

LAB 2016-01 Protecting Public Employees While Advocating for Inclusive Non-Discrimination Policies

Whereas, The Democratic Party of Hawai'i supports inclusive non-discrimination policies to ensure that all people are treated equally and fairly; and

Whereas, The Democratic Party of Hawai'i support public servants and believe that they deserve the protections that come from inclusive non-discrimination policies and they should not lose the protections they have in Honolulu when they travel on official business; therefore, be it

Resolved, That the Democratic Party of Hawai'i vigorously oppose the introduction of any bills or laws, such as the Religious Freedom Restoration Act, that use supposed "religious freedom as" an opportunity to discriminate against any minority based on an individual's, business's or corporation's religiously held beliefs; and

Resolved, That the Democratic Party of Hawai'i applauds the Democratic mayors of Honolulu, HI; Seattle, WA; San Francisco, CA; New York City, NY; Atlanta, GA; Chicago, IL; West Palm, FL; and Washington, D.C. and the City Council of Portland, OR; along with the Democratic Governors of Connecticut, Minnesota, New York, Vermont, and Washington, for issuing travel bans to North Carolina and Mississippi in light of that state's passing a law effectively nullifying anti-discrimination laws that protect the LGBTQ community; and be it further

Resolved, That the Democratic Party of Hawai'i calls upon the mayors of Kaua'i, Maui and Hawai'i and the City and County of Honolulu to issue an Administrative Directive that bans all public employees under their authority from any publicly-funded travel, that is not absolutely essential to public health and safety, to cities and/or states that do not have inclusive non-discrimination policies that are not at least equal if not greater to that the counties have in place; and

Resolved, That the Democratic Party of Hawai'i support the introduction and passage of a bill in the counties of Kaua'i, Maui and Hawai'i and the City and County of Honolulu as well as at the State level that bans all public employees, elected officials and/or staffers from using public funds for travel, that is not absolutely essential to public health and safety, to cities and/or states that do not have inclusive non-discrimination policies that are not at least equal if not greater to that the county and/or the State of Hawai'i has in place; and

Resolved, That the Democratic Party of Hawai'i calls upon the Governor of the State of Hawai'i to issue an Executive Order that bans all public employees under their authority from any publicly-funded travel, that is not absolutely essential to public health and safety, to cities and/or states that do not have inclusive non-discrimination policies that are not at least equal if not greater to that the State of Hawai'i has in place; and finally be it

Ordered, That copies of this resolution be transmitted to all members of Hawaii's Congressional Delegation, the Governor of the State of Hawai'i, the Lt. Governor of the State of Hawai'i, all Maui County Democrats that are members of the Hawai'i State Legislatures who are members of the Democratic Party of Hawai'i, the Mayors of Kaua'i, Maui and Hawai'i Counties and the City and County of Honolulu, and members of all County Councils in the state of Hawai'i that are members of the Democratic Party of Hawai'i.

LAB 2016-02 **Support for Paid Family and Caregiver Leave**

Whereas, currently the Federal Family and Medical Leave Act of 1993 (FMLA) allows 12 weeks of unpaid leave to employees who have worked at a business that employs 50 or more employees to provide care to a newborn, bond with a new child, or care for a family member with a serious health condition; and

Whereas, the Hawai'i Family Leave Law (HFLL) further restricts eligibility by extending 4 weeks of unpaid leave to those employees who work at a business with more than 100 employees; now, therefore be it

Resolved, That the Democratic Party of Hawai'i recognizes that the Federal Family and Medical Leave Act of 1993 applies to approximately 5% of Hawaii's employers and the Hawai'i Family Leave Law applies to only 2.2% of employers in the state of Hawai'i; and

Resolved, That the Democratic Party of Hawai'i is disappointed that 43% of workers in Hawai'i do not have access to a single day of leave, whether it be for sick leave or family leave; and, be it

Resolved, That the Democratic Party of Hawai'i, recognizes that the only confirmed paid leave in Hawai'i is partial wage replacement through the Temporary Disability Insurance (TDI) system however, it is not available to new fathers or to family members caring for ill or elderly family members; and, be it

Resolved, That the Democratic Party of Hawai'i recognizes that Hawai'i has more than 154,000 employees who also serve as primary caregivers to a family member; and, be it

Resolved, That the Democratic Party of Hawai'i recognizes that women and families are disproportionately affected by the lack of access to paid leave for several reasons, including but not limited to: women across the age spectrum still primarily serve as caregivers to family members, women are not supported by labor policies that reflect the changing reality of our workplace demographics, and women often face the difficult decision of choosing between paid employment and caring for a child or a family member; and, be it

Resolved, That the Democratic Party of Hawai'i has identified that paid family and medical leave is one important method to closing the wage gap between men and women; and, be it

Resolved, That the Democratic Party of Hawai'i recognizes that supporting working families is an issue of economic justice: infants, children, elderly family members and `ohana are healthier and more economically self-sufficient when working families are adequately supported; and, be it

Resolved, That the Democratic Party of Hawai'i calls upon all members of Hawaii's State Legislature that are members of the Democratic Party of Hawai'i to support efforts to establish universal paid family and caregiver leave; and be it further

Ordered, that copies of this Resolution be transmitted to be transmitted to all members of Hawaii's Congressional Delegation, the Governor of the State of Hawai'i, the Lieutenant Governor of the State of Hawai'i, all county Mayors, and all Democratic members of the Hawai'i State Legislature.