HOUSE OF REPRESENTATIVES THIRTY-THIRD LEGISLATURE, 2025 STATE OF HAWAII H.B. NO. 219

A BILL FOR AN ACT

RELATING TO PAID FAMILY LEAVE.

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

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



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H.B. NO. 219

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	" <u>§78-</u> 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.



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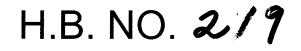
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H.B. NO. 219

INTRODUCED BY:

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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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