ENGAGE PEO

Client Alert

Hawaii: Recent Amendments to Family Leave Law

WHAT'S NEW: Hawaii recently amended its family leave law to include qualifying military exigency as an authorized use of leave. The changes go into effect on **July 1, 2026**.

WHY IT MATTERS: Under Hawaii's existing family leave law, covered employers (i.e., employers with 100 or more employees) are required to provide up to 4 weeks of job protected unpaid leave per year to eligible employees for the birth of a child or to care for a family member with a serious health condition. As of July 1, 2026, qualifying military exigency is also a permissible use of the leave.

A "Qualifying Military Exigency" is defined as an exigency that is related to active-duty service by an employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent in the United States armed forces.

The notice requirements remain the same. Employees must provide the employer with prior notice in a manner that is reasonable and practicable.

For military exigencies, employers may ask eligible employees to provide a copy of official military orders.

WHAT EMPLOYERS SHOULD DO: Covered employers should update policies to reflect the new entitlement under the family leave law. A sample policy can be found here. Employers should also ensure that managers are aware of the new allowances under the law.

If you have any questions, please contact your HR Business Partner/Consultant.