
A BILL FOR AN ACT

RELATING TO LEAVE.

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

1 SECTION 1. The legislature finds that it is crucial for
2 parents to be involved in their children's education, in the
3 school and in the home. There is evidence that parent
4 involvement improves student achievement and students whose
5 parents are involved in their education have better grades, test
6 scores, long-term academic achievement, attitudes, and behavior.

7 The legislature further finds that with the constant
8 demands placed on working families and the need to promote
9 stability and economic security in the home, both parents should
10 have the option of taking leave from their employment for
11 purposes related to their children's education. Currently,
12 twelve states require employers to allow for time for employees
13 to participate in their children's educational activities.
14 California is amongst the most progressive states, giving
15 parents who work for businesses with twenty-five or more
16 employees up to forty hours per year to participate in school
17 activities.



1 The purpose of this Act is to require the legislative
2 reference bureau to conduct a study on family school leave that
3 examines the feasibility and potential impact of requiring
4 employers to allow parents and guardians of school-aged children
5 to take leave from their employment to participate in their
6 children's educational activities.

7 SECTION 2. (a) The legislative reference bureau shall
8 conduct a study on family school leave that examines the
9 feasibility and potential impact of requiring employers to allow
10 parents and guardians of school-aged children to take leave from
11 their employment to participate in their children's educational
12 activities. As part of the study, the legislative reference
13 bureau shall:

14 (1) Research other state's laws that allow for family
15 school leave so that parents and guardians of school-
16 aged children may participate in their children's
17 educational activities;

18 (2) Work with the department of labor and industrial
19 relations, The Chamber of Commerce of Hawaii, and
20 interested stakeholders, including but not limited to
21 the Hui for Excellence in Education and Hawaii Parent
22 Teacher Student Association, on examining the impacts



1 of requiring employers to allow parents and guardians
2 of young children to take leave from their employment
3 to participate in their children's educational
4 activities;

5 (3) Make a recommendation as to whether requiring
6 employers to allow parents and guardians of young
7 children to take leave from their employment to
8 participate in their children's educational activities
9 is feasible in Hawaii, and if so, make a
10 recommendation as to:

11 (A) The minimum number of employees an employer must
12 employ to be required to provide family school
13 leave; and

14 (B) The number of hours of annual family school leave
15 an employer should be required to provide; and

16 (4) Propose relevant legislation, if appropriate.

17 (b) The legislative reference bureau shall submit a report
18 of the findings, recommendations, and any proposed legislation
19 resulting from the study conducted pursuant to subsection (a) to
20 the legislature no later than twenty days prior to the convening
21 of the 2014 regular session.

22 SECTION 3. This Act shall take effect upon its approval.



Report Title:

Labor; Employment; Family School Leave; Education; Legislative Reference Bureau

Description:

Requires the legislative reference bureau to conduct a study on family school leave that examines the feasibility and potential impact of requiring employers to allow parents and guardians of school-aged children to take leave from their employment to participate in their children's educational activities and to report to the legislature. (SD1)

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