



Holidays (Bereavement Leave for Miscarriage) Amendment Act 2021

Public Act 2021 No 10
Date of assent 30 March 2021
Commencement see section 2

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The Parliament of New Zealand enacts as follows:

1 Title

This Act is the Holidays (Bereavement Leave for Miscarriage) Amendment Act 2021.

2 Commencement

This Act comes into force on the day after the date on which it receives the Royal assent.

3 Principal Act

This Act amends the Holidays Act 2003 (the **principal Act**).

4 Section 69 amended (Bereavement leave)

- (1) In section 69(2)(b), replace “result of the death.” with “result of the death; or”.
- (2) In section 69(2), after paragraph (b), insert:

- (c) on the end of an employee’s pregnancy by way of a miscarriage or still-birth; or
- (d) on the end of another person’s pregnancy, by way of a miscarriage or still-birth, if the employee—
 - (i) is the person’s spouse or partner; or
 - (ii) is the person’s former spouse or partner and would have been a biological parent of a child born as a result of the pregnancy; or
 - (iii) had undertaken to be the primary carer (as described in section 7(1)(c) of the Parental Leave and Employment Protection Act 1987) of a child born as a result of the pregnancy; or
 - (iv) is the spouse or partner of a person who had undertaken to be the primary carer of a child born as a result of the pregnancy.

(3) After section 69(3), insert:

(4) In this section,—

miscarriage means the end of a pregnancy in the first 20 weeks of pregnancy other than as a result of abortion services provided in accordance with the Contraception, Sterilisation, and Abortion Act 1977

still-birth means a still-birth within the meaning of the Births, Deaths, Marriages, and Relationships Registration Act 1995 other than as a result of abortion services provided in accordance with the Contraception, Sterilisation, and Abortion Act 1977.

5 Section 70 amended (Duration of bereavement leave)

In section 70(1), replace paragraph (a) with:

- (a) 3 days’ bereavement leave for each type of bereavement described in section 69(2)(a), (c), and (d); and

Legislative history

27 June 2019	Introduction (Bill 159–1)
10 December 2019	First reading and referral to Education and Workforce Committee
27 July 2020	Reported from Education and Workforce Committee (Bill 159–2)
29 July 2020	Second reading
10 March 2021	Committee of the whole House
24 March 2021	Third reading
30 March 2021	Royal assent

This Act is administered by the Ministry of Business, Innovation, and Employment.