

HOUSE BILL No. 2541

By Committee on Children and Families

1-25

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

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

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

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

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

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

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

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

21 (d) Collective bargaining agreements may supersede the requirements
22 of this section if provisions for similar protections and leave policies exist.

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

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