

1 3. THE TERM "EMPLOYER" MEANS ANY OF THE FOLLOWING: A STATE AGENCY,
2 OFFICER, OR DEPARTMENT, A UNIT OF LOCAL GOVERNMENT, A SCHOOL DISTRICT,
3 AN INDIVIDUAL, A CORPORATION, A PARTNERSHIP, AN ASSOCIATION, OR A
4 NONPROFIT ORGANIZATION WHICH EMPLOYS FIFTY OR MORE EMPLOYEES IN THE
5 STATE OF NEW YORK.

6 4. THE TERM "CHILD" MEANS A BIOLOGICAL, ADOPTED OR FOSTER CHILD, A
7 STEPCHILD OR A LEGAL WARD OF AN EMPLOYEE WHO IS ENROLLED IN A PRIMARY OR
8 SECONDARY PUBLIC OR PRIVATE SCHOOL IN THIS STATE.

9 5. THE TERM "SCHOOL" MEANS ANY PUBLIC OR PRIVATE PRIMARY OR SECONDARY
10 SCHOOL OR EDUCATIONAL FACILITY LOCATED IN THIS STATE.

11 6. THE TERM "SCHOOL ADMINISTRATOR" MEANS A PRINCIPAL OR SIMILAR ADMIN-
12 ISTRATOR WHO IS RESPONSIBLE FOR THE OPERATIONS OF A SCHOOL.

13 S 751. SCHOOL CONFERENCE AND ACTIVITY LEAVE. 1. AN EMPLOYER MUST GRANT
14 AN EMPLOYEE LEAVE OF UP TO A TOTAL OF TWENTY HOURS DURING ANY SCHOOL
15 YEAR, NO MORE THAN FOUR HOURS OF WHICH MAY BE TAKEN ON ANY GIVEN DAY, TO
16 ATTEND SCHOOL CONFERENCES OR CLASSROOM ACTIVITIES RELATED TO THE EMPLOY-
17 EE'S CHILD IF THE CONFERENCE OR CLASSROOM ACTIVITIES CANNOT BE SCHEDULED
18 DURING NONWORK HOURS; HOWEVER, NO LEAVE MAY BE TAKEN BY AN EMPLOYEE OF
19 AN EMPLOYER THAT IS SUBJECT TO THE PROVISIONS OF THIS ARTICLE UNLESS THE
20 EMPLOYEE HAS EXHAUSTED ALL ACCRUED VACATION LEAVE, PERSONAL LEAVE,
21 COMPENSATORY LEAVE AND ANY OTHER LEAVE THAT MAY BE GRANTED TO THE
22 EMPLOYEE EXCEPT SICK LEAVE AND DISABILITY LEAVE. BEFORE ARRANGING
23 ATTENDANCE AT ANY SUCH CONFERENCE OR ACTIVITY, THE EMPLOYEE SHALL
24 PROVIDE THE EMPLOYER WITH A WRITTEN REQUEST FOR LEAVE AT LEAST SEVEN
25 DAYS PRIOR TO THE TIME THE EMPLOYEE IS REQUIRED TO UTILIZE SUCH LEAVE.
26 IN EMERGENCY SITUATIONS, NO MORE THAN TWENTY-FOUR HOURS NOTICE SHALL BE
27 REQUIRED. THE EMPLOYEE MUST CONSULT WITH THE EMPLOYER TO SCHEDULE THE
28 LEAVE SO AS NOT TO UNDULY DISRUPT THE OPERATIONS OF THE EMPLOYER.

29 2. FOR REGULARLY SCHEDULED, NONEMERGENCY CONFERENCES OR ACTIVITIES,
30 SCHOOLS SHALL MAKE TIME AVAILABLE FOR SUCH CONFERENCES OR ACTIVITIES
31 DURING BOTH REGULAR SCHOOL HOURS AND EVENING HOURS. WHENEVER POSSIBLE,
32 SCHOOLS SHALL NOTIFY THE PARENT OR GUARDIAN IN WRITING OF THE NECESSITY
33 OF ATTENDANCE AT A CONFERENCE OR ACTIVITY AT LEAST SEVEN DAYS PRIOR TO
34 THE CONFERENCE OR ACTIVITY IN ORDER TO ENSURE THE PARENT OR GUARDIAN'S
35 ABILITY TO COMPLY WITH SUBDIVISION ONE OF THIS SECTION.

36 S 752. REIMBURSEMENT FOR LOST WAGES. 1. A PARENT OR GUARDIAN WHOSE
37 ANNUAL SALARY EQUIVALENT IS NOT GREATER THAN ONE HUNDRED FIFTY PERCENT
38 OF POVERTY LEVEL, WHO ATTENDS A SCHOOL CONFERENCE OR ACTIVITY PURSUANT
39 TO THIS ARTICLE SHALL RECEIVE COMPENSATION FOR LOST WAGES IN THE AMOUNT
40 OF THE CURRENT MINIMUM WAGE PLUS TWO DOLLARS PER HOUR OR NO MORE THAN
41 HIS OR HER CURRENT WAGE, WHICHEVER IS LESS.

42 2. REIMBURSEMENT SHALL BE MADE AVAILABLE BY THE SCHOOL WHERE THE
43 CONFERENCE OR ACTIVITY IS HELD. THE SCHOOL SHALL COMPLETE A VOUCHER TO
44 BE SUBMITTED TO THE COMMISSIONER OF EDUCATION WHO SHALL REMIT REIMBURSE-
45 MENT DIRECTLY TO THE PARENT OR GUARDIAN. THE PARENT OR GUARDIAN MUST
46 SHOW ACCEPTABLE PROOF OF LOST WAGES.

47 3. THE COMMISSIONER OF EDUCATION IS AUTHORIZED TO PROMULGATE ANY RULES
48 AND REGULATIONS NECESSARY FOR THE EFFECTIVE IMPLEMENTATION OF THIS
49 SECTION.

50 S 753. NOTIFICATION. THE COMMISSIONER OF EDUCATION SHALL NOTIFY EACH
51 PUBLIC AND PRIVATE PRIMARY AND SECONDARY SCHOOL REGARDING THE PROVISIONS
52 OF THIS ARTICLE. EACH PUBLIC AND PRIVATE SCHOOL SHALL NOTIFY PARENTS OR
53 GUARDIANS OF THE SCHOOL'S STUDENTS OF ITS SCHOOL VISITATION POLICY. THE
54 DEPARTMENT SHALL NOTIFY EMPLOYERS REGARDING THE PROVISIONS OF THIS
55 ARTICLE.

1 S 754. VERIFICATION. UPON COMPLETION OF SCHOOL CONFERENCE AND ACTIVITY
2 LEAVE BY A PARENT OR GUARDIAN AND IF REQUESTED, THE SCHOOL ADMINIS-
3 TRATION SHALL PROVIDE THE PARENT OR GUARDIAN DOCUMENTATION VERIFYING THE
4 SCHOOL VISIT. EMPLOYERS MAY REQUEST THIS VERIFICATION AND EMPLOYEES MUST
5 SUBMIT SAME.

6 S 755. EMPLOYEE RIGHTS. NOTHING IN THIS ARTICLE SHALL BE CONSTRUED TO
7 AFFECT AN EMPLOYER'S OBLIGATION TO COMPLY WITH ANY COLLECTIVE BARGAINING
8 AGREEMENT OR EMPLOYEE BENEFIT PLAN. NOTHING IN THIS ARTICLE SHALL
9 PREVENT AN EMPLOYER FROM APPROVING SCHOOL CONFERENCE AND ACTIVITY LEAVE
10 IN EXCESS OF THE REQUIREMENTS OF THIS ARTICLE.

11 S 756. LIMITS ON LEAVE. NO EMPLOYER THAT IS SUBJECT TO THE PROVISIONS
12 OF THIS ARTICLE IS REQUIRED TO GRANT SCHOOL CONFERENCE AND ACTIVITY
13 LEAVE TO AN EMPLOYEE IF GRANTING THE LEAVE WOULD RESULT IN MORE THAN
14 FIVE PERCENT OF THE EMPLOYER'S WORK FORCE TAKING SCHOOL CONFERENCE OR
15 ACTIVITY LEAVE AT THE SAME TIME.

16 S 3. This act shall take effect on the one hundred twentieth day after
17 it shall have become a law.