
A BILL FOR AN ACT

RELATING TO FAMILY LEAVE.

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

1 SECTION 1. The legislature finds that approximately sixty-
2 one thousand children under age eighteen live in homes where
3 householders are grandparents or other relatives. Approximately
4 forty-seven thousand of these children live with grandparents,
5 according to a May 2017 fact sheet by Grandfamilies.org. The
6 legislature also finds that there is a growing number of
7 grandparents raising grandchildren and who are primary
8 caretakers of their grandchildren. While Hawaii's family leave
9 law allows employees to take family leave upon the birth of an
10 employee's child, an employee's adoption of a child, or to care
11 for an employee's child, spouse or reciprocal beneficiary, or a
12 parent with a serious condition, family leave does not extend to
13 care for employees' grandchildren.

14 The purpose of this Act is to:

15 (1) Extend family leave in the State to include care for
16 employees' grandchildren; and



1 (2) Provide a definition of "sibling" for purposes of the
2 family leave law.

3 SECTION 2. Section 398-1, Hawaii Revised Statutes, is
4 amended by adding a new definition to be appropriately inserted
5 and to read:

6 "Sibling" means an individual who is a biological,
7 adopted, or foster brother or sister; or a stepbrother or
8 stepsister of an employee."

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

11 "(a) An employee shall be entitled to a total of four
12 weeks of family leave during any calendar year:

- 13 (1) Upon the birth of a child of the employee or the
14 adoption of a child; or
- 15 (2) To care for the employee's child, spouse, reciprocal
16 beneficiary, sibling, grandchild, or parent with a
17 serious health condition."

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

20 "(c) When leave is to care for a child, spouse, reciprocal
21 beneficiary, sibling, grandchild, or parent who has a serious



1 health condition, certification shall be issued by the health
2 care provider of the individual requiring care. Certification
3 shall be considered sufficient if it provides information as
4 required by the director."

5 SECTION 5. New statutory material is underscored.

6 SECTION 6. This Act shall take effect on July 1, 2020.



Report Title:

Family Leave; Grandchildren; Sibling; Child Care

Description:

Extends Hawaii family leave to include care for employees' grandchildren. Defines "sibling". Takes effect on 7/1/2020.
(SD1)

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