

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2019

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SENATE BILL DRS45096-LR-52B

Short Title: Caregiver Relief Act.

(Public)

Sponsors: Senators Robinson, Foushee, and Garrett (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 1.3 million family caregivers in North Carolina providing care to
5 an adult with limitations in daily activities at some time during the year; and

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

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

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

12 Whereas, North Carolina's population aged 65 and older is expected to double by
13 2050; and

14 Whereas, North Carolina's workforce is aging, with more than one million working
15 people aged 50 years and older in 2017; and

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

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

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

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

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

30 Whereas, primary caregiver duties often rest on grandparents, grandchildren,
31 stepparents, stepchildren, uncles, aunts, nieces, nephews, in-laws, and siblings; and

32 Whereas, the federal Family and Medical Leave Act is a critical caregiving support,
33 but is only accessible to eligible employees caring for immediate, nuclear family members; Now,
34 therefore,

35 The General Assembly of North Carolina enacts:



- 1 (1) File a claim or complaint, initiate any inquiry, investigation, inspection,
2 proceeding or other action, or testify or provide information to any person
3 with respect to any of the following:
 - 4 a. Chapter 97 of the General Statutes.
 - 5 b. Article 2A or Article 16 of this Chapter.
 - 6 c. Article 2A of Chapter 74 of the General Statutes.
 - 7 d. G.S. 95-28.1.
 - 8 e. Article 16 of Chapter 127A of the General Statutes.
 - 9 f. G.S. 95-28.1A.
 - 10 g. Article 52 of Chapter 143 of the General Statutes.
 - 11 h. Article 5F of Chapter 90 of the General Statutes.
 - 12 i. Article 24 of Chapter 95 of the General Statutes."

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