

JAN 23 2009

A BILL FOR AN ACT

RELATING TO FAMILY LEAVE.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. Chapter 398, Hawaii Revised Statutes, is
2 amended by adding a new section to be appropriately designated
3 and to read as follows:

4 "§398- Paid parental leave permitted; public employees.

5 (a) An employee of the State, any political subdivision of the
6 State, or any instrumentality of the State shall be entitled to
7 two weeks of paid administrative parental leave per calendar
8 year.

9 (b) Paid administrative parental leave under this section
10 may be taken only as part of the family leave available to the
11 employee under section 398-3 and is subject to the rules and
12 provisions applicable to family leave under this chapter.

13 Nothing in this section shall entitle an employee to more than a
14 total of four weeks of family leave in any twelve-month period.

15 (c) For purposes of this section, "parental leave" means
16 leave in connection with the birth of a child of the employee or
17 the adoption of a child by the employee.



1 (d) Paid leave made available under this section to the
2 employee for purposes of parental leave shall consist of:
3 (1) Not more than two weeks of paid administrative
4 parental leave; and
5 (2) Any vacation or sick leave accrued or accumulated by
6 the employee pursuant to section 78-23;
7 provided that nothing in this section shall be considered to
8 require that an employee first use all or any portion of the
9 accrued vacation or sick leave described in paragraph (2) before
10 being allowed to use the paid administrative parental leave
11 described in paragraph (1).

12 (e) Paid administrative parental leave under this section:
13 (1) Shall be payable from any appropriation or fund
14 available for salaries or expenses for positions
15 within the employing agency;
16 (2) Shall not be considered to be vacation or sick leave;
17 and
18 (3) Shall not accumulate for any subsequent use if not
19 used by an employee before the end of each calendar
20 year."

21 SECTION 2. New statutory material is underscored.



S.B. NO. 816

1 SECTION 3. This Act shall take effect on July 1, 2009.

2

INTRODUCED BY: *Suzanne Oliver Cleveland*

Arvid J. Jorgensen



Report Title:

Family Leave; Paid Parental Leave

Description:

Provides public employees two weeks of paid administrative parental leave and any vacation or sick leave accrued or accumulated for parental leave, which may be used for any part of the four-week period of family leave provided under the law.

