

FIRST REGULAR SESSION

# HOUSE BILL NO. 175

98TH GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVE MAY.

0350L.011

D. ADAM CRUMBLISS, Chief Clerk

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## AN ACT

To amend chapter 160, RSMo, by adding thereto one new section relating to unpaid leave for employees to attend academic activities of their children.

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*Be it enacted by the General Assembly of the state of Missouri, as follows:*

Section A. Chapter 160, RSMo, is amended by adding thereto one new section, to be  
2 known as section 160.940, to read as follows:

**160.940. 1. The provisions of this section shall be known as the "Family Education  
2 Leave Act". As used in this section, the following terms mean:**

3 **(1) "Academic activity", a parent-teacher conference, tutoring, or other activity or  
4 event related to the educational advancement of a parent's or legal guardian's child;**

5 **(2) "Academic year", the period, not to exceed twelve consecutive months, allotted  
6 by a school for the completion of one grade level of study;**

7 **(3) "Employee", does not include an independent contractor, a domestic servant  
8 employed in or about a private home, or a farm or ranch laborer;**

9 **(4) "Employer", a person, including the state of Missouri and all political  
10 subdivisions of the state, that regularly employs one or more full-time employees.**

11 **2. Except as provided in subsection 4 of this section, an employer shall allow each  
12 of his or her employees who is a parent or legal guardian of a minor child to request and  
13 take unpaid leave, not to exceed eight hours for each minor child in any academic year, for  
14 the purpose of attending an academic activity for or with the minor child. An employer  
15 may require that the leave be taken in no longer than three-hour increments and that the  
16 employee provide written verification from the school or school district of the academic  
17 activity.**

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

18           **3. An employee shall provide the employer with notice of the intent to use leave**  
19 **under this section seven or more days in advance of the academic activity. If the employee**  
20 **cannot provide the notice seven days in advance due to an emergency, the employee shall**  
21 **provide the employer with notice of the intent to use the leave as soon as possible. The**  
22 **notice to the employer shall include the written verification specified in subsection 2 of this**  
23 **section if required by the employer. An employee may elect to substitute accrued paid**  
24 **leave for the unpaid leave provided under this section. An employee shall make reasonable**  
25 **efforts to schedule academic activities for which leave may be taken under this section**  
26 **outside of the employee's regular work hours.**

27           **4. An employer may deny use of leave requested under this section only if granting**  
28 **the leave would disrupt or cause unusual difficulty in the employer's business or endanger**  
29 **the public safety or welfare.**

30           **5. An employer shall not discharge, threaten, or otherwise discriminate against an**  
31 **employee regarding the employee's compensation, terms, conditions, location, or privileges**  
32 **of employment because the employee requests or takes leave under this section.**

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