire community. So, that's the only way we could get every employee to be covered by state. I just worry that the employee has to pay – if you're going to choose not to, but then find themselves in the situation where – I should have and I would hate for an employee to ever be put on that position" (Grp3- Union Representative)*

*"I would think if you present it in a package where it was like that 401K example where it was already – if needed, if it's part of this package, it would be easier, it would be more palatable to the employer" (Grp3- Union Representative)*

*"[Moderator: Are you saying that you think an employee should be able to opt-in and opt-out?] Yeah...Yes, they may need it someday and then they will have it. It's like a 401K. You can opt-in or out and somebody you may have – and some day you may not when you need it" (Grp2- Large Businesses)*

*"The disadvantage are optional would be that employees who say I don't – I can't afford it right now because we have a bunch of employees – we can't afford the 401K but my question is how can you not afford to do it? But they can't even do \$5 a month you know" (Grp2- Large Businesses)*

*"I think each company should decide what they want to give even if they're not – it shouldn't be mandated that every company has to have that." (Grp1- Medium Businesses)*

## **Employer Contributions**

Similar to the discussions held previously most agree that if such a benefit were to be offered that for it to be truly successful the employer would need to contribute their fair share.

*"The cost of living in Hawaii is so high and admittedly wages are lower than the national average, so to add that additional expense – again, this is without knowing what the cost is – you know I don't completely agree with that comment to make the employee only" (Grp1- Medium Businesses)*

*"...if it's a nominal thing such as what I'm thinking because it falls on the TDI area and it's very infrequent that it shouldn't be that much" (Grp1- Medium Businesses)*

Next, in order to further probe this topic research participants were asked for their thoughts on the idea of an employer portion of \$1 per employee per month. Most found this dollar figure to be a fairly reasonable expense though some felt it might be a difficult sell during negotiations.

*"Yeah that makes sense" (Grp2- Large Businesses)*

*"[Moderator: Do you think that is something that the employers would consider for the Union workers?] Not our employers" (Grp3- Union Representative)*

*"And it is different because you know like what I was saying you know you want to be progressive in the types of benefits that these company workers receive. I'm not sure how many of them is getting \_\_\_\_\_ that's directly gets in their pocket." (Grp3 – Union Representative)*

*"[Moderator: Who would pay the whole 2 then? The employee or the employer? When you say the total cost with \$2 – you're saying the employee would pay it or the employer?] The employer." (Grp1 – Medium Businesses)*

*"\$2 I think the employee pay full." (Grp1 – Medium Businesses)*

## SECTION – HANDOUT ADDRESSING WHAT OTHER STATES ARE DOING

In this section of the study research participants were presented with information (provided by client) from the National Partnership for Women & Families which highlighted how California, New Jersey, Rhode Island, Washington, New York, and the District of Columbia currently addresses this particular job benefit.

*“There’s no coincidence that these are strong union states” (Grp3- Union Representative)*

*“I mean there’s obviously a lot of differences between the states but like I think the most of the things... is pretty reasonable” (Grp1- Medium Businesses)*

Many found the payroll deduction/ employer contribution adopted by several of the States to be reasonable for the benefit being discussed.

*“It doesn’t seem that expensive overall” (Grp1- Medium Businesses)*

*“I prefer to be split out over the entire population” (Grp1- Medium Businesses)*

One somewhat negative thing that this comparison sheet exposed, that appears to be important to local participants, was the rather narrow definition of the classes of family members that would be included in terms of inclusion.

*“I mean in Hawaii you’d get extended families. I noticed a lot of that is not covered their brother and sister. You know what if you don’t have parents and you only had brother and sister? You know who knows how many siblings and how many children so I think – but I think the broader and the wider you make it – the broader you make it, the more expensive would be” (Grp1- Medium Businesses)*

*“I think Hawaii doesn’t cover siblings right now [Moderator: Do you feel that it should cover siblings?] Yes (several)” (Grp2- Large Businesses)*

Most in the employer groups agree that they would prefer the amount of allowed paid leave to be something closer to a six week maximum.

*“...the one I’m surprised was the maximum length – we’re talking I think three to four months and some are saying four to six weeks so – or wait this one N.Y. was eight weeks and Columbia varies as much as the amount of time would be covered. I’m just looking back to my family probably. Four to six weeks would be a reasonable amount.” (Grp1- Medium Businesses)*

*“Similar to our TDI’s – four to six weeks are reasonable” (Grp1- Medium Businesses)*

*“[Moderator: Look across the board do you see six weeks, eight weeks, 10, 12] Wow...it’s long...I tend to go shorter – I would say like four because they have a lot of other options available I mean they exhaust all those things buy the time you add all that up, it could be gone – a really long time so.” (Grp2- Large Businesses)*

Several participants noticed that some states have modeled the program or piggy-backed it onto their TDI policy. This is generally viewed as the preferred way to administer this program by certain participants.

*“One of the thing that I always – TDI, workers’ comp, they don’t pay you full wages. So, I think that’s a – it’s invisible hand pushing in Hawaii back to work because they’re not getting paid – they used to get paid” (Grp1- Medium Businesses)*

*“The funding at TDI – that looks really more attractive than anything else” (Grp2- Large Businesses)*

*“I liked that idea of having TDI tight benefit” (Grp2- Large Businesses)*

*“For family and being able to use that.” (Grp2 – Large Businesses)*

*“I think the difference I see between having an insurance who monitors this versus individuals who pay in so if the employer and the employees open the same amount and then eight people use it and then you’ve put in all that money aside, where it going? So, I’m not sure I’d like that aspect but the insurance side is because it is a pooled on there and the employees based on payroll, then it just takes the percent not based on who and the age and where we’d all – I’m kind of like again using it more as an insurance type of like TDI” (Grp2- Large Businesses)*

Responses were somewhat mixed when it came to discussing eligibility requirements for the various state programs.

*“The eligibility requirements you know generally same...the areas where some consistency seems like they’re reasonable and fair” (Grp1- Medium Businesses)*

*“Employee eligibility requirements... It’s unfair for the employer to have to own the job position if the employees were only show up on period of time when something happened... I would look at it something far out like a year... it’s unfair to the employer because do they have to pay the premium during that period of time for that particular employee” (Grp1- Medium Businesses)*

*“[Moderator: Employee eligibility requirements. Any reaction to that?] You should follow FMLA... NY is pretty good” (Grp2- Large Businesses)*

*“From the recruiting standpoint, the lower – the least amount of time to be eligible – the CA would be it’s a benefit when you’re telling someone why they want to join your organization you know it’s like from the get-co you know you’re going to...” (Grp3 – Union Representative)*

Some wonder aloud what happens to monies in States that fund the program solely on employee contributions.

*"I was trying to qualify mathematically like quickly RI, it is 1.2 percent of the first \$66,000 so we're talking about \$700 a year that would come up \$60 a month. So, that's a bit more than what we had talked about the \$2 example [Moderator: This is funded by the employee only for the employees own usage... So, it's more of like a savings account – I don't know what happens if you never use it] Yeah, that's the question" (Grp1- Medium Businesses)*

Others have questions related to the unpredictability and unique aspect of each personal situation and how the different plans might address these issues.

*"How the benefits are paid out I think it needs to be re-looked at because if you're sick, you're probably going to be out the whole time but if my mom gets sick, I may share the responsibility with my siblings so it might just be intermittent and right now TDI won't pay your intermittent" (Grp2- Large Businesses)*

*"I think it's something that needs to be re-thought because even for your own disability, you know we want our employees to come back as soon as possible. As soon you're able to and sometimes they're able to but then they'd have to go out again and then they start the waiting period all over again. I think it's that intermittently that needs to be think about" (Grp2- Large Businesses)*

At the conclusion of this section of the study research participants were asked which of the six State programs highlighted in the handout they preferred most.

The discussions reveal a clear preference for the New Jersey model among business owners.

*"As far as the funding – NJ seems makes sense. NY seems work too and the family care is one of the employee only – that makes a lot of sense too" (Grp1- Medium Businesses)*

*"Superficially, looks like NJ...I guess coming from the concept using an existing vehicle method which is the TDI insurance. Remember we pay that – because I want us to be easy on the accounting side. I want to see easy program to implement and to maintain and before doing it try to creating a whole separate system which creates a whole bureaucracy and added cost to it" (Grp1- Medium Businesses)*

*"A lot of parts of it, the benefits paid, care of the child you know what qualifies under that. I think the maximum length of paid leave seems reasonable. Six weeks of family leave, 26 weeks half a year of own visibility... The fact that it's paid by employer and employee, so that's a good one." (Grp1- Medium Businesses)*

*"There's a mix of a funded between the employee and the employer – I'm not sure what the details are but there's even with the employer contribution – it looks like there's a range" (Grp1- Medium Businesses)*

*"The measure of the benefits for the employee. I liked the in fact you have the 20 calendar weeks – you can't just start out a job and all of the sudden you're going to take this. You'd be able to be employed for a while" (Grp1- Medium Businesses)*

*"Two areas – one, in fact that the employer has to own that \_\_\_\_\_. It's unfair for the employer to have to own the job position if the employees were only show up on period of time when something happened." (Grp1 – Medium Businesses)*

*"[Moderator: So, how long should that eligibility –...how long do you think an employee needs to be employed before you get eligible?] I would look at it something far out like a year...then again from the coverage point of view you know you wanted to kind a kick in right away but you know I prefer to have a waiting period of time. In other words, it's unfair to the employer because do they have to pay the premium during that period of time for that particular employee." (Grp1 – Medium Businesses)*

*"The NJ is like a TDI and well their program doesn't look like it's going to cost a whole lot more than what we're already paying. And if it's a shared cost with 50/50 which is like TDI is now that wouldn't be too bad. We pay 100% for our employees too but we do 50/50 for the employees for this benefit" (Grp2- Large Businesses)*

*"NJ – make it a no brainer like TDI I mean nobody even thinks about TDI – they think about medical insurance – HMSA or whatever Kaiser and all other stuff but if it's a no brainer than it's easy" (Grp2- Large Businesses)*

The discussions among union representatives revealed no clear preference among the choices provided to them with many finding specific things they liked about different State programs. With that being said California's efforts in this area were oftentimes singled about by numerous members of the union group.

*"Well, the eligibility is very low so it's easy to be eligible for it" (Grp3- Union Representative)*

*"From the recruiting standpoint, the lower – the least amount of time to be eligible – the CA would be it's a benefit when you're telling someone why they want to join your organization" (Grp3- Union Representative)*

*"Because there's a threshold on and then they added grandparents, children which I liked that and siblings" (Grp3- Union Representative)*

*"I would say CA is by the easiest to copy and paste. Because a lot of our employers also work in CA are used to that" (Grp3- Union Representative)*

*"I like California...the ease" (Grp3- Union Representative)*

The program instituted by New York and the District of Columbia were also praised by several union representatives.



*"I still like NY because of the link of the paid leave. But I know whatever happens on the west coast, we follow usually so we're probably going to – I mean that's what we normally do but I do still like a lot of what the NY one – half employer, half employee funded" (Grp3- Union Representative)*

*"Regarding I guess our public employees – I would look for the most I guess generous which I think is DC – I mean fully funded. I mean that's would fight for our members" (Grp3- Union Representative)*

*"But I do like the DC as the employer funded and the benefit when they take – when they get the leave is 90% of the wage, I think that's really per worker. So that appeals to me" (Grp3- Union Representative)*

## SECTION – FINAL REACTION

At the conclusion of the study after providing participants with more information regarding this topic they were once again asked how they generally felt about this potential new benefit for Hawaii. The results show that union representatives still remain positive about this but there was some erosion of support among businesses as the discussions raised issues they had not anticipated at the start of the study.

*“[Moderator: How many say I feel favorable? Three, how many say I feel more unfavorable than favorable? Two] I think you could have it but again not mandate it...I guess I’d go favorable” (Grp1- Medium Businesses)*

*“[Moderator: How many say good idea? Five (of six)]” (Grp3- Union Representative)*

*“Well, yeah with caveat and just I hesitate because I’m not abjectly opposed to it but this isn’t necessarily something that I can see being a huge benefit for my business so. Yeah, it’s nice to have but not in top priority” (Grp1- Medium Businesses)*

*“My problem would be that if it became a burden to my expense I would hope this to be a very reasonable. If it gets big like medical insurance, now that’s ridiculous... [Moderator: If it was modeled after the TDI program?] TDI is super reasonable – I don’t know why we even look at. It’s cheap. It’s the cheapest of Oahu policies we have but it’s hardly ever used.” (Grp1- Medium Businesses)*

*“I see it happening it already. I see that we have the choice already. We have the choice to save our money in the 401K. We have the choice to have a long-term insurance. We already have choices... And you know when FMLA came out, that wasn’t too long ago. It was that protection – that alone kept your job” (Grp3- Union Representative)*

## **APPENDIX**

## **PAID FAMILY AND MEDICAL LEAVE – BUSINESS AND UNION GROUPS**

### **Discussion Guide Outline**

**June 2017**

#### **Objectives**

Based on the feedback received from these groups and from a future quantitative survey, a program will be developed and submitted to the legislature to institute a Paid family and medical leave in Hawaii.

#### **GREETING**

Self-introduction:

- Research consultant and not personally involved in any of the issues being discussed today/this evening.

Explain mechanics of group to include:

- Establish participants as experts
- No right or wrong answers
- This is an exploratory discussion; all questions and opinions are welcome
- Don't be shy. Everyone's opinion counts. Please feel free to speak out on any issue.
- Time is limited — I will be moving the discussion along to cover each topic — to insure that we cover all of the material and get you out of here on time.
- May interrupt: sometimes I may ask you to hold a thought, as it may be a topic we plan on addressing further into the discussion.
- Taping
- Associates behind the one-way mirror
- Written report – Confidentiality

#### **INTRODUCTIONS**

I would like to ask everyone to introduce him or herself – first name only is fine, what is your position or association with your company/union? What are your interests outside of work?

---

#### **BASICS**

These groups are being sponsored by a group of non-profit organization /state agency folks. They are very appreciative of your willingness to be here today and to share your feedback.

We are going to talk about a new type of benefit that could be offered to Hawaii workers... Let's start out by setting a few guidelines. No one here is affected one way or the other by anything you say and we are simply interested in your honest opinions whether favorable or negative.

Let's talk briefly about the range of benefits that are currently offered to your employees/union members... Just start mentioning what is offered at this time. Which of these things are most valued by your employees/members?

Are these benefits offered to all employees or are different tiers of benefits offered depending on a person's position?

Are there any benefits/options offered that you consider unique or different? What are those?  
**(PROBE FOR DETAILS)**

## **PAGE 1 IN PACKET INTRODUCE CONCEPT**

When I use the term – Paid Family and Medical Leave – what comes to mind? Write the first thing you think of on this first page in the packet in front of you. **Have some share what they wrote...**

**(FOR THOSE NOT SURE)** Describe what you suppose it might be all about based just on the name?

Is this benefit offered in other states that you know of? (IF YES, ASK) Where is it being offered?

## **PAGE 2 IN PACKET CLARIFICATION OF KEY ISSUES**

This evening we will be focusing our attention of paid family leave. Before we do that, I'd like to take a moment to provide some clarification on a few key issues that we'll be discussing in this group.

- Sick leave is commonly used by employees to care for the health of themselves or a family member over a short period (e.g., a few days).
- Temporary Disability Insurance (TDI) is an employer funded program for eligible employees to use in order to take care of an employee's own health.
- In contrast, family leave allows employees to take longer term leave (e.g., several weeks) to care for seriously ill family members or to care for and bond with a new child (parental leave after birth or adoption of a child).
- Through the national Family and Medical Leave Act and the Hawaii Family Leave Act, eligible employees can take unpaid, job-protected family and medical leave.
- During this discussion, our focus will be on policy options that build upon these policies by offering wage replacement during family leave for all eligible employees.

Are there any questions?

## **PAGE 3 AND 4 IN PACKET DEFINING THE BENEFIT**

This sheet in your packet describes what we mean by Paid Family and Medical Leave:

### **SHEET WITH GRAPHICS (PAGE 3)**

**BELOW INFORMATION (SHEET 4)** The Family and Medical Leave Act (FMLA) was enacted in the early 1990s to allow employees to take up to 12 weeks off from work with job protection to care for a new child, a seriously ill family member, or the employee's own serious illness. This leave is not available to all employees though and is unpaid. Of the employees that are eligible to take FMLA, many cannot afford to take unpaid leave even if they really need to take time off, especially those in low-wage positions. Only four states and the District of Columbia have since enacted paid family and medical leave policies. Washington state also signed a paid family leave bill into law in 2007, but they still lack a funding mechanism, so program the has not gone into effect.

California (in effect since 2004) max leave for family care = 6 weeks

Rhode Island (in effect since 2014) max leave for family care = 4 weeks

New Jersey (in effect since 2009) max leave for family care = 6 weeks

New York (will be in effect by Jan. 2018) max leave increments, 8 weeks in 2018, 10 weeks by 2019, 12 weeks by 2021

District of Columbia (will be in effect by January 2020) max parental leave = 8 weeks, max family care leave = 6 weeks, max own serious health condition = 2 weeks

The four states that already have paid family and medical leave policies in place also have something else in common. All already had temporary disability insurance (TDI) programs in place for employees to take for their own serious illness/temporary disability. Hawaii is the only other state in the U.S. that has a TDI program.

**(MODERATOR'S CRIB SHEET IF THERE ARE QUESTIONS)** Paid family and medical leave allows an employee to take job protected time away from work to care for their family and receive partial wage replacement during that time. This includes caring for a new child, whether by birth, fostering, or adoption, or taking care of a close family member who has a serious illness. All employees probably will need paid family and medical leave a few times during their working life. Paid family and medical leave is not to be confused with paid sick leave. All employees probably will need sick leave a few times per year. This could be used if the employee comes down with a cold or to pick up and care for their child who has a fever at school for example. Paid family and medical leave is for major life events and gives the employee a few weeks to take care of their family member without worrying that they have zero income during that time.

What is your first reaction to this description of a new possible employee benefit? Tell me about it in your own words. Are you feeling mostly positive or mostly negative about this idea? **(GET SHOW OF HANDS – THEN ASK EACH OF THE TWO GROUPS- PRO AND CON)** Why do you feel that way, what are you thinking?

Regardless of how you feel overall, what is the most positive thing about this? What aspects do you like?

And again, regardless of how you feel overall, what concerns do you have? What needs to be addressed?

What questions, if any, are you left with after having read this description? Do you think your employees/member would find this to be a valuable benefit?

### **HOW BENEFIT MIGHT BE USED**

What is your family leave policy at this time? What are the eligibility requirements?

Thinking of your employees / members overall – how many might you expect to use this benefit in a given year if it was available? How long (in weeks) should an employee be able to take? - limit 12 weeks for an individual employee or member in any year?

Can you remember someone who was faced with such a challenge and used or might have used this benefit? What might be the benefit to the employer? Does your company do anything for the employee? What? Paid or un-paid, can an employee take time off? How do you cover the work of the employee who is taking family leave (paid or unpaid)?

## **FUNDING PAID FAMILY LEAVE**

There are several options for funding of this benefit:

- By employers
- By employees
- By a combination of both

In your opinion, which would be the most effective option? Why did you choose that one?

How do you feel about a program that is entirely employee funded (through payroll deduction)?

**FOR BUSINESSES:** Do you think businesses (your business) would agree to pay a share of the cost (what if total cost per employee was \$2 a month – you pay \$1)? What seems fair?

**FOR UNIONS:** Do you think the organizations that employ union workers would agree to pay some of the cost (would you lobby during salary negotiations for the employer to pay it all)? What other thoughts do you have? Would the employer agree to pay a share of the cost (what if total cost per employee was \$2 a month – you pay \$1)?

## **WHAT OTHER STATES ARE DOING**

### **(PASS OUT SET OF “STATE PAID FAMILY LEAVE INSURANCE LAWS” CHARTS)**

Now we have charts that detail what the other states that offer this benefit are doing. Take a look at it for a minute: What stands out to you? Regardless of how you feel overall, which state’s model is most appealing? Why did you choose that one?

Now that you have seen what other states are doing, what are your thoughts? Does this change your thinking at all? Is there one state’s program that is more appealing than the others? Why is that one the most appealing? Look at page 4 of this handout “Method to fund insurance system” – Which payment method is most appealing? Why did you pick that one?

Is Paid Family and Medical Leave a benefit you think should be introduced in Hawaii? Why or why not?

## **CONCLUSION**

Are there any questions you have as we complete our conversation? What is your reaction to all you have heard? Are you left feeling overall favorable or unfavorable to this idea of Paid Family and Medical Leave for Hawaii workers? Any other last thoughts?

Thank and dismiss...

**PAID FAMILY LEAVE STUDY  
OCTOBER 2017**

**Prepared for:  
Hawaii State Commission on the Status of Women  
and  
Hawaii Children's Action Network**



## BACKGROUND & METHODOLOGY

Hawaii Children's Action Network has contracted Anthology Research (formerly known as QMark Research) to conduct a quantitative study in the form of a statewide mixed-mode (online and telephone) survey. This study follows focus groups conducted earlier in 2017.

The fieldwork for this survey began on, September 22, 2017 and ended on October 9, 2017.

The sample for the online portion of the survey was provided by two online sampling companies, Survey Sampling International (SSI.) A total of 322 interviews were completed online.

The telephone sample was derived from a listing generated from Anthology's Random Digit Dialing software (calling both mobile and landline numbers). A total of 133 interviews were completed via telephone contacts.

A total of 455 surveys were completed using a stratified sampling approach. The margin of error for a total sample of this size (n=455) is +/- 4.69 percentage points with a 95% confidence level.

Each respondent was screened to ensure they were employed in the State of Hawaii. Fulltime, part time or self-employed workers were acceptable interviewees.

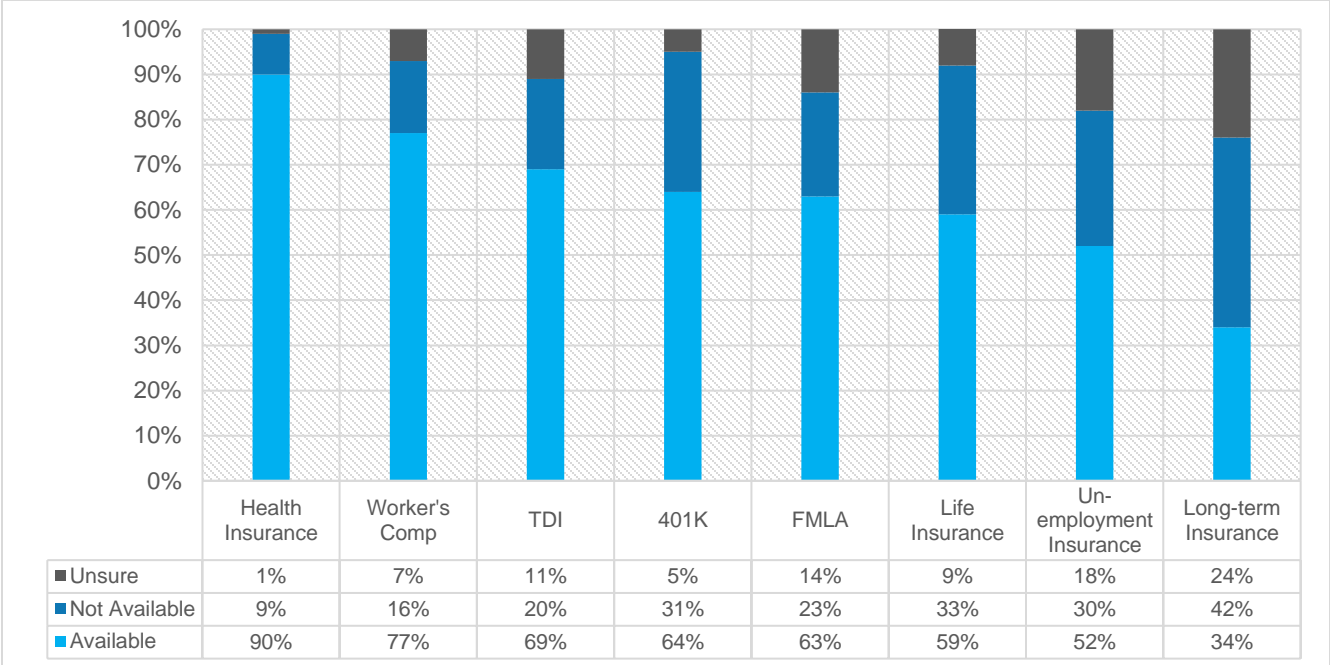
The questionnaire was designed by Anthology with input and approval by the client. A copy of the questionnaire is included in the appendix to this report.

*This grant product was funded by a grant awarded by the U.S. Department of Labor's Women's Bureau. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The U.S. Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other users require the prior authorization of the copyright owner.*

# SECTION – BACKGROUND

## Current Benefit Package

At the outset of this section of the study research respondents were presented with a list of benefits and then asked to select all those that are currently available to them.



The research shows that 90% of those polled have health insurance as part of their overall benefits package. Seventy-seven percent believe they are covered by Worker's Compensation Insurance while 69% agree that TDI is a part of their benefits package.

Overall, 63% of those polled believe that FMLA is offered to them through their employer or is a benefit that they themselves provide. One in four (23%) indicate this is something that is not available to them while 14% is unsure.

- Generally speaking the availability of benefits as tested in this section is greater among more affluent segments of the working base.

## Employment Status

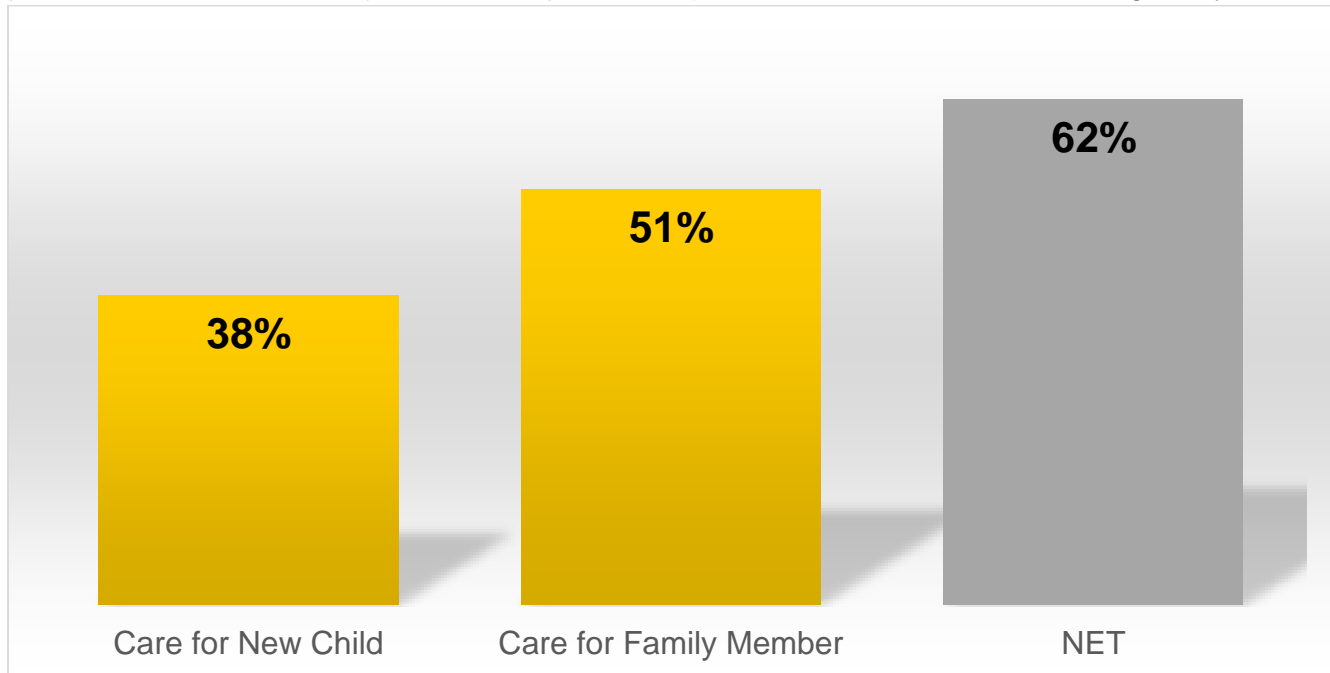
STATUS		TYPE	
88%	EMPLOYED FULL-TIME	85%	EMPLOYED BY COMPANY/ ORGANIZATION
12%	PART-TIME	11%	SELF-EMPLOYED
		4%	INDEPENDENT CONTRACTOR

Overall, a majority (88%) of those taking part in the study are employed on a full-time basis. Just 12% are part-time employees.

Most (85%) are employed by someone else while 11% are self-employed with four percent describing themselves as being independent contractors.

## SECTION – FAMILY LEAVE HISTORY

Those taking part in the research were asked if they had ever wanted to take time off from work in the past to care for a new child (newborn, adopted, foster) or to take time to care for an ailing family member.



The research shows that 38% of those polled has wanted to take time off from work in the past to care for a new child (newborn, adopted, foster).

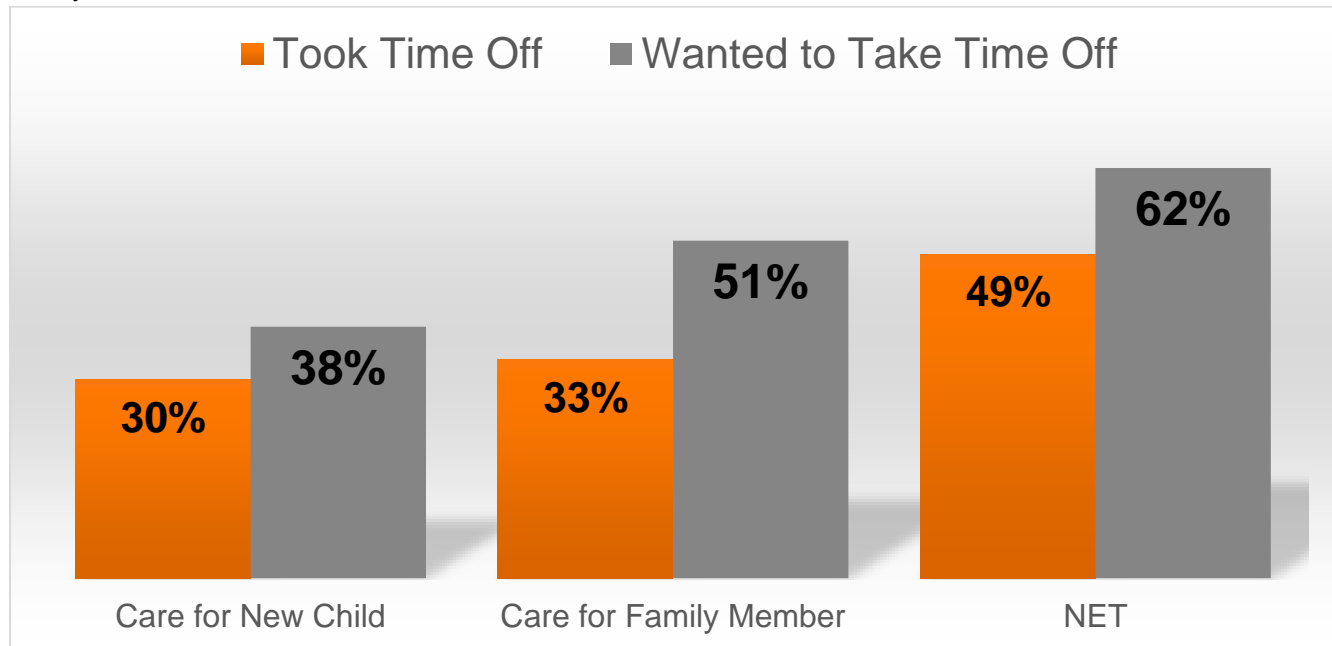
- Female (47%) respondents are nearly twice as likely to have wanted to take time off to care for a new child than their male (28%) counterparts.
- The desire to take time off to care for a new child increases as respondents become more affluent. For example, among those who reside in households that fall into the bottom income tier (<\$50K), just 23% indicated they had wanted to take time off to care for a new child. As a point of comparison, this number slowly rises until it tops out at 48% among those residing in households earning in excess of \$100K.
- Those residents born and raised in Hawaii (43%) were more likely to have wanted to take time off to care for a new child in the past than were transplants (31%).

Half (51%) of those taking part in the study have at some point wanted to take time off from work to care for a family member in need.

- Once again, females (57%) were more likely to express a past desire to do this than were their male (46%) counterparts.

When combined we find 62% of the workers polled have at some point in the past either wanted to take time off to care for a new child or help an ailing family member.

Next, these same individuals were then asked if they had actually taken time off to care for an ailing family member or new child.



The research shows that 30% actually has taken time off from work in the past to care for a new child.

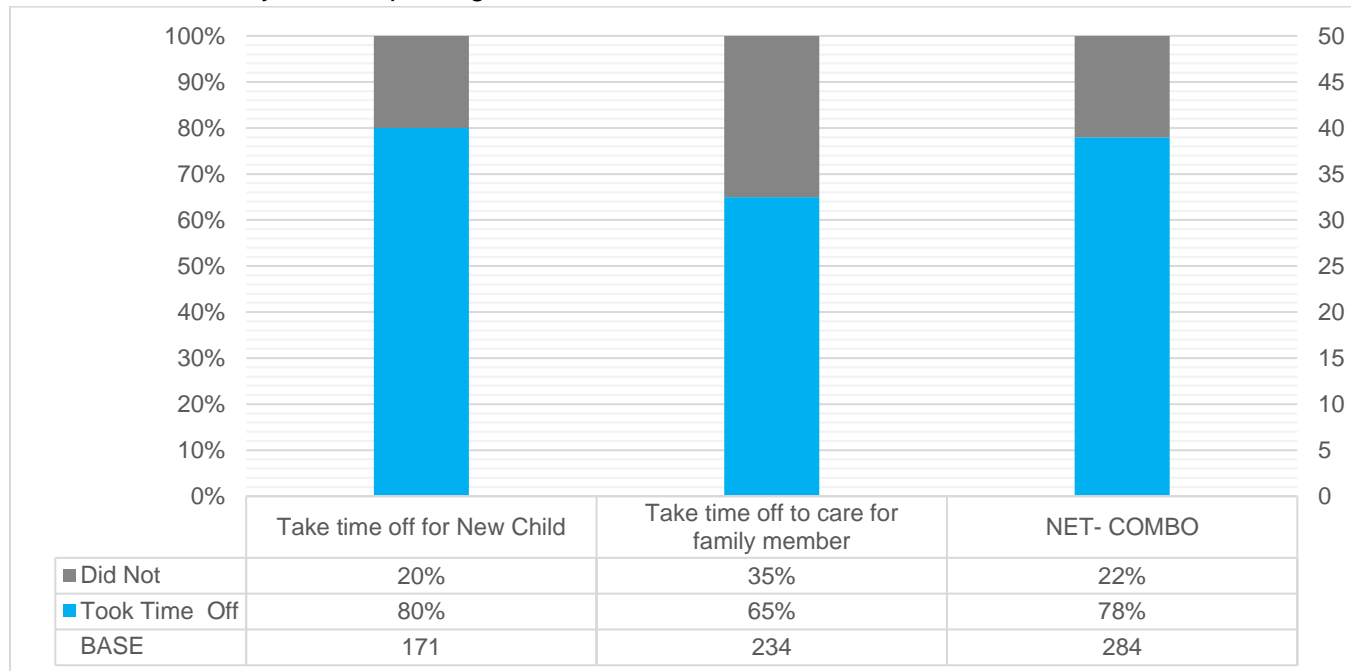
- Females (41%) were more likely to have taken time off to care for a new child than were males (19%).
- Less affluent segments of the sample were not as likely to take time off to care for a new child.

The variance is larger when it comes to caring for an ailing family member. In this instance, half (51%) indicated a desire to do so in the past with only 33% actually doing so.

- Females (41%) were also more likely than males (26%) to take off from work to care for an ailing family member.

Overall, among the 62% who wanted to take off for either of these two reasons, 49% actually ended up doing so.

In this next section, we filter the results to show the proportion of those individuals who wanted to take time off who actually ended up doing so.



Among those 171 individuals who wanted to take time off to care for a new child, 80% ended up doing so.

Among the 234 who wished to take time off to care for an ailing family member, 65% actually took a leave from their jobs.

When these numbers are combined we find 78% actually taking time off among those who had a need in one of these two areas.

Next, those individuals who took time off from work were asked if it was paid or unpaid leave.

	BASE	PAID LEAVE	UNPAID	COMBO OF BOTH
Care for New Child	137	53%	20%	27%
Care for Family Member	152	55%	32%	13%

The results show that among the 137 respondents who have taken time off to care for a new child roughly three in four received pay for at least a portion of the time they were away from work. Fifty-three percent were on paid leave while one in four (27%) in this segment had at least a portion of their time away being compensated. Of the remainder, just one in five (20%) were not paid at all.

- The men (73%) who took off from work to care for a new child were more likely to be on a paid leave than were females (44%).

Those who took time off to care for a family member were less likely to be compensated. For 55% of this segment it was paid leave while 13% had at least a portion of the time they were out covered. A third (32%) in this group took an unpaid leave to care for a family member.

- The same trend noted in the prior section holds true here where the males (67%) who took off to care for a family member were more likely to be on a paid leave than their female (48%) counterparts who also took off from work.

These same individuals that took time off from work were then asked how many weeks they were out.

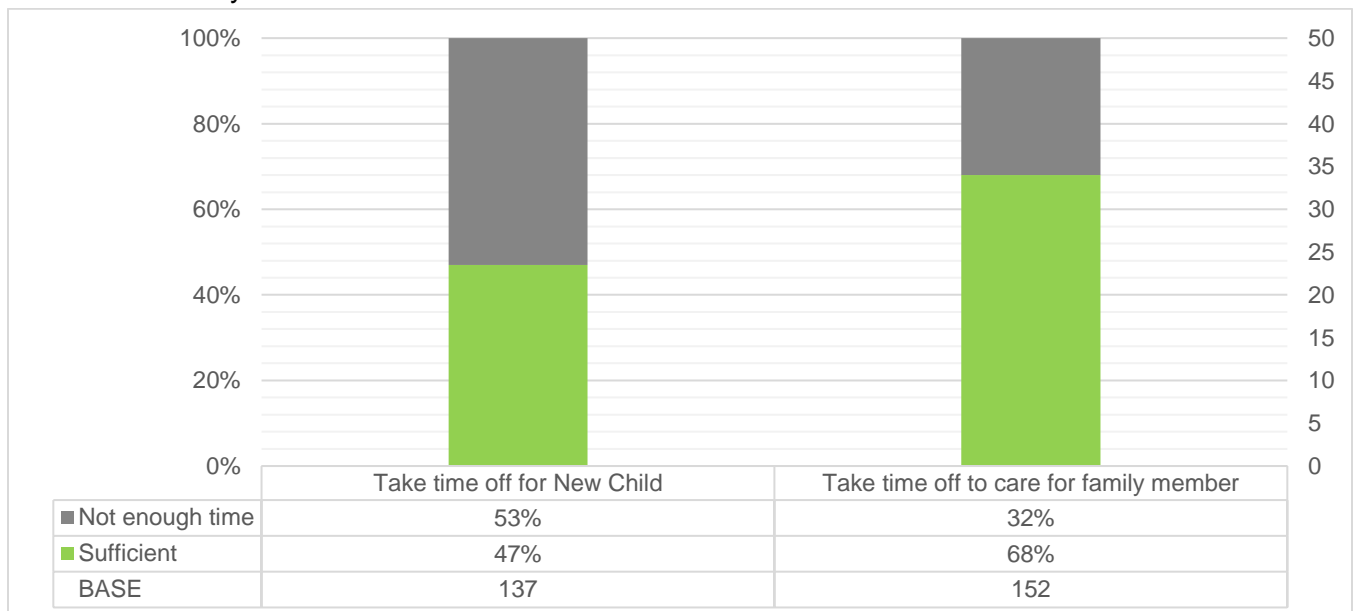
	CARE FOR NEW CHILD	CARE FOR FAMILY MEMBER
<= 4 WEEKS	42%	77%
5+ WEEKS	58%	23%
BASE	137	152
MEAN	9.53	4.27
MEDIAN	6	2

The results show the average number of weeks taken off to care for a new child was 9.53 with the median being lower at six weeks.

- Females (8-week median) who took off from work to care for a new child averaged longer stays out of work than the males (3-week median) who took off from work.

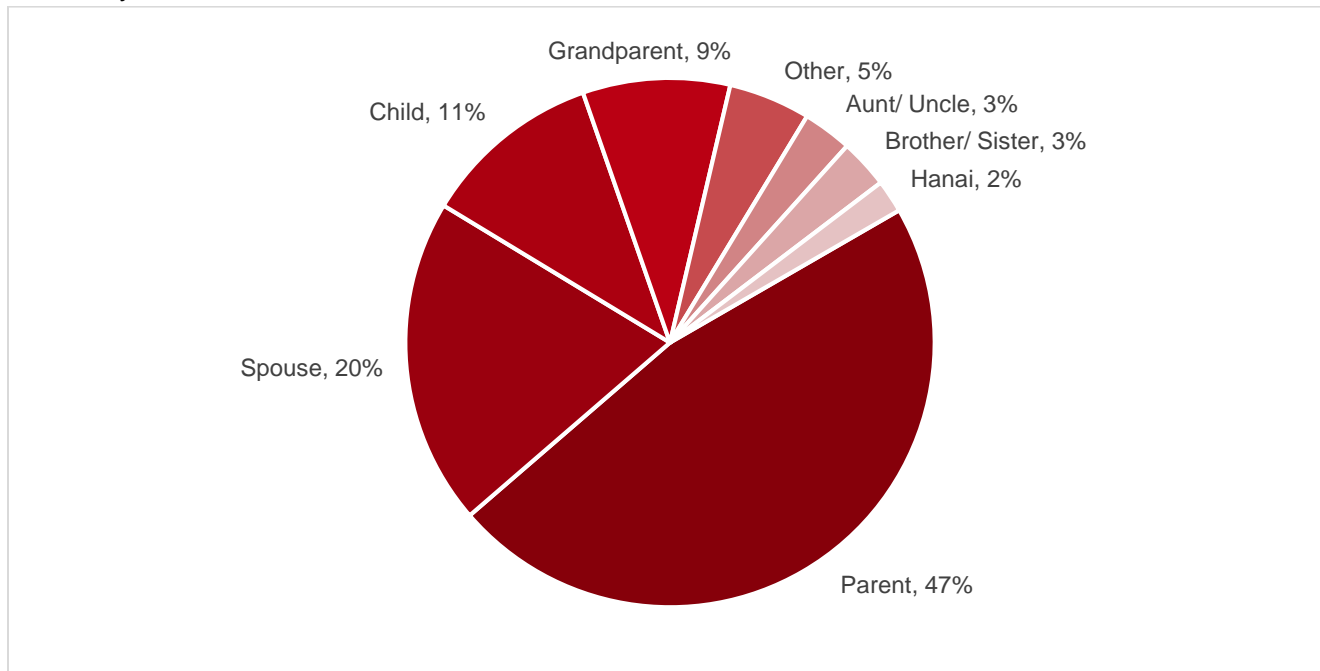
As far as caring for a family member was concerned this length of time was much shorter with the mean number of weeks being 4.27 and the median being two weeks.

At the conclusion of this section of the study those who took off from work for either of these two reasons were asked if they felt it was a sufficient amount of time.



The research shows that those who took time off for a new child were more likely to feel that it was not enough time than were those who took time to care for another family member.

Next, those respondents (n=152) that took time off to care for another family member were then asked to identify the individual.



The research shows that half (47%) of those who took time off to care for a family member identified that individual as being their parent. Ranking a distant second were the 20% who had to care for a spouse while 11% took time off to care for a sick child. Grandparents ranked just behind at nine percent.

## SECTION – PROFILE OF TARGETED SEGMENTS

	TOOK TIME OFF	WANTED TO BUT DID NOT	NOT APPLICABLE
<b>BASE</b>	<b>221</b>	<b>63</b>	<b>171</b>
<b>SAMPLE</b>			
Oahu	71%	67%	71%
B.I.	14%	10%	13%
Maui County	9%	13%	11%
Kauai	6%	11%	5%
<b>OAHU</b>			
Metro HNL	22%	31%	30%
East HNL	18%	10%	16%
Windward/ NS	15%	5%	13%
Central	21%	31%	21%
West	23%	24%	20%
<b>BIG ISLAND</b>			
Hilo	71%	50%	57%
Kona	29%	50%	43%
<b>PRIMARY RESIDENCE</b>			
Own	68%	57%	63%
Rent	32%	43%	37%
<b>AGE</b>			
18-34	20%	30%	25%
35-49	38%	29%	28%
50-64	39%	37%	39%
65+	3%	5%	6%
MEAN	45.51	45.22	45.84
<b>EDUCATION</b>			
H.S. Graduate or less	13%	18%	14%
Some College	24%	38%	32%
College graduate	40%	30%	30%
Graduate degree	23%	14%	23%
<b>ETHNICITY</b>			
Caucasian	27%	25%	31%
Japanese	24%	24%	24%
Hawaiian/ Part	16%	19%	14%
Filipino	10%	14%	8%
Other	22%	18%	22%
<b>BORN IN HAWAII</b>	60%	62%	52%
<b>HOUSEHOLD SIZE</b>	3.28 persons	3.27	2.65
<b>CHILD UNDER 18 IN HOUSEHOLD</b>	48%	29%	20%
<b>HOUSEHOLD INC</b>			
Less than \$25K	4%	10%	6%
\$25K-\$50K	10%	24%	12%
\$50K-\$75K	17%	24%	23%
\$75K-\$100K	21%	14%	14%
\$100K+	36%	18%	31%
Rf	12%	11%	13%
<b>GENDER</b>			
Male	36%	68%	62%
Female	64%	32%	38%

College graduates comprise a greater proportion among those who took time off

Those born and raised in Hawaii more likely to have taken off or wanted to take time off

Those who wanted to take time off but didn't are less affluent

Females comprise the majority of those who ultimately took

Males comprise a greater proportion among those who wanted to take time off but didn't



## SECTION – GENERAL APPEAL

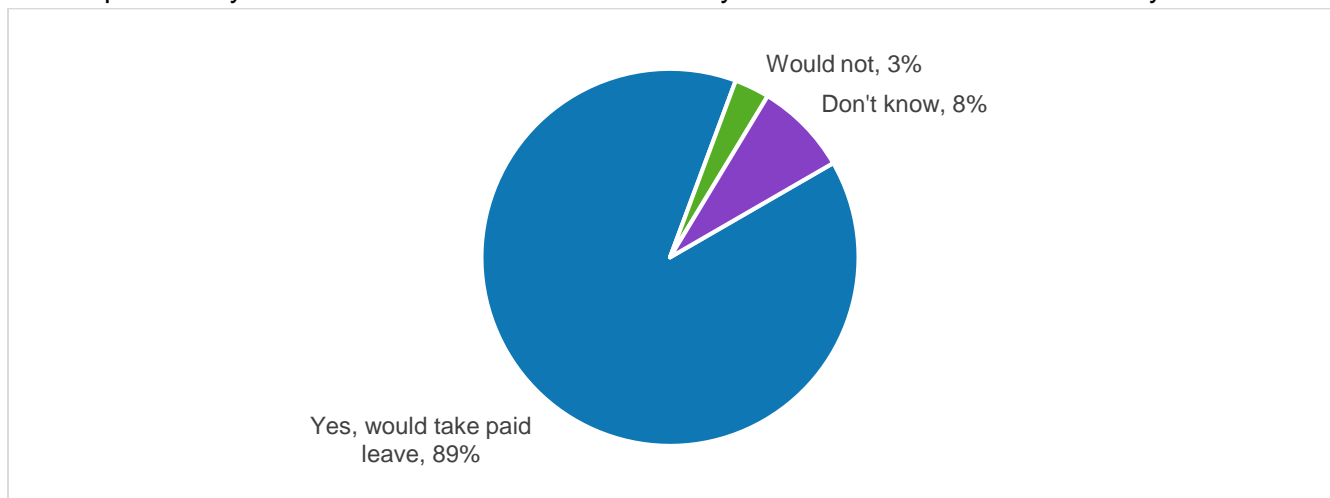
At the outset of this section of the study those taking part in the research were asked to rate the general likelihood they will need time in the future to care for a new child or family member in need. They were instructed to quantify their perceptions using a standard four-point rating scale highlighted in the table below. In addition to the percent results a mean or average score was also computed. The higher the mean score the greater the likelihood they would need time off from their jobs in the future.

	OVERALL
Very likely (4)	26%
Somewhat likely (3)	29%
Somewhat unlikely (2)	14%
Very unlikely (1)	25%
Not Sure/ Don't Know	6%
MEAN	2.60

The research shows that one in four (26%) are very likely to need time off from work in the future to either care for a new child or family member in need. Another 29% believe it is somewhat likely they will need time off from work for these reasons. Fourteen percent feel it is somewhat unlikely they will need time off while one in four (25%) believe it is very unlikely they will need to be away from work. When these scores are looked at in the aggregate they result in a mean or average score of 2.60 out of a possible 4.00.

- Those caregivers who have already taken time off from work to care for others (68% very likely + somewhat) indicate a greater likelihood to do so again in the future compared to those who have yet to do so (44% very likely + somewhat).
- Females (62% very likely + somewhat) appear more resigned to the fact that they will probably need time off from work in the future to be a caregiver than their male (49% very likely + somewhat) counterparts.

Next, in order to further probe this topic those taking part in the study were asked if they had the ability to take paid family leave in the future to care for a family member or new child would they do so.



The research shows a majority (89%) of those polled would take advantage of this benefit if offered.

## SECTION – FMLA

At the outset of this section of the study each respondent was presented with the following:

*This benefit allows employees to take time to care for seriously ill family members or to care for and bond with a new child (new born, adopted or foster child).*

*Through the national Family and Medical Leave Act, and the Hawaii Family Leave Act, certain eligible employees can already take unpaid, job-protected family and medical leave.*

*In this survey, we will ask you about the idea of building on these policies by offering earned paid family leave for all eligible Hawaii employees.*

Research respondents were then asked to rate their level of familiarity with this benefit prior to taking part in the study. They were instructed to quantify their perceptions using a four-point rating scale highlighted in the table below. In addition to the percent results a mean or average score was also computed. The higher the mean score the greater the level of familiarity prior to the study.

	OVERALL
Knew about it a GREAT DEAL (4)	12%
Know about it SOME (3)	35%
Not too much (2)	28%
Nothing at all (1)	25%
MEAN	2.33

The results show the general level of familiarity with this benefit was relatively low prior to the start of the survey. Just 12% say they knew a great deal about it while 35% indicate they had some prior knowledge. Of the remainder, 28% knew “not too much” while 25% knew nothing at all about it. When these scores are looked at in the aggregate they result in a mean or average score of 2.33 out of a possible 4.00.

- Those with a college degree (52% knew a great deal + some) were more likely to have had prior knowledge of this benefit than those without a four-year degree (41% great deal + some).

Next, those taking part in the study were asked for their general thoughts on the description that was just presented to them. They were instructed to quantify their perceptions using a standard four-point rating scale highlighted in the table below. In addition to the percent results a mean or average score was also computed. The higher the mean score the more positive the overall perception.

	OVERALL
Very favorable (4)	60%
Somewhat favorable (3)	34%
Somewhat unfavorable (2)	4%
Very unfavorable (1)	2%
MEAN	3.52

The general reaction to this benefit is a very positive one. Sixty percent of those polled feel very favorably towards the information they were just presented with while 34% feel somewhat favorably towards it. Just six percent express reservations of any kind. When these scores are looked at in the aggregate they result in a mean or average score of 3.52 out of a possible 4.00.

- Females (67% very favorable) tend to react more favorably towards this benefit than do males (54% very favorable).
- Those who have taken time off from work in the past to care for a family member or new child (72% very favorable) have a more positive reaction to the information presented here than do those who have never taken time off from work for these reasons (49% very favorable).

Next, those these same individuals were asked why they responded the way they did in the prior section.

<b>FAVORABLE</b> <b>n=427</b>	<b>UNFAVORABLE</b> <b>n=28</b>
30% Positive- Agree with/ Need is there aging pop/ child	36% Burden on business/ taxpayers
22% Positive impact on families	21% Concern regarding funding
20% Financial security- peace of mind	14% General opposition to concept
7% Will use/ Have needed/ May use in future	11% Concern regarding abuse
5% Job security- peace of mind	11% Benefit is not necessary
5% Support but need more information	7% Don't believe people should be paid for not working
5% Support but concerned about abuse	4% Need more information

Among the majority that had a favorable perception of the general concept, 30% felt this way because they agree with it in general and feel there is a definite need for this benefit. Twenty-two percent like the positive impact that it will have on Hawaii's families while 20% specifically mention the fact that they will continue to be paid. No other single response garnered mentions from more than 10% of this segment.

- Female (25%) respondents were more likely to mention the financial security aspect than were their male (15%) counterparts who fall into this segment.

Among the 28 individuals who had an unfavorable perception of the information presented to them some feared the burden that would be placed on local businesses and taxpayers. Others question how the benefit will ultimately be funded while general opposition to the concept was also cited among those who do not believe in it.

Next, regardless of how they felt about the benefit, each respondent was asked how long an employee should be required to pay into the system before they can receive this particular benefit. They were asked to give their estimate in terms of months of employment.

	OVERALL
Less than one month	6%
One to three months	31%
Four to six months	24%
Seven to 12 months	30%
More than one year	8%
MEAN	8.67
MEDIAN	6

Six percent of those polled believe employees should be immediately eligible for this benefit. A third (31%) feels comfortable with someone working anywhere from one to three months before they can use this benefit. Twenty-four percent agree that four to six months of employment is sufficient while 30% like the idea of someone working between seven and 12 months. Eight percent feel this benefit should only be eligible to employees who have worked at their place of employment for at least a year.

The mean or average number of months was 8.67 while the median was lower at six months.

Each respondent was then asked what they felt was a reasonable limit in terms of the amount of paid leave one could take using this benefit.

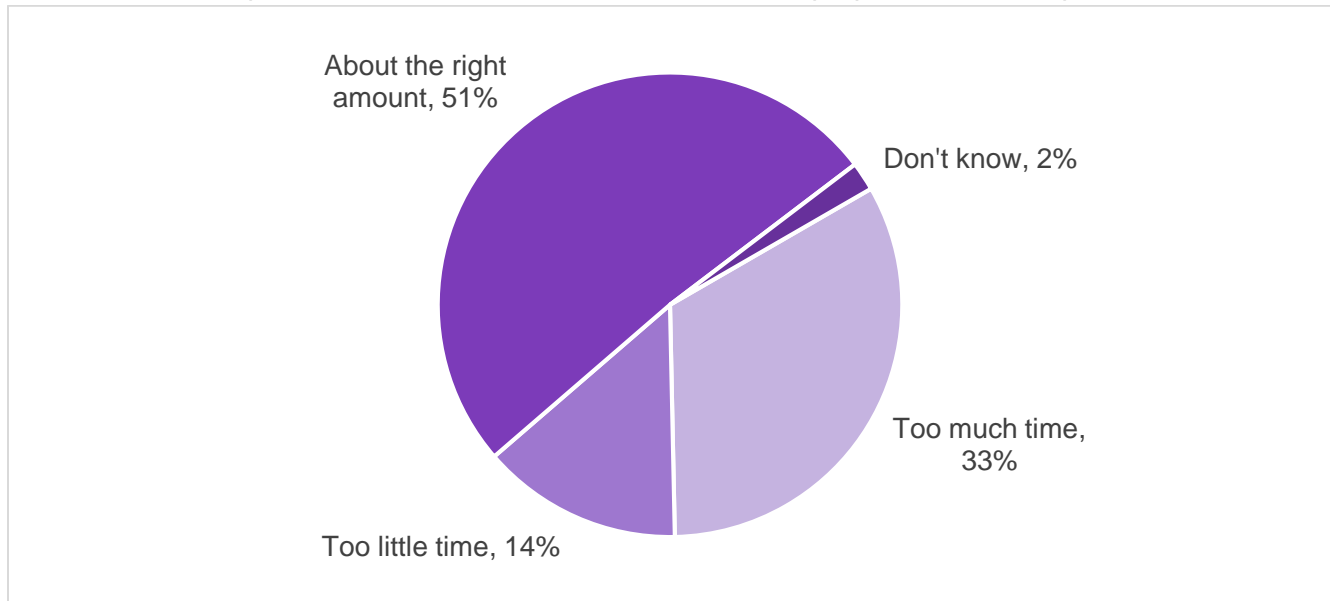
	OVERALL
< One week	3%
One to three weeks	19%
Four to six weeks	35%
Seven to 12 weeks	28%
More than 12 weeks	15%
MEAN	9.88
MEDIAN	6

Three percent feel that this benefit should consist of time off of less than one week. Nineteen percent believe that anywhere from one to three weeks is reasonable while 35% like the idea of four to six weeks of paid leave. One in four (28%) favors seven to 12 weeks while the remaining 15% is good for paid leave in excess of 12 weeks.

The mean or average length of time off that seemed reasonable to those taking part in the study was 9.88 weeks with the median being six weeks.

- Female (8-week median) respondents preferred longer paid time off than their male (4-week median) counterparts.

Next, research respondents were asked for their reaction to a proposed 12-week paid time off.



The research shows that 51% believe that 12 weeks is sufficient in most instances. A third (33%) are of the opinion that this is too long a period to be on leave from work with pay while 14% feel the opposite and agree that this is not enough time.

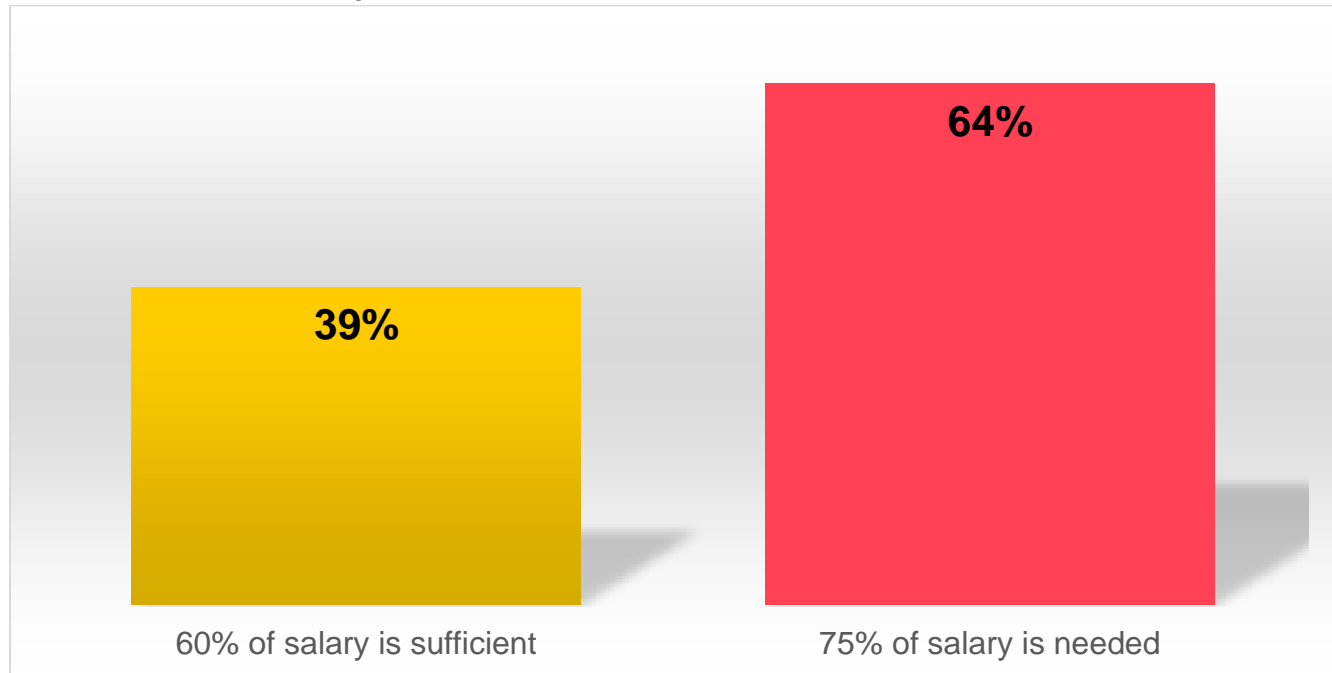
- Male respondents (49% too much time vs 20% female) are more likely to be of the opinion that 12 weeks is simply too long to be out on paid leave while females (19% too little vs 9% male) are more likely to feel that more time is warranted.
- College graduates (19%) are more likely to feel that 12 weeks is not enough time versus those who did not graduate from a four-year college (8%).

Each respondent was then asked to give an estimate of the percent of their normal pay they would need to receive during a paid family leave in order to provide for themselves and their families.

	OVERALL
<=25%	6%
26%-50%	13%
51%-75%	32%
76%-100%	48%
MEAN	74.75%
MEDIAN	75%

The average or mean percent was 75% of their take home pay was necessary for these individuals to survive during a paid family leave.

Next, in order to further probe this topic research respondents were asked if they felt they could sustain themselves on 60% of their salary during a paid family leave. If they indicated they could not they were then asked if 75% was a figure that was reasonable to them.



Overall, roughly two in five (39%) respondents indicate they could support themselves and their families on 60% of their current take home pay. When asked if 75% is a more realistic number this proportion increases to 64% of those polled.

At the conclusion of this section of the study research respondents were asked if they would be willing to commit a small portion of their paycheck each month toward a program like that one being discussed in this survey. They were then asked for a dollar amount they were comfortable with. Those who indicated they would not be willing to pay were assigned a value of \$0.

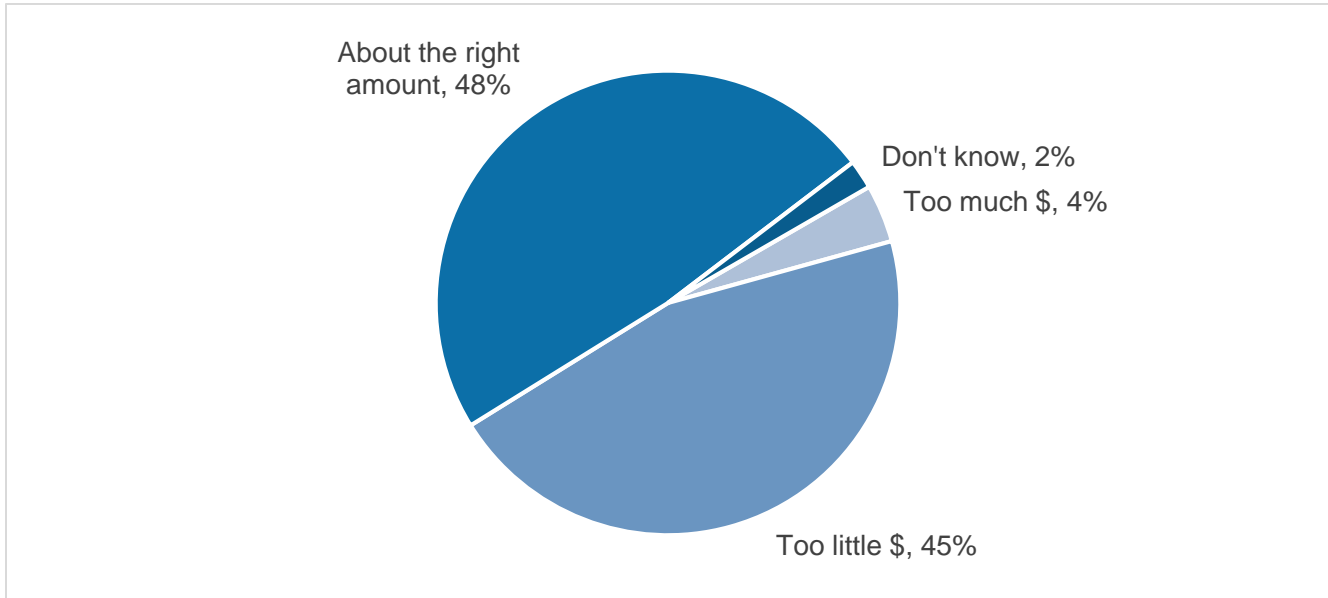
WILLING TO PAY TO TAKE PART IN PROGRAM		\$ AMOUNT/ PER MONTH
59%	Willing to contribute	\$41.88 MEAN \$25 MEDIAN
17%	Not willing to pay	
24%	Unsure	

The research shows that 59% of those polled would be willing to contribute a portion of their paycheck each month to have the benefit as described to them in the study. Seventeen percent are not willing to pay anything while one in four (24%) is unsure how they feel.

- The willingness to pay into the system increases as respondents become more affluent.
- College graduates (56%) are less likely to be willing to pay into the system compared to those without a degree (66%).

The mean or average amount respondents are willing to pay each month was \$41.88 while the median was significantly lower at \$25 a month among those with an opinion on this topic.

At the conclusion of this section of the study research respondents were asked if the amount needed to fund this program was \$2 per month what their reaction to this amount would be.



The research shows that half (48%) of those polled believe that \$2 a month is an acceptable amount to contribute each month. A near equal number (45%) is of the opinion that this dollar amount will not be enough to fully fund this benefit. Just four percent think that \$2 a month is too much.

- The proportion that believes the \$2 amount figure is inadequate to fund this benefit grows as respondents become more affluent.

## SECTION – SUGGESTIONS/ THOUGHTS/ COMMENTS

In this section of the study research respondents were given the opportunity to offer any final thoughts, comments, or suggestions they may have regarding this particular topic.

Many taking part in the research react favorably to the general idea or concept.

*LOVE the idea!!! My sister lives in California and has this benefit. I hope we can pass legislation to have this here as well.*

*I think it's a good idea for employees to take off a long period time to take care of a family member*

*This was a great subject I hope it happens*

*I am in favor of more benefits for families and employees*

*I understand that paying into a system may cause those who never have used it to be against this. But I think for young families and people that are taking care of their parents will find it to be useful.*

*I worked with an airline for 38 years and that was a benefit given to us and a lot of us took advantage of it when it was necessary. We made use of that benefit whether it was for a child or family member.*

Several participants indicate they like the idea but need more information as to its mechanics. Many are still unsure about the concept itself, as the research shows an educational component to this is definitely needed. Several have their own ideas about how they feel the program should be run particularly as it relates to it being voluntary.

*What happens to your monthly contribution if you don't utilize the paid leave?*

*I'm not too sure if what I used is considered "paid time off." I essentially had time off but used my vacation and some sick leave in order to get paid under HLA and FMLA. It seems like it would fit the first description in the survey but as I continued the survey it seemed like it's something totally different. You may want to clarify this in the survey to get accurate responses. As for when people can start using this leave, I think there should be a gradient of how long the person has worked and how much paid leave they can take per year.*

*The leave received should be the amount of leave accrued or dollars the employee puts in and the employee should be able to have that paid to them only on retirement.*

*Like insurance, this should be an option. If you do not pay in, you don't get it, period.*



*This policy should be purely optional. If a person elects not to opt into the policy then they should not have to pay into it nor should they be permitted to take advantage of it.*

*Not all employers should be required to participate. Employees should have the option of opting out.*

*I just like to say there need to be more options on that type of answers on the survey. Nobody should be force into this. I think it should be an opt into it. The employee and employers.*

*A program specifically for Family Leave Care (in my opinion) would normally be used in the private sector. Government employees have earned leave credits.... But the use is limited by union contracts. If the employee were able to use their leaves as they need it without abusing their leaves, I don't see a problem. The union contracts would have to be revised to allow more leniency on how employee use their earned leaves.*

The research shows that many participants have concerns regarding the potential economic impact such a benefit would have on the local economy and the many local businesses that operate here.

*I would worry about small businesses being able to afford to lose an employee for an extended period.*

*Given that the majority of Hawaii's jobs are in the hospitality sector, which has flexible hours, this is a totally unnecessary rule. Prior to enactment of such a rule, serious consideration should be given to the impact it would have on Hawaii's economy. Where are Hawaii's companies supposed to find qualified temporary replacement workers at the current unemployment rate?*

*I worry if it starts taking too much out on my pay check because it is very difficult to survive here in Hawaii because the cost of living is expensive*

*Very costly to employers which translates to higher prices for consumers*

*I think this would be a real hardship on most people, whether they're employees or employers in the state of Hawaii because the way it is in Hawaii, you work paycheck to paycheck. No one would be able to save any money for a rainy day, etc. Employers have a hard time, too because the cost of doing business in Hawaii is impossible.*

*I'm concerned about this plan. Middle class families already seem to have a big burden through these kinds of programs.*

*Paid family leave sounds like a great idea, however most families in Hawaii are already struggling and living paycheck to paycheck that I'm not sure what percent they could actually live off. However, I really like the idea of a small amount coming out of pay to cover paid family leave which should also go into a type of savings in case employee is fortunate to never have to use it.*

Another concern would be questions related to who will monitor the program and police it for potential abuses.

*It all depends on your personal situation, I just fear that people will take advantage of this and small business will be affected*

*It would have to be carefully monitored so the program could not be abused. Love the idea for newborn children but accident and illness to immediate family members could be abused easily.*

*This program would need to have guidelines/rules that would prevent abuse by employees, yet cause employers to allow truly "necessary" time.*

*Bring in entitlement area unemployment, food stamps, government various reason, this will fall into this category. Low end of the spectrum, let people have their pay with kicking taxes. Take a look at entitlements as a group first. Look at the employee and employers both can't be ripped off.*

Several question the economics behind the \$2 per month charge and how this will adequately fund such a benefit.

*\$24 insurance per annum seems too low*

*Seems like too little unless the employer is contributing too*

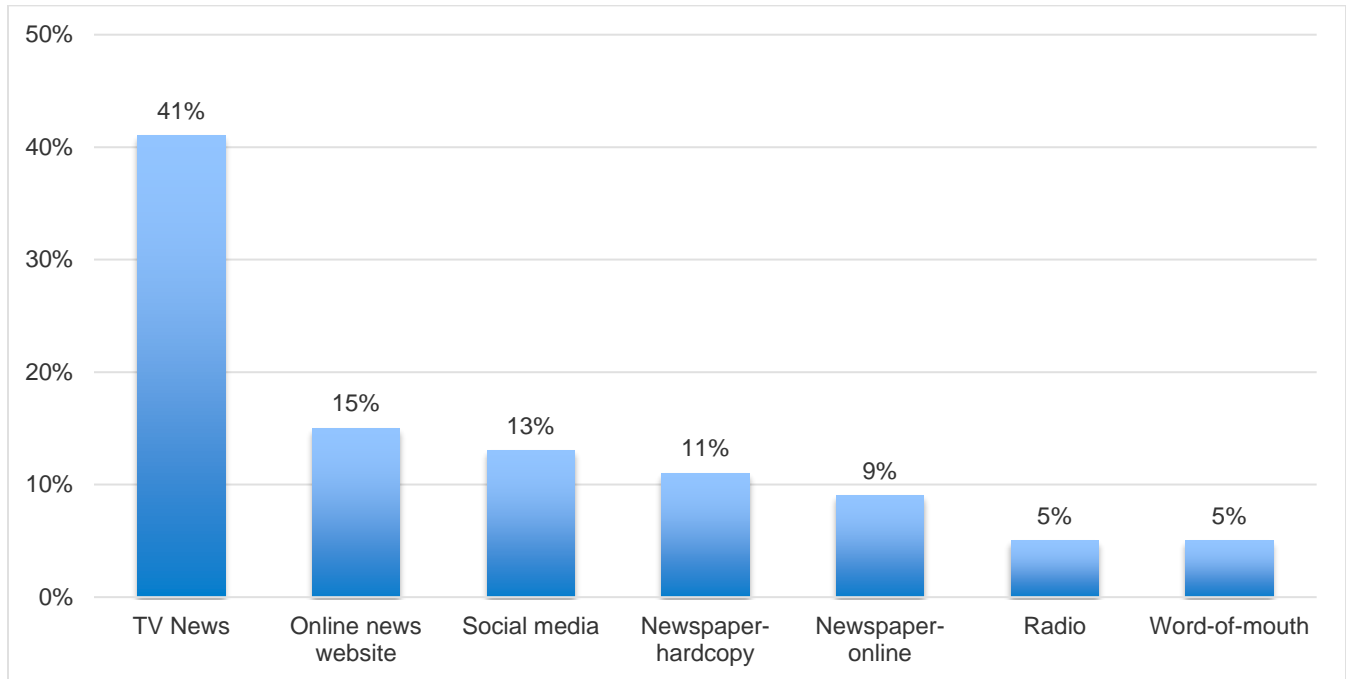
*The amount deducted should be fair and \$2 seems too little.*

*I think it has to be more than \$2 a paycheck for month. I think it would never be successful if it's not too much money.*

*Make the fund larger with larger contributions*

## SECTION - COMMUNICATIONS

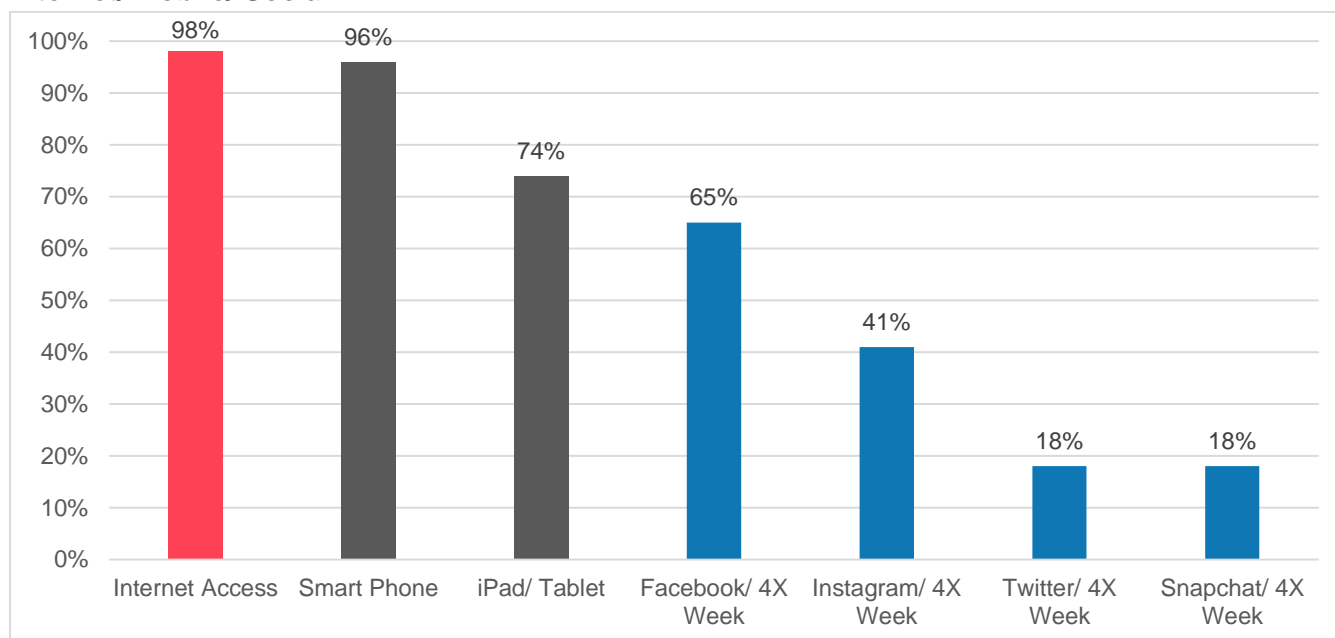
At the outset of this section of the study research respondents were asked to identify their primary source of local news.



The research shows that local television news (41%) is by far the top choice in terms of how research respondents gather information. When combined, the local newspaper both hardcopy and online ranks second. Individual news websites were chosen by 15% while 13% prefers to get their local news through social media channels.

- Females (18%) are twice as likely to list social media as their primary source of local news as compared to their male (7%) counterparts. Social media is also a more prominent source of information among younger segments of the sample. For example, 26% of young adults under the age of 35, list social media as their primary source for local news. As a point of comparison, this number falls to three percent or fewer among adults over the age of 50.

## Internet/ Mobile/ Social



Overall, nearly everyone (98%) polled currently has access to the Internet.

Ninety-six percent have a smart phone while three in four (74%) possess an iPad or tablet.

As far as social media is concerned two-thirds (65%) are regular (4x per week minimum) Facebook users while Instagram is the next most popular platform at 41%. Both Twitter and Snapchat trail at regular usage rates of 18% each respectively.

- Social media usage is higher among younger segments of the sample and drops measurably once respondents hit the 50+ age segments.

At the conclusion of this section of the study those with access to the Internet were asked how often they logged on.

	OVERALL
Almost every day	93%
Few times a week	5%
Few times a month	1%
Seldom/ Never	1%

The research shows that nearly everyone goes onto the Internet at least once a day.

## SECTION – HOUSEHOLD PROFILE

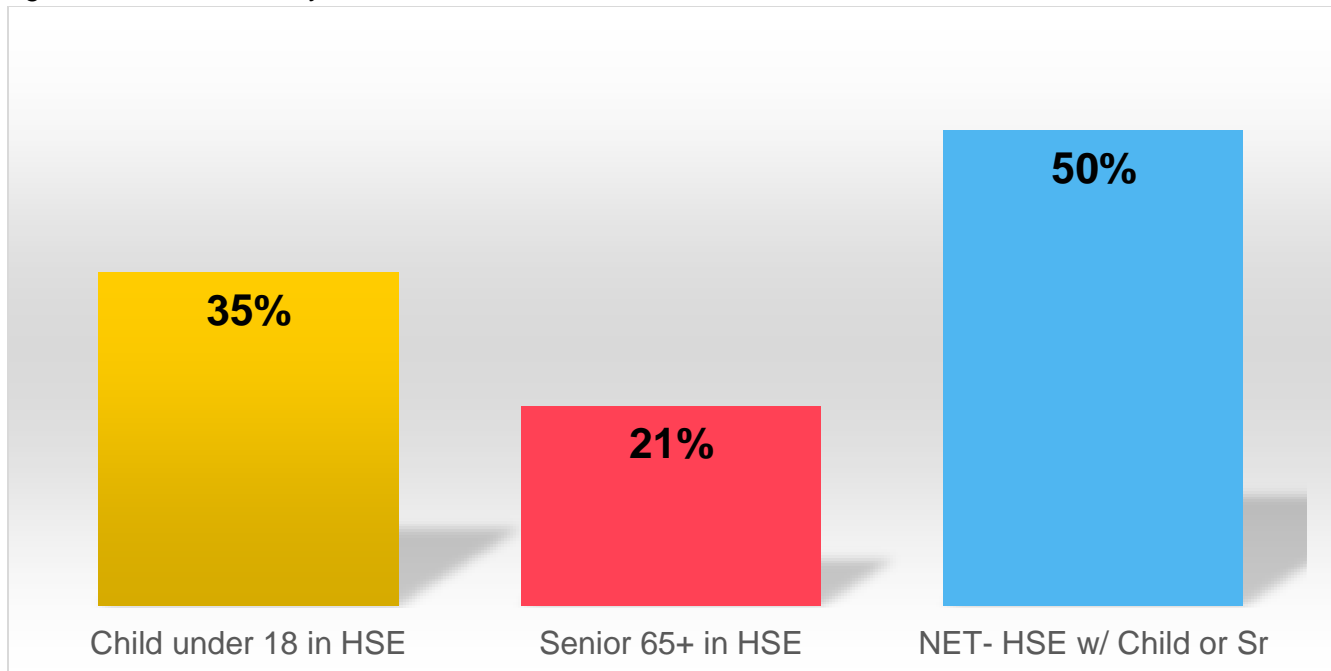
At the outset of this section of the study research respondents were asked to identify the number of persons in their immediate household.

	OVERALL
1-2 persons	49%
3+	51%
MEAN	3.04

The research shows the average respondent resides in a home with roughly three individuals. Forty-nine percent live in a home with one to two persons while the remainder live in households of three or more individuals.

- The research shows that Native Hawaiian (3.89) and Filipinos (3.87) tend to live in larger households than do their Caucasian (2.49) and Japanese (2.55) counterparts.
- Those with a college degree (2.81) tend to live in smaller households compared to those without (3.37).

Next, those taking part in the study were asked if their household contained any individuals under the age of 18 as well as any seniors 65 and older.

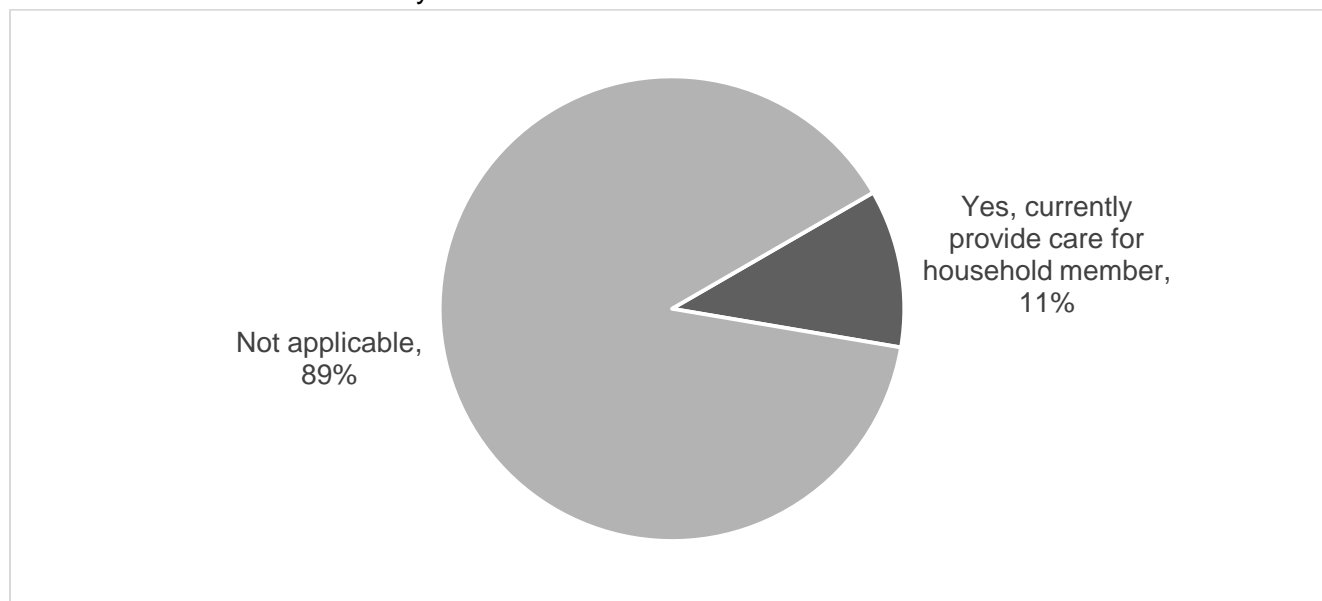


The research shows that half (50%) of those surveyed live in a household with at least one child under 18 and/or a person 65 years of age or older.

Thirty-five percent live in a household with a child under the age of 18 while 21% live in a household containing at least one senior 65 and older.

- Female (41%) respondents are more likely to reside in a household with at least one child than their male (29%) counterparts.

Next, these same individuals were asked if there are any persons currently living in their immediate household that they provide care for. The provided definition included the provision that the individual had a chronic illness or disability.



The results show that one in ten (11%) surveyed currently provide care for a household member while also maintaining a job.

At the conclusion of this section of the study those taking part in the research were asked how many individuals in their immediate household were contributing members as far as income was concerned.

	HOUSEHOLD SIZE	CONTRIBUTING MEMBER
1-2 persons	49%	83%
3+	51%	17%
MEAN	3.04	1.99

The research shows a vast majority (83%) of those polled reside in households with one to two persons contributing financially. The mean was 1.99 persons.

## SECTION – PROFILE OF RESPONDENT

	OVERALL
<b>SAMPLE</b>	
Oahu	70%
B.I.	13%
Maui County	11%
Kauai	6%
<b>OAHU</b>	
Metro HNL	27%
East HNL	16%
Windward/ NS	13%
Central	23%
West	22%
<b>BIG ISLAND</b>	
Hilo	63%
Kona	37%
<b>PRIMARY RESIDENCE</b>	
Own	65%
Rent	35%
<b>AGE</b>	
18-34	23%
35-49	33%
50-64	39%
65+	4%
MEAN	45.59
<b>EDUCATION</b>	
H.S. Graduate or less	14%
Some College	29%
College graduate	35%
Graduate degree	22%
<b>ETHNICITY</b>	
Caucasian	28%
Japanese	24%
Hawaiian/ Part	16%
Filipino	10%
Other	20%
<b>BORN IN HAWAII</b>	57%
<b>HOUSEHOLD SIZE</b>	3.04 persons
<b>CHILD UNDER 18 IN HOUSEHOLD</b>	35%
<b>HOUSEHOLD INC</b>	
Less than \$25K	5%
\$25K-\$50K	13%
\$50K-\$75K	20%
\$75K-\$100K	18%
\$100K+	31%
Rf	12%
<b>GENDER</b>	
Male	50%
Female	50%

## **APPENDIX**



## 2017 Hawaii Paid Family Leave Study

### September 2017

Hello, I'm \_\_\_\_\_ from **Anthology Research**. We're conducting a market research survey on important issues concerning Hawaii residents today/this evening and we would like to include your opinion. This is strictly market research as we do no product promotion or selling. May I speak to someone 18 years of age or older who lives in this household?

**(REPEAT GREETING ONCE APPROPRIATE PARTY IS ON THE TELEPHONE.)**

- A. Are you or is anyone in your household employed in marketing, market research, advertising or public relations?

- 1 Yes
- 2 No

**[IF "YES," THANK AND TERMINATE, CODE ON CALL RECORD SHEET.]**

- B. Are you a resident of Hawaii (lives in the state at least 6 months out of year)?

- 1 Yes
- 2 No

**[IF "NO," THANK AND TERMINATE, CODE ON CALL RECORD SHEET.]**

- C. On which island do you live?

- 1 Oahu
- 2 Big island (Hawaii)
- 3 Maui
- 4 Kauai
- 5 Molokai
- 6 Lanai

- D. **(IF SAID OAHU IN SC, ASK)** Which of the following best describes where you live?

- 1 Metropolitan Honolulu
- 2 East Honolulu
- 3 Windward Oahu/ North Shore
- 4 Central Oahu
- 5 West Oahu

- E. **(IF SAID HAWAII ISLAND IN SC, ASK)** Which of the following best describes where you live?

- 1 East Hawaii/ Hilo
- 2 West Hawaii/ Kona

F. Which of the following best describes you?

- 1 Full time worker
- 2 Part time worker
- 3 Not employed **(THANK AND TERMINATE)**

G. Which of the following **best describes** your employment?

- 1 Employed by a company or organization
- 2 Work as an independent contractor
- 3 Self employed

1. I am going to read you a list of benefits sometimes offered by employers to their employees, as I read each one, please tell me, yes or no, if you think you have this benefit provided by your employer.

		Yes	No	DK
1	Health insurance	1	2	3
2	Unemployment insurance	1	2	3
3	Temporary Disability Insurance (TDI)	1	2	3
4	Worker's Compensation	1	2	3
5	Life insurance	1	2	3
6	Long term insurance	1	2	3
7	Family and Medical Leave Act (FMLA)	1	2	3
8	401k	1	2	3

2. Has there ever been a time at your current or past jobs in which you wanted to take time off to care for a new child including a newborn, adopted or foster child? How about to take care of another family member?

		Yes	No
1	Took time off to care for a new child (newborn, adopted, foster child)	1	2
2	Took time off to take care of a family member	1	2

3\_1/3\_2. **(FOR EACH YES, ASK)** Did you actually take that time off?

4\_1/4\_2. **(IF YES IN Q3\_1/3\_2, ASK)** Was that a paid leave or unpaid time off?

5\_1/5\_2. **(IF YES IN Q3\_1/3\_2, ASK)** How much time, in weeks, did you take?

\_\_\_\_\_ # of weeks you took off. (Round to the nearest whole week)

6\_1/6\_2. **(IF YES IN Q3\_1/3\_2, ASK)** In your opinion, was that enough time to bond with your new child or take care of your family member?

		Q2		Q3		Q4			Q5	Q6	
1	Took time off to care for a new child (newborn, adopted, foster child)	Yes	No	Yes	No	Paid	Unpaid	Combination	_____	Yes	No
2	Took time off to take care of a family member	Yes	No	Yes	No	Paid	Unpaid	Combination	_____	Yes	No

7. **(IF YES IN Q3\_2)** What was your relationship to the family member for whom you cared?

- 1 Spouse
- 2 Sick or ill child
- 3 Parent
- 4 Brother or sister
- 5 Grandparent
- 6 Aunt or uncle
- 7 Hanai family member
- 8 Other relative (please specify \_\_\_\_\_)

8. How likely is it that you may need to take time off from your job to care for a new child or a family member in the future? Would you say it is very likely, somewhat likely, somewhat unlikely or very unlikely?

- 1 Very likely
- 2 Somewhat likely
- 3 Somewhat unlikely
- 4 Very unlikely
- 5 Don't know

9INTRO. In this survey, we are going to talk about a possible new benefit that could be offered in Hawaii. This benefit is referred to as Paid Family Leave. Let me tell you a little about this possible benefit and then I will ask you a few questions about it.

*This benefit allows employees to take time to care for seriously ill family members or to care for and bond with a new child (new born, adopted or foster child).*

*Through the national Family and Medical Leave Act, and the Hawaii Family Leave Act, certain eligible employees can already take unpaid, job-protected family and medical leave.*

*In this survey, we will ask you about the idea of building on these policies by offering earned paid family leave for all eligible Hawaii employees.*

9. Before I read this description of Paid Family Leave, how much would you say you knew about it?

Would you say...?

- 1 A great deal
- 2 Some
- 3 Not too much
- 4 Nothing at all

10. Generally speaking, after now hearing about it, is your first reaction toward the idea of Paid Family Leave very favorable, somewhat favorable, somewhat unfavorable or very unfavorable?

- 1 Very favorable **(GO TO Q11a)**
- 2 Somewhat favorable **(GO TO Q11a)**
- 3 Somewhat unfavorable **(GO TO Q11b)**
- 4 Very unfavorable **(GO TO Q11b)**

11a. Why do you feel very or somewhat favorable?

- 1 Helps employees to care for family members/ help in emergency situations
- 2 Family is important/ good for families that need it/ An important/ great/ good/ necessary/ helpful benefit/
- 3 Other states/ countries have it
- 4 Can take time off without worrying about finances/ get paid
- 5 Can take time off without fear of losing their job (job security)
- 6 Has/ had/ will/ may have family members (including self) who need/ needed/ will need to be cared for
- 7 General positive/ likes benefit
- 8 Worry about abuse/ taken advantage of
- 9 Burden to businesses
- 10 General negative/ does not like it/ needs improvement/ needs changes (non-specific)
- 11 Need more information
- 12 Other
- 13 Don't Know/ Not Sure/ N/A

11b. Why do you feel very or somewhat unfavorable?

- 1 Burden on businesses/ taxpayers
- 2 General opposes plan
- 3 Needs more information/ how will it work
- 4 Don't need it
- 5 Subject to abuse
- 6 Question about who will pay for it/ Financed
- 7 Other
- 8 Don't Know

12. If you had the ability to take paid family leave to be able to bond with a new child or to care for a close family member with a serious illness, would you take it?

- 1 Yes
- 2 No
- 3 Not sure/ don't know

13. How long, in months (12 = one year), do you feel an employee should pay into the paid family leave program before being able to use the benefit when they need to take care of a sick family member or bond with a new child?

\_\_\_\_\_ # of months

14. What would you say would be a reasonable amount of time, in weeks, to allow an employee to take off with paid leave when they need to use it?

\_\_\_\_\_ # of weeks

15. What about 12 weeks, does that seem like too much time, too little time or about the right length?

- 1 Too much time
- 2 Too little time
- 3 About the right amount of time

16. If you needed to take family leave, what percent of your normal pay would you need to receive in order to be able to support yourself and your family without causing financial hardship during the period you are on leave?

\_\_\_\_\_ % of pay

17. Could you sustain yourself with 60% of your pay?

- 1 Yes **(SKIP TO Q19)**
- 2 No
- 3 Not sure/ don't know

18. **(IF NO OR NOT SURE IN Q17, ASK)** How about 75%, would that work?

- 1 Yes
- 2 No
- 3 Not sure/ don't know

19. Would you be willing to pay a bit of your monthly paycheck toward a program that would allow you to take up to 12 weeks off in order to care for a new child, whether by birth, adoption or foster care, to care for a sick family member?

- 1 Yes
- 2 No **(SKP TO Q21)**
- 3 Not sure/ don't know **(SKP TO Q21)**

20. **(IF YES IN Q19, ASK)** What do you see as a reasonable amount for employees to pay out of their paycheck each month?

\$\_\_\_\_\_ (Round to the nearest whole dollar)

21. What if the amount needed per employee was **\$2 per month**, does that seem to be too much, too little or about the right amount?

- 1 Too much
- 2 Too little
- 3 About the right amount

22. Do you have any last thoughts or comments about any of the things we discussed in this survey?

- 1 Yes (Enter comments below)
- 2 No

**And a few last questions for classification purposes only.**

D1. How do you get your news about what is happening in Hawaii? Would you say your **primary source** is... **[ONE ANSWER ONLY]**?

- 1 Television news (local or national)
- 2 Newspaper – hard copy (local or national)
- 3 Newspaper – online (local or national)
- 4 Radio
- 5 Word of mouth from friends or relatives
- 6 Social media such as Facebook or Instagram
- 7 Online news website (i.e. MSN, Google News or Yahoo News)
- 8 Other source (specify \_\_\_\_\_)

D2. Yes or no, do you have each of the following:

		Yes	No
1	Access to the Internet	1	2
2	A smart phone	1	2
3	An iPad or other tablet	1	2
4	A Facebook account you visit or post to at least four times a week	1	2
5	A Twitter account you visit or post to at least four times a week	1	2
6	An Instagram account you visit or post to at least four times a week	1	2
7	A Snapchat account you visit or post to at least four times a week	1	2

**(IF YES TO INTERNET, SMART PHONE OR IPHONE/TABLET, ASK:)**

D3. Would you say you use the Internet almost every day, a few times a week, just a few times in a month or seldom/never?

- 1 Almost every day
- 2 A few times a week
- 3 Just few times a month
- 4 Seldom/never

D4. Including yourself, how many people live in your household?

\_\_\_\_\_ # of people in household

D5. And how many of these persons, if any, are children under the age of 18?

\_\_\_\_\_ # of people 17 and younger

D6. And how many, if any, are 65 years of age or older?

\_\_\_\_\_ # of people 65 and older

D7. How many of these household members contribute to the income of the household?

\_\_\_\_\_ # of people that contribute income to the household

D8. And are there persons living in your household that you currently provide care for? Do not include regular or routine care such as providing meals, etc. Do consider persons with chronic illness or disabilities...

- 1 Yes
- 2 No

D9. Do you own or rent your home?

- 1 Own
- 2 Rent

D10. What was your age on your last birthday?

\_\_\_\_\_ Age

D11. Were you born in Hawaii?

- 1 Yes **(SKIP TO D13)**
- 2 No



D12. **(IF NO IN D11, ASK)** How many years have you lived in Hawaii?

Would you say ...

- 1 Five years or less
- 2 Six to 10 years
- 3 Eleven to 20 years
- 4 Twenty or more years

D13. What is the highest level of education you have achieved?

- 1 Less than high school graduate
- 2 High school graduate
- 3 Some college
- 4 College graduate (Bachelors degree)
- 5 Post graduate and beyond

D14. What is your ethnic identification?

***[IF MORE THAN ONE, ASK, "WITH WHICH DO YOU IDENTIFY THE MOST".  
IF NO CHOICE, CIRCLE MIXED]***

- 1 Caucasian
- 2 Japanese
- 3 Chinese
- 4 Filipino
- 5 Hawaiian/Part-Hawaiian
- 6 African-American
- 7 Other (please specify: \_\_\_\_\_)
- 8 Mixed

D15. I will read some broad categories of income and I would like you to tell me when I come to the category that includes your household's income before taxes for 2016. Please consider and include in your thinking the income of all persons living in your household as well as income from all sources including investments, retirement funds, etc.

***[READ CATEGORIES]***

Again, just stop me when I come to the correct category.

- 1 Less than \$25,000
- 2 \$25,000 but less than \$50,000
- 3 \$50,000 but less than \$75,000
- 4 \$75,000 but less than \$100,000
- 5 \$100,000 to \$150,000
- 6 \$150,000 or more
- 7 (DO NOT READ) Don't know/refused

D16. **[Record, DO NOT ASK:]** Gender

- 1 Male
- 2 Female

*Those are all the questions I have, thank you for participating in our survey!*  
*May I please have your name, just in case my supervisor needs to verify I did this survey?*

Name \_\_\_\_\_ Telephone number \_\_\_\_\_