
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 The legislature further finds that providing paid family
6 leave to state and county employees could enhance recruitment
7 and retention of quality employees, and fulfill the government's
8 role as a model employer. Research has shown that paid family
9 leave reduces employment turnover, saving the cost of
10 recruitment, hiring, and training, as well as increases the
11 productivity of the workforce and employee morale. Support by
12 the employer for family care is often cited as a main attractor
13 for young, highly educated workers when seeking employment, and
14 must be seen as an investment in the state's and counties'
15 success.



1 The purpose of this Act is to establish paid family leave
2 for all state and county employees that they can access when
3 those employees need to provide care for a family member.

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

7 "§78- Paid family leave. (a) Notwithstanding chapter
8 398, eligible employees shall be entitled to five days of paid
9 leave each calendar year for family leave as described under
10 section 398-3(a), which shall not be credited against an
11 eligible employee's available accrued vacation or sick leave
12 benefits.

13 (b) Paid leave under this section shall be paid at the
14 eligible employee's regular rate of pay without loss of
15 seniority, pay, vacation, sick leave, or earned accumulations.

16 (c) As used in this section, "eligible employee" means an
17 employee who performs services for hire for not fewer than six
18 consecutive months for the state or county from whom benefits
19 are sought under this section."

20 SECTION 3. New statutory material is underscored.

21 SECTION 4. This Act shall take effect on July 1, 2025.



H.B. NO. 219

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INTRODUCED BY:

JAN 16 2025



H.B. NO. 219

Report Title:

Paid Family Leave; State and County Employees

Description:

Provides state and county employees with five days of paid family leave each calendar year.

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