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**Sheryl Matsuoka**, Executive Director **Ginny Wright**, Operations Associate **Holly Kessler**, Director of Membership Relations

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**2023-2024**

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**Date:** February 9, 2024

**To:** Sen. Henry J.C. Aquino, Chair  
Sen. Sharon Y. Moriwaki, Vice Chair  
Committee on Labor And Technology

Sen. Joy A. San Buenaventura, Chair  
Sen. Henry J.C. Aquino, Vice Chair  
Committee on Health and Human Services

**From:** Victor Lim, Legislative Lead

**Subj:** SB 2474 Relating to Paid Family Leave

The Hawaii Restaurant Association representing 4,000 Eating and Drinking Place locations in Hawaii stand opposed to SB 2474.

Our Industry has to be one of that was hit the hardest by the Covid Pandemic and up to today, we are still struggling to recover. We continue to be hit by very high inflation, supply chain delays, labor shortage, high medical insurance costs, and super high interest rates. Our minimum wage also just went up \$2 an hour which is one that jump the highest percentage in the country. On the aftermath of Lahaina Fire, we also anticipate a huge increase in our general and liability insurances. We continue to see business go under today and many more are struggling on very thin margins.

The one message we continue to hear from our membership is that we hope our legislators will not impose any new mandates that will increase our cost of doing business and additional administrative duties. Furthermore, this bill has no cost numbers or what the employer portion and employee portions spelled out for us to also better access.

Our restaurants are hurting and just cannot take on any additional mandates and cost increases.

Thank you giving us this opportunity to share our concerns.

