

SENATE BILL No. 343

By Senator Faust-Goudeau

1-5

9 AN ACT concerning labor and employment; relating to leave for school-
10 related educational activities.

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12 *Be it enacted by the Legislature of the State of Kansas:*

13 Section 1. (a) An employer with 50 or more employees working each
14 working day in 20 or more calendar weeks in the current calendar year
15 may not discharge or in any manner discriminate or retaliate against an
16 employee who is a parent, guardian or custodian of a child enrolled in
17 school for taking time off to be actively involved and participate in school-
18 related educational activities of the child.

19 (b) An employer shall provide to each qualifying employee 30 hours
20 of leave for school-related educational activities of the employee's child
21 during an academic year. The leave:

22 (1) May be unpaid at the employer's discretion;

23 (2) may be taken at a time mutually agreed upon by the employer
24 and employee in increments of at least one hour; and

25 (3) is in addition to emergencies or conferences required by the
26 school administration.

27 (c) An employer may require documentation for verification of the
28 school-related educational activity.

29 (d) Collective bargaining agreements may supersede the require-
30 ments of this section if provisions for similar protections and leave policies
31 exist.

32 Sec. 2. This act shall take effect and be in force from and after its
33 publication in the statute book.