

Hawaii

<https://labor.hawaii.gov/dcd/home/about-tdi/>

Date law enacted	Temporary Disability Insurance (TDI) Start Date: 1969
Annual updates due	December
Benefits can be used for	TDI can be used for a worker's own serious off-the-job illness or injury.
Type of law	Only private plan (No state fund or plan)
Funding source	Employer must provide benefits — like workers' compensation, but employees share cost.
Types of private plans	Insured and self-insured plans equal to or exceeding statutory requirements and continuation of certain existing plans (collective bargaining).
Limitations upon right to establish private plans	None
Employee contributions	0.5% of their weekly pay up to maximum weekly wage base (\$1,200.30), to a maximum of \$6.00 per week.
Employer contributions required	Balance of cost
Employers covered	All employers
Employees excluded	Certain domestic servants, non-profit organization employees and others referenced in the statute.
Religious exemptions	Ministers or members of religious order employed by a nonprofit organization.
Employee eligibility requirements	At least 14 weeks of Hawaii employment, during each of which the employee was paid for 20 hours or more and earned at least \$400 during the 52 weeks immediately before the disability. The 14 weeks can be with multiple employers and does not need to be consecutive.
How benefits are computed	58% of average weekly earnings, up to the cap.
Minimum weekly benefits	If employee's average weekly wage is less than \$26, weekly benefit amount is the average weekly wage, up to \$14.
Maximum weekly benefits	\$697 in 2022.
Maximum duration	26 weeks for any disability or within a benefit year.
Waiting period	7 days
Maternity benefits	Pregnancy-related disabilities treated as any other illness.
Effect of continued pay from employer during disability	No disqualification from benefits, but salary continuance may be used as part of compliance with benefit provisions of the law.

Hawaii (continued)

State sick leave mandate	No
State program benefits financed by	Special fund created on July 1, 1969, from employer contribution of 0.2% of covered wages. Levy on employers or insurers when balance is below \$500,000.
Post-employment	2 weeks
Job protection	No
Family leave covered relatives	Not applicable
Definition of wages used for contributions and benefits	“Wages” means all remuneration for services from whatever source, including commissions and bonuses, tips or gratuities paid directly to an individual by a customer of the employer and reported to the employer, and the cash value of all remuneration in any medium other than cash. The reasonable cash value of remuneration in any medium other than cash shall be estimated and determined in accordance with rules prescribed by the Department of Labor and Industrial Relations.
Benefit taxation	If the employee pays all or a portion of premium with before-tax dollars, the benefit is subject to taxes.