
A BILL FOR AN ACT

RELATING TO FAMILY LEAVE.

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

1 SECTION 1. Section 398-1, Hawaii Revised Statutes, is
2 amended by adding two new definitions to be appropriately
3 inserted and to read as follows:

4 "Family care" means assistance rendered by an individual
5 to the individual's child, spouse, parent or reciprocal
6 beneficiary who receives orders for military deployment.

7 "Military deployment" means the deployment of, by order of
8 a branch of the United States military, an individual serving in
9 the military to a region where hostile and hazardous combat or
10 peacekeeping activities are being conducted."

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

13 "(a) An employee shall be entitled to a total of four
14 weeks of family leave during any calendar year [~~upon the birth~~
15 ~~of a child of the employee or the adoption of a child, or to~~
16 ~~care for the employee's child, spouse or reciprocal beneficiary,~~
17 ~~or parent with a serious health condition.]:~~

18 (1) Upon the birth of a child of the employee;



- 1 (2) Upon the adoption of a child;
- 2 (3) To care for a child, spouse, reciprocal beneficiary,
3 or parent with a serious health condition; or
- 4 (4) To address family care, legal, and financial issues
5 directly related to or resulting from the impending
6 military deployment or active military deployment of
7 the employee's child, spouse, reciprocal beneficiary,
8 or parent. An employee shall provide the employer
9 with a copy of the military orders verifying the
10 military deployment of the employee's child, spouse,
11 reciprocal beneficiary, or parent, and any other
12 certifications or supporting documentation required
13 under this chapter."

14 SECTION 3. The director of labor and industrial relations
15 shall adopt rules in consultation with the department of defense
16 in accordance with chapter 91, Hawaii Revised Statutes, to
17 implement section 393-3(a)(4), Hawaii Revised Statutes.

18 SECTION 4. Statutory material to be repealed is bracketed
19 and stricken. New statutory material is underscored.

20 SECTION 5. This Act shall take effect on July 1, 2007.



Report Title:

Family Leave; Military Deployment

Description:

Allows an employee to use family leave during any calendar year to provide family care and support during the military deployment of the employee's child, spouse or reciprocal beneficiary, or parent. Requires an employee to provide proof of military deployment. Defines military deployment. (SD1)

