



# HAWAII WORKERS CENTER

Defending and Respecting the workers of  
Hawai'i

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February 13, 2023

Hawaii State House of Representatives  
Committee on Labor and Government Operations  
Rep. Scot Z. Matayoshi, Chair  
Rep. Andrew Takuya Garrett, Vice Chair

Executive  
Committee of the  
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Sergio Alcubilla III,  
Esq.

RE: COMMENTS for H.B. 1202 RELATING TO PAID SICK LEAVE

Dear Chair Rep. Matayoshi, Vice-Chair Rep. Garrett, and members of the Committee on Labor and Government Operations:

The Hawaii Workers Center envisions a Hawaii in which all workers are empowered to exercise their right to organize for their social, economic and political well-being. It is a resource of information, education, training and organizing for Hawaii's low-wage and immigrant workers.

The Hawaii Workers Center offers the following comments for H.B. 1202 which requires employers to provide a minimum amount of paid sick leave to employees and supplemental paid sick leave to employees under certain public health emergency conditions.

Our preference as it relates to paid sick leave is to stand in strong support for H.B. 235 as the better bill for Hawaii's workers.

Please consider amending H.B. 1202 by:

- 1) providing at least 7 days of sick leave for all workers as in H.B. 235, instead of creating a two-tiered approach to sick leave that extends fewer leave days to employees at businesses with fewer than fifty employees;
- 2) allowing sick leave to be used for immediate family members, including children, grandchildren, parents, and grandparents;
- 3) changing the sick leave accrual rate from 1 hour for every 40 hours worked to 1 hour for every 30 hours worked; and
- 4) giving access to sick leave for all employees who work at least 80 hours in a year, instead of more than 200 hours in a year as written in H.B. 1202.

Paid sick leave is a matter of health and safety not only for the 180,000 workers without it but for their families and for our community as well. Thank you for standing up for Hawaii's workers.

Sincerely,

Sergio J. Alcubilla  
Executive Director