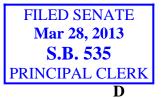
GENERAL ASSEMBLY OF NORTH CAROLINA SESSION 2013



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SENATE DRS35239-LR-47C* (02/05)

	Short Title:	Caregiver Relief Act.	(Public)			
	Sponsors: Senators Kinnaird, Parmon, and Bryant (Primary Sponsors).					
_	Referred to:					
1		A BILL TO BE ENTITLED				
2	AN ACT AMENDING THE LABOR LAWS TO PROVIDE RELIEF FOR CAREGIVERS IN					
3	THIS STATE.					
4	Whereas, there are 1.2 million caregivers in North Carolina providing care to olde					
5	and disabled adults; and					
6	Whereas, North Carolina ranks 6th in the nation in the number of children under 18					
7	living in households where a grandparent provides that child's primary care. The number of					
8	children cared for by their grandparents has increased over the last five years, from 86,000 in					
9	2007 to 113,000 in 2011; and					
10		hereas, of the almost 100,000 grandparents responsible for the				
11	grandchildren, 61,000 grandparents with caregiving responsibilities for grandchildren are					
12	working; and					
13		Whereas, by 2030, North Carolina's population of aged 65 and older is expected t				
14	grow by 80%;		a and 15			
15		hereas, North Carolina's workforce is graying, with 40% of the workforce				
16 17		h approximately 10% aged 60 and older, and those older workers have to the needs as well as those of the persons that they are caring for; and				
17		hereas, numerous studies have shown that employees suffer severe f	financial			
19		order to be responsible family members and provide minor children an				
20	-	he care they need; and	iu aging			
20	-	hereas, North Carolinians who provide direct care for their family n	nembers			
22		orsening of illnesses and promote strong recovery; and	nembers			
23	-	hereas, employees with caregiving responsibilities experience poorer here	alth as a			
24		train of balancing work and family duties, including significantly higher i				
25		, diabetes, hypertension, or pulmonary disease regardless of age, gender, a				
26	type; and	andores, hypertension, or pullionary alsease regaratess or age, gender, a	na woni			
27	• 1	hereas, it has been found that employees with care responsibilities add ac	Iditional			
28		sts to employers due to their own poor health; and				
29		hereas, it has been found that caregiving supports in the workplace c	can save			
30		ificant money associated with reduced incidences of absenteeism, crisis				
31		ruptions, supervisory time, and reduced hours; and	,			
32	Whereas, in this economy, families are relying on broader caregiving arrangements					
33	that rely on grandparents, stepparents, in-laws, and siblings; and					
34	Whereas, the federal Family and Medical Leave Act is a critical caregiving support					
35	but only accessible to eligible employees caring for immediate family members and no					
36	grandparents, grandchildren, siblings, or stepparents; Now, therefore,					



	General Assemb	oly of North Carolina	Session 2013	
1		f. G.S. 95-28.1A.		
2		g. Article 52 of Chapter 143 of the General Statutes.		
3		h. Article 5F of Chapter 90 of the General Statutes.		
4		i. Article 24 of this Chapter.		
5	(2)	Cause any of the activities listed in subdivision (1) of this	subsection to be	
6		initiated on an employee's behalf.		
7	(3)	Exercise any right on behalf of the employee or any other e	mployee afforded	
8		by Article 2A or Article 16 of this Chapter, by Article 2A	of Chapter 74 of	
9		the General Statutes, or by Article 52 of Chapter 143 of the	General Statutes.	
10	(4)	Comply with the provisions of Article 27 of Chapter 71	B of the General	
11		Statutes.		
12	(5)	Exercise rights under Chapter 50B. Actions brought under	r this subdivision	
13		shall be in accordance with the provisions of G.S. 50B-5.5.	,	
14	SECT	FION 3. This act becomes effective July 1, 2013, and ap	oplies to covered	
15	employers and eligible employees on or after that date.			