

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2015**

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HOUSE BILL 269*

Short Title: Caregiver Relief Act. (Public)

Sponsors: Representatives Fisher, Farmer-Butterfield, Cunningham, and L. Hall (Primary Sponsors).

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

Referred to: Children, Youth, and Families, if favorable, Judiciary I.

March 18, 2015

A BILL TO BE ENTITLED

AN ACT AMENDING THE LABOR LAWS TO PROVIDE RELIEF FOR CAREGIVERS IN THIS STATE.

Whereas, there are 1.73 million family caregivers in North Carolina providing care to an adult with limitations in daily activities at some time during the year; 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; and

Whereas, there are the almost 102,000 grandparents responsible for their own grandchildren, and

Whereas, families provide at least 80% of all care services needed to help their relatives live in their homes; 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 Chapter 126 of the General Statutes."

8 **SECTION 3.** This act becomes effective July 1, 2015, and applies to covered
9 employers and eligible employees on or after that date.