

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2019**

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HOUSE BILL 423*

Short Title: Caregiver Relief Act. (Public)

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

For a complete list of sponsors, refer to the North Carolina General Assembly web site.

Referred to: Aging, if favorable, Regulatory Reform, if favorable, Rules, Calendar, and Operations of the House

March 25, 2019

A BILL TO BE ENTITLED

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

Whereas, there are 1.3 million family caregivers in North Carolina providing care to an adult with limitations in daily activities at some time during the year; and

Whereas, families provide at least 80% of all care services needed to help their relatives live in their homes; and

Whereas, there were more than 98,000 North Carolina grandparents acting as primary caregivers for their grandchildren in 2017; and

Whereas, 58% of grandparents who are primary caregivers to their grandchildren are also still participating in the workforce; and

Whereas, North Carolina's population aged 65 and older is expected to double by 2050; and

Whereas, North Carolina's workforce is aging, with more than one million working people aged 50 years and older in 2017; 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 negative health outcomes 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, primary caregiver duties often rest on grandparents, grandchildren, stepparents, stepchildren, uncles, aunts, nieces, nephews, in-laws, and siblings; and



1 "(a) No person shall discriminate or take any retaliatory action against an employee
2 because the employee in good faith does or threatens to do any of the following:

3 (1) File a claim or complaint, initiate any inquiry, investigation, inspection,
4 proceeding or other action, or testify or provide information to any person
5 with respect to any of the following:

- 6 a. Chapter 97 of the General Statutes.
- 7 b. Article 2A or Article 16 of this Chapter.
- 8 c. Article 2A of Chapter 74 of the General Statutes.
- 9 d. G.S. 95-28.1.
- 10 e. Article 16 of Chapter 127A of the General Statutes.
- 11 f. G.S. 95-28.1A.
- 12 g. Article 52 of Chapter 143 of the General Statutes.
- 13 h. Article 5F of Chapter 90 of the General Statutes.
- 14 i. Article 24 of Chapter 95 of the General Statutes."

15 **SECTION 3.** This act becomes effective July 1, 2019, and applies to covered
16 employers and eligible employees on or after that date.