
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 a new definition to be appropriately inserted
3 and to read as follows:

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

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

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

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

16 (2) Upon the adoption of a child;

17 (3) To care for a child, spouse, reciprocal beneficiary,

18 or parent with a serious health condition; or



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

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

15 SECTION 4. Statutory material to be repealed is bracketed
16 and stricken. New statutory material is underscored.

17 SECTION 5. This Act shall take effect on July 1, 2015.

18



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.

