

---

---

# A BILL FOR AN ACT

RELATING TO FAMILY LEAVE.

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

1           SECTION 1. Section 398-3, Hawaii Revised Statutes, is  
2 amended by amending subsection (a) to read as follows:

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

8           (1) Upon the birth or adoption of a child by the employee;

9           (2) To care for the employee's child, spouse, reciprocal  
10           beneficiary, or parent, with a serious health  
11           condition; or

12           (3) For any qualifying exigency arising out of the fact  
13           that the employee's spouse, son, daughter, or parent  
14           is on covered active duty in the armed forces of the  
15           United States, as such conditions and terms are  
16           defined in Title 29 Code of Federal Regulations Part  
17           825, the federal Family and Medical Leave Act of 1993,  
18           as amended."



1 SECTION 2. Statutory material to be repealed is bracketed  
2 and stricken. New statutory material is underscored.

3 SECTION 3. This Act shall take effect on July 1, 2030.  
4



**Report Title:**

Family Leave; Military Deployment

**Description:**

Allows an employee with a family member in the United States armed forces who is on active duty or notified of a call to active duty, to use family leave for certain activities for which an employee may take military family leave under federal law. Effective July 1, 2030. (SD1)

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

