

JAN 15 2025

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# A BILL FOR AN ACT

RELATING TO PAID FAMILY LEAVE.

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

1           SECTION 1. The legislature finds that Hawaii's state and  
2 county employees are not adequately supported during times of  
3 birth, adoption, fostering a new child, or caregiving for a  
4 family member during illness.

5           Providing paid family leave to state and county employees  
6 could enhance recruitment and retention of quality employees and  
7 fulfill the government's role as a model employer. Research has  
8 shown that paid family leave reduces employment turnover, saving  
9 recruitment, hiring, and training costs. Paid leave has also  
10 been found to increase the productivity of the workforce and  
11 boost employee morale. Support by the employer for family care  
12 is often highlighted as a main attractor for young, highly-  
13 educated workers seeking employment and must therefore be seen  
14 as an investment in the State and counties' success.

15           Accordingly, the purpose of this Act is to establish paid  
16 family leave for all state and county employees.



1 SECTION 2. Chapter 78, Hawaii Revised Statutes, is amended  
2 by adding a new section to be appropriately designated and to  
3 read as follows:

4 "§78- Paid family leave for state and county employees.

5 (a) Notwithstanding chapter 378, an employee shall be entitled  
6 to a total of five days of paid family leave during any calendar  
7 year for the purposes described in section 398-3(a); provided  
8 that paid family leave shall not be substituted by the  
9 employee's accrued and available vacation, sick leave, or other  
10 paid leave.

11 (b) An employee taking paid family leave shall be paid at  
12 the regular rate of pay for those regular hours during which the  
13 employee is absent from work without loss of seniority, pay,  
14 vacation, sick leave, or earned overtime accumulations.

15 (c) The taking of paid family leave shall not result in  
16 the loss of any employment benefit accrued before the date on  
17 which the leave commenced.

18 (d) Nothing in this section shall be construed to entitle  
19 or deny any employee to the accrual of any seniority or  
20 employment benefits during any period of leave, or any right,



1 employment benefit, or position to which the employee would have  
2 been entitled had the employee not taken the leave."

3 SECTION 3. New statutory material is underscored.

4 SECTION 4. This Act shall take effect upon its approval.

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INTRODUCED BY:

A handwritten signature in black ink, appearing to be 'MJA', is written over a horizontal line.



**Report Title:**

State and County Employees; Paid Family Leave

**Description:**

Requires five days of paid family leave annually for state and county employees. Ensures the protection of wage, seniority, and other employment benefits of employees who take paid family leave.

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

