

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2013**

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HOUSE BILL 99*

Short Title: Caregiver Relief Act. (Public)

Sponsors: Representative Adams (Primary Sponsor).

For a complete list of Sponsors, refer to the North Carolina General Assembly Web Site.

Referred to: Health and Human Services, if favorable, Judiciary, if favorable, Appropriations.

February 14, 2013

A BILL TO BE ENTITLED
AN ACT AMENDING THE LABOR LAWS TO PROVIDE RELIEF FOR CAREGIVERS IN
THIS STATE.

Whereas, there are 1.2 million caregivers in North Carolina providing care to older and disabled adults; and

Whereas, North Carolina ranks 6th in the nation in the number of children under 18 living in households where a grandparent provides that child's primary care. The number of children cared for by their grandparents has increased over the last five years, from 86,000 in 2007 to 113,000 in 2011; and

Whereas, of the almost 100,000 grandparents responsible for their own grandchildren, 61,000 grandparents with caregiving responsibilities for grandchildren are working; and

Whereas, by 2030, North Carolina's population of aged 65 and older is expected to grow by 80%; and

Whereas, North Carolina's workforce is graying, with 40% of the workforce aged 45 and older with approximately 10% aged 60 and older, and those older workers have to tend to their own health needs as well as those of the persons that they are caring for; and

Whereas, numerous studies have shown that employees suffer severe financial hardship in order to be responsible family members and provide minor children and aging parents with the care they need; and

Whereas, North Carolinians who provide direct care for their family members prevent the worsening of illnesses and promote strong recovery; and

Whereas, employees with caregiving responsibilities experience poorer health as a result of the strain of balancing work and family duties, including significantly higher incidents of depression, diabetes, hypertension, or pulmonary disease regardless of age, gender, and work type; and

Whereas, it has been found that employees with care responsibilities add additional health care costs to employers due to their own poor health; and

Whereas, it has been found that caregiving supports in the workplace can save businesses significant money associated with reduced incidences of absenteeism, crisis in care, workday interruptions, supervisory time, and reduced hours; and

Whereas, in this economy, families are relying on broader caregiving arrangements that rely on grandparents, stepparents, in-laws, and siblings; and



- 1 c. Article 2A of Chapter 74 of the General Statutes.
2 d. G.S. 95-28.1.
3 e. Article 16 of Chapter 127A of the General Statutes.
4 f. G.S. 95-28.1A.
5 g. Article 52 of Chapter 143 of the General Statutes.
6 h. Article 5F of Chapter 90 of the General Statutes.
7 i. Article 24 of this Chapter.
8 (2) Cause any of the activities listed in subdivision (1) of this subsection to be
9 initiated on an employee's behalf.
10 (3) Exercise any right on behalf of the employee or any other employee afforded
11 by Article 2A or Article 16 of this Chapter, by Article 2A of Chapter 74 of
12 the General Statutes, or by Article 52 of Chapter 143 of the General Statutes.
13 (4) Comply with the provisions of Article 27 of Chapter 7B of the General
14 Statutes.
15 (5) Exercise rights under Chapter 50B. Actions brought under this subdivision
16 shall be in accordance with the provisions of G.S. 50B-5.5."
17 **SECTION 3.** This act becomes effective July 1, 2013, and applies to covered
18 employers and eligible employees on or after that date.