

# STATE OF NEW YORK

3749--A

2017-2018 Regular Sessions

## IN SENATE

January 26, 2017

Introduced by Sen. PARKER -- read twice and ordered printed, and when printed to be committed to the Committee on Labor -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the labor law and the education law, in relation to the parental involvement leave act

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. The labor law is amended by adding a new article 21 to read as follows:

### ARTICLE 21

#### PARENTAL INVOLVEMENT LEAVE ACT

##### Section 750. Short title.

##### 751. Definitions.

##### 752. School-related event leave.

##### 753. Employee notice.

##### 754. Employee rights.

##### 755. Notification.

##### 756. Administrative enforcement and penalties.

##### 757. Existing rights and remedies preserved.

§ 750. Short title. This article shall be known and may be cited as the "parental involvement leave act".

§ 751. Definitions. As used in this article:

1. "Employee" shall mean any person employed for hire by an employer in any employment upon the completion of four weeks of employment for a full-time employee or twenty-five days of employment for a part-time employee;

2. "Employer" shall mean any person or entity employing any individual in any occupation, industry, trade, business or service including, but not limited to, any of the following: a state agency, officer or department, a unit of local government, a school district, an individual, a

EXPLANATION--Matter in italics (underscored) is new; matter in brackets [-] is old law to be omitted.

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1 corporation, a partnership, an association, or a non-profit organiza-  
2 tion;

3 3. "Child" shall mean a biological, adopted or foster child, stepchild  
4 or legal ward, a child of a domestic partner (as defined in subdivision  
5 one of section four of the workers' compensation law), or a child to  
6 whom the employee stands in loco parentis who is enrolled in a school as  
7 defined in subdivision five of this section;

8 4. "Parent" means a biological, foster, or adopted parent, a steppar-  
9 ent, a legal guardian, or grandparent of, or a person who stands in loco  
10 parentis to a child;

11 5. "School" means any public or private pre-kindergarten program,  
12 elementary, or secondary school, licensed child-care facility, or educa-  
13 tional facility located within the state;

14 6. "School-related event" shall mean an event related to a child's  
15 academic achievement or to the pursuit of educational services and  
16 programs, including but not limited to, a parent-teacher meeting, a  
17 disciplinary proceeding, an individualized education plan meeting, a  
18 class presentation, a parent workshop, or an interview for a new school;  
19 and

20 7. "Retaliation" shall include any threat, discipline, discharge,  
21 demotion, suspension, reduction in employee hours, transfer to unfavora-  
22 ble shifts, denial of favorable shifts, or any other adverse employment  
23 action against any employee for exercising or attempting to exercise any  
24 right guaranteed under this article.

25 § 752. School-related event leave. An employer shall grant an employ-  
26 ee unpaid leave of up to a total of twenty-four hours during any twelve  
27 month period, to attend or participate in any school-related events  
28 related to the employee's child if the school-related event cannot be  
29 reasonably scheduled during non-work hours. Such leave shall be limited  
30 to four hours on any given day unless such attendance or participation  
31 cannot reasonably be accomplished within four hours.

32 § 753. Employee notice. 1. If the necessity for leave under this arti-  
33 cle is foreseeable, the employee shall provide the employer with at  
34 least seven days' notice before the date that leave is required. If the  
35 necessity for leave is not foreseeable or is otherwise deemed an emer-  
36 gency, the employee shall provide such notice as is practicable.

37 2. If requested by the employer, an employee shall provide documenta-  
38 tion, as soon as practicable either preceding or soon after the school-  
39 related event, from the school as proof that he or she engaged in  
40 school-related activities permitted in section seven hundred fifty-two  
41 of this article on a specific date and at a particular time. For  
42 purposes of this subdivision, "documentation" shall mean written verifi-  
43 cation that the school deems appropriate and reasonable.

44 § 754. Employee rights. 1. Retaliation against an employee by an  
45 employer for exercising his or her rights under this section shall be  
46 prohibited. Nothing in this article shall be construed to supersede or  
47 replace or diminish in any way section two hundred fifteen of this chap-  
48 ter.

49 2. The leave provided by this article shall consist of unpaid leave  
50 unless the employee elects to use any paid leave, including but not  
51 limited to, vacation or personal leave.

52 § 755. Notification. 1. The department shall develop courses of  
53 instruction and conduct ongoing public education efforts as necessary to  
54 inform employers, employees, employment agencies, and job applicants  
55 about their rights and responsibilities under this article. The depart-  
56 ment shall work with the department of education to notify each public

1 and private primary and secondary school regarding the provisions of  
2 this article.

3 2. The department of education shall notify each school regarding the  
4 provisions of this article. Each public and private school shall notify  
5 parents with a child enrolled in the school of the school-related event  
6 leave policy provided under this article.

7 § 756. Administrative enforcement and penalties. 1. Any employee,  
8 person or organization acting on the employee's behalf, or the recog-  
9 nized and certified collective bargaining agent acting on the employee's  
10 behalf, may file with the commissioner a complaint regarding a violation  
11 of this article within one year from the date of the alleged violation  
12 against the employer who violates this article.

13 2. The commissioner shall have the power to require employers to  
14 provide the complaining employee: (a) any wages or benefits lost as a  
15 result of the violation; or (b) an order of reinstatement without loss  
16 of position, seniority, wages, or benefits.

17 3. The commissioner shall also have the power to impose penalties  
18 provided for in this article. Such penalties include a fine payable to  
19 the state in an amount not to exceed five hundred dollars for the first  
20 violation and, for subsequent violations that occur within two years of  
21 any previous violation, not to exceed seven hundred fifty dollars for  
22 the second violation, and not to exceed one thousand dollars for each  
23 succeeding violation.

24 § 757. Existing rights and remedies preserved. 1. Nothing in this  
25 article shall in any way contravene or limit the rights, remedies or  
26 privileges which are otherwise available to an employee under any other  
27 provision of law, including but not limited to, the human rights law.

28 2. Nothing in this article shall be construed to affect an employer's  
29 obligation to comply with any collective bargaining agreement or employ-  
30 ee benefit plan.

31 3. Nothing in this article shall prevent an employer from approving  
32 leave in excess of the requirements of this article.

33 4. Nothing in this article shall be construed to prevent an employer  
34 policy or local or municipal law from providing additional or more  
35 generous school-related leave beyond that required in this article.

36 § 2. The education law is amended by adding a new section 115 to read  
37 as follows:

38 § 115. Parental leave involvement. The department, in consultation  
39 with the department of labor, shall notify each school regarding the  
40 provisions of article twenty-one of the labor law and shall promulgate  
41 rules and regulations for the promotion and communication of such bene-  
42 fits to the parents of enrolled students. Each public and private  
43 school shall notify parents with a child enrolled in the school of the  
44 school-related event leave benefit.

45 § 3. This act shall take effect on the one hundred twentieth day after  
46 it shall have become a law.