1   State of Arkansas   *As Engrossed: S2/3/03   S3/4/03*

2   84th General Assembly   **A Bill**

3   Regular Session, 2003   SENATE BILL 35

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5   By: Senator J. Jeffress

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8   **For An Act To Be Entitled**

9   AN ACT TO ENCOURAGE PARENTAL INVOLVEMENT IN THEIR

10   CHILD'S EDUCATION BY REQUIRING EMPLOYERS TO ALLOW

11   PARENTS TO TAKE UNPAID LEAVE TO ATTEND PARENT-

12   TEACHERS CONFERENCES; AND FOR OTHER PURPOSES.

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14   **Subtitle**

15   AN ACT TO ENCOURAGE PARENTAL INVOLVEMENT

16   IN THEIR CHILD'S EDUCATION BY REQUIRING

17   EMPLOYERS TO ALLOW PARENTS TO TAKE

18   UNPAID LEAVE TO ATTEND PARENT-TEACHERS

19   CONFERENCES.

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22   BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

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24   SECTION 1. Arkansas Code Title 11, Chapter 4, Subchapter 6, is amended

25   to add an additional section to read as follows:

26   11-4-613. Unpaid leave to attend parent-teacher conferences.

27   (a) For purposes of this section:

28   (1) "Employee" means a person performing work or service of any

29   kind or character for compensation;

30   (2) "Employer" means a person employing a person for

31   compensation;

32   (3) "Parent" means:

33   (A) A natural parent; or

34   (B) A person with whom the student resides if the person

35   is:

36   (i) A stepparent;

1   (ii) Legal guardian;

2   (iii) Person in loco parentis; or

3   (iv) Person who has legal custody of a student under

4   a court order; and

5   *(4) "Parent-teacher conference" means a meeting regularly*

6   scheduled by a school district for the purpose of allowing a parent to meet

7   with their child's teacher to discuss a student's academic progress.

8   (b)(1) All employers shall allow an employee who is a parent and has a

9   child enrolled in Arkansas public schools to take unpaid leave to attend a

10   parent-teacher conference.

11   *(2) The unpaid leave shall be allowed up to but no less than two*

12   *(2) times* during the school year.

13   (3) Each unpaid leave for a parent-teacher conference shall be

14   *up to but no less than three (3) hours.*

15   *(4) No less than ten (10) calendar days prior to the taking of*

16   *leave to attend a parent-teacher conference, the employee shall provide*

17   *written notification of his or her intent to his or her immediate supervisor*

18   *or other appropriate person necessary to obtain leave authorization.*

19   *(5) Upon request by the parent, the school district shall*

20   *provide written verification of the parent's attendance at the parent-teacher*

21   *conference, which shall include the name of the parent, the date of the*

22   *parent-teacher conference, the time of the parent-teacher conference, and a*

23   *statement confirming the employee's attendance.*

24   (c) No employer shall retaliate against any employee who exercises the

25   option created under this section.

26   (d)(1) It shall be the duty of the Director of the Department of Labor

27   to enforce the provisions of this section in accordance with all of the

28   rights and duties allowed the director under Title 11, Chapter 2 of the

29   Arkansas Code.

30   (2) Any employer who fails to comply with, or directly or

31   indirectly evades the provisions of this section, shall be deemed guilty of a

32   misdemeanor punishable by a fine of not less than one hundred dollars ($100)

33   nor more than one thousand dollars ($1000) to be paid into the common school

34   fund for the school district in which the parent-teacher conference was

35   *schedule.*

36   *(e)(1) The Governor may, by proclamation, suspend the provisions of*

1   *this section during times of state or national crisis, or other times the*

2   *Governor deems necessary to ensure sufficient levels of production in the*

3   *workplace.*

4   *(2)   The Governor shall cause any proclamation under subsection*

5   *(e) to be:*

6   *(A)   Published in a newspaper in general circulation for no*

7   *less than five (5) days; and*

8   *(B)   To be delivered to the Co-chairs of the Legislative*

9   *Council of the General Assembly.*

10   */s/ J. Jeffress*

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