



Legislative Council Staff

Research Note

Version: Final

Date: 03/10/2016

Bill Number

House Bill 16-1002

Sponsors

***Representative Buckner
Senator Kerr***

Short Title

***Employee Leave Attend Child's
Academic Activities***

Research Analyst

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Status

This research note reflects the final version of the bill. The bill was postponed indefinitely by the Senate State, Veterans, and Military Affairs Committee on March 9, 2016.

Summary

This bill requires employers to allow employees up to six hours of unpaid leave every month, not to exceed 18 hours in any academic year, in order to attend academic activities. The bill applies to parents or legal guardians of children enrolled in kindergarten through twelfth grade. Academic activities are defined as meetings, or conferences relating to an employee's child or a child for whom the employee has legal responsibility. Included in this definition are parent-teacher conferences and special education meetings.

The bill also allows employers and employees to reach agreements wherein employees make up the lost work time during the same work week. The bill requires employers to provide proportional leave for part-time employees, and provides exemptions for employers in cases of emergency, halt of service or production, or endangerment of a person's health or safety.

The bill allows employers to require written verification from a school or school district, and requires employees to attempt to schedule academic activities outside of work hours. Employees are required to provide one week's advance notice or to notify their employers as soon as they become aware of the academic activity. Employers who provide paid sick, vacation, or personal leave in excess of the bill's requirements are exempted, and school districts are required to notify parents of the new law.

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Background

This bill reenacts and modifies the Parental Involvement in K-12 Education Act that was originally established by House Bill 09-1057 and repealed on September 1, 2015. The 2009 act did not:

- require school districts, charter schools, or the Colorado State Advisory Council for Parent Involvement in Education (SACPIE) to notify parents about the act; or
- continue indefinitely.

House Action

House Education Committee (January 25 and 27, 2016). At the hearing, representatives from the American Federation of Teachers, Bell Policy Center, Colorado Children's Campaign, Colorado Parent Teacher Association (PTA), and 9 to 5 Colorado testified in support of the bill. Six parents and children testified in support of the bill and spoke about the benefits of parental involvement in a child's education, and the challenges faced by working parents who would like to stay involved.

The committee adopted amendment L.003, and referred the bill, as amended to the House Committee of the Whole. Amendment L.003 strikes the portions of the bill that extend its provisions to parents of preschoolers, and the portions that allow parents to use time off to attend academic achievement ceremonies and meetings other than special education meetings.

House second reading (February 3, 2016). The House adopted the House Education Committee report and Amendment No. 2. The amendment changed the title of the bill, from "A Bill for an Act Concerning Parental Involvement in a Child's Academic Activities" to "A Bill for an Act Concerning the Ability of an Employee of an Employer Who Employs at Least 50 Employees to Take Up To Eighteen Hours of Leave From Work for Purposes of Attending His or Her Child's Academic Activities."

House third reading (February 4, 2016). The House passed the bill on third reading with no amendments.

Senate Action

Senate State, Veterans, and Military Affairs Committee (March 9, 2016). At the hearing, representatives from 9 to 5 Colorado, the Colorado League of Charter Schools, the Bell Policy Center, the Colorado Children's Campaign, the Colorado Parent Teacher Association, the Colorado Education Association, the American Federation of Teachers Colorado, the Women's Lobby of Colorado, and the Junior League spoke in support of the bill. The committee postponed the bill indefinitely.