

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2017

H.B. 543
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HOUSE PRINCIPAL CLERK

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HOUSE BILL DRH20023-LR-52A* (02/23)

Short Title: Caregiver Relief Act. (Public)

Sponsors: Representatives Fisher, Farmer-Butterfield, Cunningham, and Insko (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 1.7 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, North Carolina in 2015 ranked sixth in the nation in the number of
7 children under 18 living in households where a grandparent provides the child's primary care;
8 and

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

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

13 Whereas, North Carolina's population aged 65 and older is expected to double by
14 2050; and

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

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

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

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

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

29 Whereas, it has been found that caregiving supports in the workplace can save
30 businesses significant money associated with reduced incidences of absenteeism, crisis in care,
31 workday interruptions, 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



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- 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 95 of the General Statutes."

8 **SECTION 3.** This act becomes effective July 1, 2017, and applies to covered
9 employers and eligible employees on or after that date.