



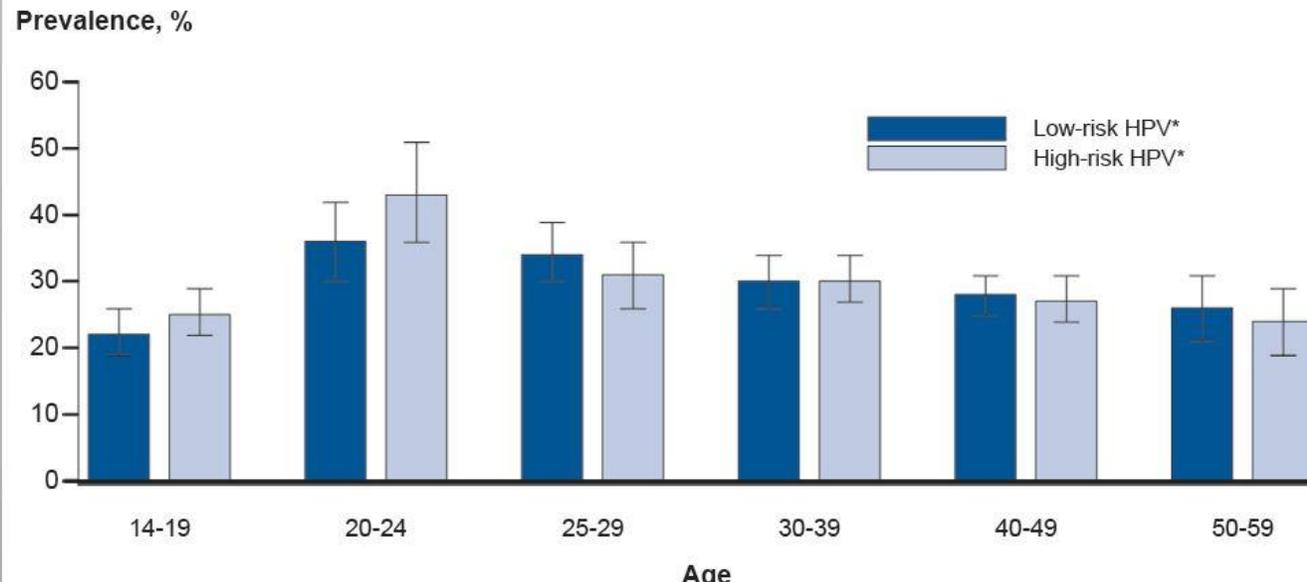
2015 Legislation

MATERNAL & CHILD HEALTH FOCUS BILLS

HPV VACCINE - HB458 / SB394

- ▶ Beginning with the 2016-2017 school year, requires public schools to annually provide information about the human papillomavirus, including the connection between human papillomavirus to cervical and other cancers and diseases, and;
- ▶ Includes the availability of vaccines against the human papillomavirus to parents or guardians of students entering sixth grade.

Figure 52. Human Papillomavirus—Prevalence of High-risk and Low-risk Types Among Females Aged 14-59 Years, National Health and Nutrition Examination Survey, 2003-2006



SEXUAL EDUCATION - HB459 / SB397

- ▶ Specifies additional elements of Hawaii's existing sexuality health education law and its implementation.
- ▶ Requires the DOE to provide certain types of information to the public and to parents.
- ▶ Allows parents to opt out of the DOE's sexuality health education.

PESTICIDE BUFFER ZONE - HB1514

- ▶ Establishes disclosure requirements for outdoor applications of pesticides in proximity to schools, childcare facilities, and certain commercial agricultural entities.
- ▶ Establishes reasonable pesticide buffer zones for sensitive areas. Establishes penalties. (HB1514 HD1)

FASD COORDINATOR – SB925

- ▶ Establishes one permanent full-time equivalent (1.00 FTE) fetal alcohol spectrum disorder coordinator position in the family services division of the department of health. Makes an appropriation.

Pulse Oximetry Screening; Congenital Heart Defects – HB467 / SB337

- ▶ Requires birthing facilities to perform a pulse oximetry test or other medically accepted screening on newborns to screen for critical congenital heart defects.
- ▶ Requires birthing facilities to report certain critical congenital heart defect screening data to the Department of Health. (HB467 HD1)



MATERNAL MORTALITY REVIEW - HB590 / SB304

- ▶ Establishes the Hawaii maternal mortality review panel within the department of health to conduct a comprehensive review of maternal deaths that have occurred in the State.



PAID FAMILY LEAVE – HB496 / SB965

- ▶ Establishes a family leave insurance program, which requires employees to make contributions into a trust fund to be used to provide employees with family leave insurance benefits in order to care for a designated person.



PAID FAMILY LEAVE

- ▶ Only 12% of workers in the U.S. have access to paid family leave through their employers. 0% of Hawaii employees receive paid leave under the law.
- ▶ Unpaid leave under the federal [Family and Medical Leave Act \(FMLA\)](#) provides important job protections, but it is available to fewer than 50% of workers—and many can't afford to take it.
- ▶ Laws providing [paid family and medical leave](#) allow workers to continue to earn a portion of their pay while they take time away from work to:
 - ▶ Address a serious health condition (including pregnancy);
 - ▶ Care for a family member with a serious health condition; or
 - ▶ Care for a newborn, newly-adopted child or newly-placed foster child.

The Truth About Paid Leave

- ▶ **MYTH 1: Workers already have paid family and medical leave or can use other benefits, such as sick and vacation days, to care for themselves or family members.**
- ▶ **FACT:** The percentage of employers offering fully paid maternity leave has actually declined substantially in recent years, dropping from 17% in 2005 to 9% in 2014.
- ▶ Only 50% of new mothers take any paid time away from their jobs to care for a new child. Employers may offer maternity, paternity or parental leave – as well as sick leave and other types of paid time off – to some of their workers but not to most or all. Lower-wage workers and workers of color are even less likely to have access to paid leave.

The Truth About Paid Leave

- ▶ **MYTH 2: Businesses don't support a paid family and medical leave program.**
- ▶ **FACT:** A growing number of owners of both smaller and larger businesses have offered testimonials in support of paid leave and urged adoption of a national paid family and medical leave insurance program.
- ▶ According to a 2013 Small Business Majority survey of business owners with fewer than 100 workers, 45% said they strongly or somewhat supported an insurance program funded through employer and employee payroll contributions.
- ▶ Business owners know it makes good business sense to take care of their employees.

The Truth About Paid Leave

- ▶ **MYTH 3: Businesses do not benefit from or cannot afford paid leave. It will cause them to lay people off or close their doors.**
- ▶ **FACT:** There is absolutely no evidence that businesses suffer when workers have paid leave. In fact, all the available research shows that employers and employees both win with paid leave.
- ▶ Paid leave improves worker retention, which saves employers money through reduced turnover costs. Across all occupations, median turnover costs are estimated to be turnover costs can amount to 213% of workers' salaries.
- ▶ Prominent, profitable companies know that paid leave policies help recruit and retain top talent, and that satisfied, healthy workers are more productive. In 2007, Google increased paid maternity leave to five months, helping to maintain a diverse workforce that fosters innovation. Small businesses also support paid leave because offering this benefit allows them to compete with larger companies.

The Truth About Paid Leave

- ▶ **MYTH 4: Employees abuse paid leave when it is made available to them.**
- ▶ **FACT:** Evidence shows that abuse of paid leave is rare and that such fears by employers are unfounded. 91% of California employers said they were not aware of any abuse of the state's program. Research from New Jersey revealed not a single instance of such abuse.
- ▶ In addition, the experiences of employers that offer paid leave, such as Ernst & Young, the Redwoods Group and a growing list of employers, indicate that employers are rewarded with reduced turnover costs and more dedicated and productive employees when paid leave programs are in place, rather than being burdened by abuse.

The Truth About Paid Leave

- ▶ **MYTH 5: A paid leave program would be too expensive.**
- ▶ **FACT:** Paid leave offers important returns on investment, including greater workforce attachment and higher wages for mothers, retention of older employees, and reduced use of safety net programs.
- ▶ Taxpayers are already paying in multiple ways because people don't have paid leave. Creating a program that provides basic paid family and medical leave benefits to everyone would cost money, but an efficiently designed program would be deficit neutral and self-sustaining. Individuals contribute small amounts and experience positive effects.