

House Bill 1058

By: Representatives Bruce of the 45<sup>th</sup>, Williams of the 128<sup>th</sup>, Murphy of the 97<sup>th</sup>, Mosby of the 59<sup>th</sup>, Post 3, Ashe of the 42<sup>nd</sup>, Post 2, and others

A BILL TO BE ENTITLED  
AN ACT

1 To amend Article 4A of Chapter 2 of Title 20 of the Official Code of Georgia Annotated,  
2 relating to community involvement in education, so as to enact the "Parental Leave Act"; to  
3 provide that an employee who is a parent of a child or children enrolled in a local school  
4 system shall be permitted time off from his or her employment to attend a school related  
5 event; to provide for stipulations; to provide that an employer may not discriminate against  
6 an employee for taking leave in order to attend a school related event; to provide for related  
7 matters; to repeal conflicting laws; and for other purposes.

8 **BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:**

9 **SECTION 1.**

10 This Act shall be known and may be cited as the "Parental Leave Act."

11 **SECTION 2.**

12 Article 4A of Chapter 2 of Title 20 of the Official Code of Georgia Annotated, relating to  
13 community involvement in education, is amended by inserting at the end thereof a new Code  
14 Section 20-2-87 to read as follows:

15 "20-2-87.

16 (a) As used in this Code section, the term 'employer' means any person or entity that  
17 employs one or more employees and shall include the state and its political subdivisions.

18 (b) Any employee in this state who is the parent, legal guardian, or custodian of a child or  
19 children enrolled in a local school system shall, upon reasonable notice to his or her  
20 employer, be permitted by his or her employer to take time off from his or her employment  
21 to attend parent-teacher conferences, volunteer at the school, or participate in other school  
22 related activities; provided, however, that such time off shall not exceed eight hours per  
23 school year. The employer may specify the hours during which the employee may absent  
24 himself or herself as provided in this Code section and may require validation of such  
25 employee's school visit by a school administrator.

1 (c) Nothing in this Code section shall be construed to require the leave be paid; except that  
2 an employee may substitute any accrued paid vacation leave or other appropriate paid leave  
3 for any part of the leave taken under this Code section.

4 (d) It shall be unlawful for any employer or the agent of such employer to discharge,  
5 discipline, or otherwise penalize an employee for using leave pursuant to this Code section.

6 (e) Any employer or agent of such employer who violates this Code section shall be liable  
7 to the injured employee for all actual damages thereby suffered by the employee and for  
8 reasonable attorney's fees incurred by the employee in asserting a successful claim under  
9 this Code section."

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### **SECTION 3.**

11 All laws and parts of laws in conflict with this Act are repealed.