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# A BILL FOR AN ACT

RELATING TO FAMILY LEAVE.

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

1 SECTION 1. Section 398-3, Hawaii Revised Statutes, is  
2 amended by amending subsection (a) to read as follows:

3 "(a) An employee shall be entitled to a total of four  
4 weeks of family leave during any calendar year [~~upon~~]:

5 (1) Upon the birth of a child of the employee or the  
6 adoption of a child[~~, or to~~]; or

7 (2) To care for the employee's child, spouse [~~or~~],  
8 reciprocal beneficiary, sibling, or parent with a  
9 serious health condition."

10 SECTION 2. Section 398-5, Hawaii Revised Statutes, is  
11 amended to read as follows:

12 "§398-5 Notice. In any case in which the necessity for  
13 family leave for purposes of birth or adoption of a child or  
14 providing care to a child, spouse, reciprocal beneficiary,  
15 sibling, or parent is foreseeable, the employee shall provide  
16 the employer with prior notice of the expected birth or adoption  
17 or serious health condition in a manner that is reasonable and  
18 practicable. Requests for family leave shall include evidence



1 that the employee has submitted the request and provided  
2 required data in accordance with section 398-9.5."

3 SECTION 3. Section 398-6, Hawaii Revised Statutes, is  
4 amended by amending subsection (c) to read as follows:

5 "(c) When leave is to care for a child, spouse, reciprocal  
6 beneficiary, sibling, or parent who has a serious health  
7 condition, certification shall be issued by the health care  
8 provider of the individual requiring care. Certification shall  
9 be considered sufficient if it provides information as required  
10 by the director."

11 SECTION 4. Statutory material to be repealed is bracketed  
12 and stricken. New statutory material is underscored.

13 SECTION 5. This Act shall take effect upon its approval.



**Report Title:**

Family Leave; Sibling

**Description:**

Permits an employee to take family leave in order to care for the employee's sibling with a serious health condition.

Specifies notice and certification requirements. (HB213 CD1)

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

