



General Assembly

January Session, 2013

Raised Bill No. 6501

LCO No. 3792



Referred to Committee on CHILDREN

Introduced by:
(KID)

AN ACT CONCERNING PARENTAL ENGAGEMENT.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective January 1, 2014*) (a) For the purposes of
2 this section and section 2 of this act:

3 (1) "Employer" means any person who directly or indirectly owns,
4 operates or has a controlling interest in an activity, enterprise or
5 business employing ten or more employees as determined on July first
6 annually;

7 (2) "Employee" means any individual engaged in service to an
8 employer in the business of the employer;

9 (3) "Eligible employee" means an employee who is a parent,
10 guardian or grandparent having custody of one or more children in
11 kindergarten to grade twelve, inclusive, or one or more children
12 attending a child-care facility licensed pursuant to section 17a-145 of
13 the general statutes;

14 (4) "Parental leave" means an employer-approved absence from

15 work for the purpose of attending a qualified school-related activity;

16 (5) "Spouse" means a husband or wife, as the case may be;

17 (6) "School" means a public or private school providing instruction
18 to students in kindergarten to grade twelve, inclusive, or a child-care
19 facility licensed pursuant to section 17a-145 of the general statutes;

20 (7) "School year" means the twelve months ending on June thirtieth
21 of each year; and

22 (8) "Qualified school-related activity" means school-related activities
23 or events organized to include parental involvement, including, but
24 not limited to: (1) Parent-teacher conferences, back-to-school night or
25 field trips involving an eligible employee's child; (2) meetings of a
26 school governance council organized pursuant to section 10-223j of the
27 general statutes, a turnaround committee organized pursuant to
28 section 10-223h of the general statutes or any other school or district
29 sanctioned advisory body that serves the educational interests of an
30 eligible employee's child; and (3) school visits to attend to the
31 immediate needs or well-being of an eligible employee's child,
32 meetings with teaching staff or pupil personnel staff or other school-
33 sponsored meetings that involve the educational interests of an eligible
34 employee's child.

35 (b) (1) Subject to the provisions of this section and section 2 of this
36 act, beginning July 1, 2014, and each July first thereafter, an employer
37 shall grant an eligible employee twenty hours of parental leave during
38 a school year to participate in qualified school-related activities.

39 (2) Nothing in this section shall be construed to preclude an
40 employer from granting more than twenty hours of parental leave at
41 such employer's discretion or subject to the employee's collective
42 bargaining agreements.

43 (3) An eligible employee shall utilize existing vacation, personal

44 leave, compensatory time off or unpaid leave for purposes of the
45 parental leave authorized by this section, unless otherwise provided
46 by a collective bargaining agreement entered into before the effective
47 date of this section. The entitlement of any eligible employee under
48 this section shall not be diminished by any collective bargaining
49 agreement term or condition that is agreed to on or after the effective
50 date of this section.

51 (4) Notwithstanding subdivision (3) of this subsection, in the event
52 that all permanent, full-time employees of an employer are accorded
53 vacation during the same period of time in a calendar year, an eligible
54 employee of that employer may not utilize that accrued vacation
55 benefit at any other time for purposes of the parental leave authorized
56 by this section.

57 (5) If requested by the employer, the eligible employee shall provide
58 documentation that he or she used or plans to use parental leave to
59 participate in a qualified school-related activity on a specific date and
60 at a particular time. For purposes of this subdivision, "documentation"
61 means whatever written verification of parental participation the
62 school deems appropriate and reasonable.

63 (6) If an individual and his or her spouse are employed by the same
64 employer and both are eligible employees, such employer may grant
65 parental leave to only one of such eligible employees and may limit the
66 total leave for such eligible employees to twenty hours total.

67 (c) The Labor Department shall enforce compliance with the
68 provisions of this section.

69 Sec. 2. (NEW) (*Effective January 1, 2014*) (a) (1) No employer shall
70 interfere with, restrain or deny the exercise of, or the attempt to
71 exercise, any right provided under section 1 of this act.

72 (2) No employer shall discharge or cause to be discharged, or in any
73 other manner discriminate against, any individual for opposing any

74 practice made unlawful by subdivision (1) of this subsection or
75 because such employee has exercised the rights afforded to such
76 employee under section 1 of this act.

77 (b) No person shall discharge or discipline or cause to be discharged
78 or disciplined, or in any other manner discriminate, intimidate or
79 make threats against any individual because such individual: (1) Has
80 filed any charge, or has instituted or caused to be instituted any
81 proceeding, under or related to section 1 of this act; (2) has given, or is
82 about to give, any information in connection with any inquiry or
83 proceeding relating to any right provided under section 1 of this act; or
84 (3) has testified, or is about to testify, in any inquiry or proceeding
85 relating to any right provided under section 1 of this act.

86 (c) (1) No employer shall deny a qualified employee his or her right
87 to use up to twenty hours of parental leave for a qualified school-
88 related activity or to discharge, threaten to discharge, demote, suspend
89 or in any manner discriminate against an employee for using or
90 attempting to use such parental leave to attend to a qualified school-
91 related activity.

92 (2) Any employee aggrieved by a violation of this subsection may
93 file a complaint with the Labor Commissioner alleging violation of the
94 provisions of subdivision (1) of this subsection. Upon receipt of any
95 such complaint, the commissioner shall hold a hearing. After the
96 hearing, the commissioner shall send each party a written copy of the
97 commissioner's decision. The commissioner may award the employee
98 all appropriate relief, including rehiring or reinstatement to the
99 employee's previous job, payment of back wages and reestablishment
100 of employee benefits to which the employee otherwise would have
101 been eligible if a violation of subdivision (1) of this subsection had not
102 occurred. Any party aggrieved by the decision of the commissioner
103 may appeal the decision to the Superior Court in accordance with the
104 provisions of chapter 54 of the general statutes.

105 (3) The rights and remedies specified in this subsection are
106 cumulative and nonexclusive and are in addition to any other rights or
107 remedies afforded by contract or under other provisions of law.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>January 1, 2014</i>	New section
Sec. 2	<i>January 1, 2014</i>	New section

Statement of Purpose:

To allow a parent, guardian or grandparent having custody of a school age child to take up to twenty hours of parental leave annually from their employment to attend qualified school-related activities involving such child.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]