

HOUSE BILL No. 2022

By Representative Swenson

1-15

AN ACT concerning labor and employment; employee benefits; leave.

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

Section 1. (a) The legislature hereby finds and declares that a key to the enhancement of the Kansas public education system can come from the active participation of a parent in the education of such parent's child by attending school conferences and related activities as defined by this section.

(b) Every employer as defined in K.S.A. 44-313, and amendments thereto, shall provide every employee leave from work of up to a total of 24 hours during any twelve-month period to attend, observe or participate in conferences or classroom activities related to the employee's dependent children, for whom such employee is the legal guardian, that are conducted at the child's school or day care center, if the conferences or classroom activities cannot reasonably be scheduled during the nonwork hours of the employee. An employee who wishes to request leave under this section shall provide reasonable notice to the employer prior to the leave and make a reasonable effort to schedule the leave so as not to unduly disrupt the operations of the employer.

For purposes of this section "related activities" means all educational related activities including: Field trips; conferences; physician, dentist or counselor visits; classroom holiday celebrations; the observation or monitoring of services or programs relating to the employee's child or any other activity or appointment reasonably related to a child's education or rearing.

(c) An employer is not required to pay an employee for any time taken as leave pursuant to this section. However, an employee shall be permitted to substitute any accrued vacation time or other appropriate paid leave for any leave taken pursuant to this section.

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