

HB 1449 -- FAMILY EDUCATION LEAVE ACT

SPONSOR: May

This bill establishes the "Family Education Leave Act" that requires an employer to allow an employee who is a parent or legal guardian of a minor child to take up to eight hours of unpaid leave for each child in any academic year to attend academic activities for or with the child. An employer may require that the leave not be taken in increments longer than three hours and the employee to provide written verification of the activity. The bill establishes procedures for the employee to give notice of intent to use the leave. An employer's ability to deny leave is limited to circumstances that would be disruptive or cause unusual difficulty in the business or would endanger the public safety or welfare. An employer cannot discharge, threaten, or otherwise discriminate against an employee regarding the employee's compensation, terms, conditions, location, or employment privileges because he or she requests or takes the leave.