
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 1878 Session of
2019

INTRODUCED BY BULLOCK, FIEDLER, SCHLOSSBERG, McCLINTON, RABB,
FREEMAN, ROEBUCK, HILL-EVANS, ISAACSON, OTTEN, FRANKEL, KIM,
CIRESI AND GALLOWAY, SEPTEMBER 26, 2019

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, SEPTEMBER 26, 2019

AN ACT

1 Providing for parental leave for school-related activities.

2 The General Assembly of the Commonwealth of Pennsylvania

3 hereby enacts as follows:

4 Section 1. Short title.

5 This act shall be known and may be cited as the Parent

6 Involvement Leave Act.

7 Section 2. Definitions.

8 The following words and phrases when used in this act shall
9 have the meanings given to them in this section unless the
10 context clearly indicates otherwise:

11 "Child of school age." As defined under section 1401(1) of
12 the act of March 10, 1949 (P.L.30, No.14), known as the Public
13 School Code of 1949.

14 "Employee." An individual from whose wages an employer is
15 required under the Internal Revenue Code of 1986 (Public Law 99-
16 514, 26 U.S.C. § 1 et seq.) to withhold Federal income tax.

17 "Employer." Includes the Commonwealth or any political

1 subdivision or board, department, commission or school district
2 of the Commonwealth and any person employing 20 or more persons
3 within this Commonwealth. The term does not include religious,
4 fraternal, charitable or sectarian corporations or associations,
5 except corporations or associations supported, in whole or in
6 part, by governmental appropriations. The term with respect to
7 discriminatory practices based on race, color, age, sex,
8 national origin or non-job-related handicap or disability,
9 includes religious, fraternal, charitable and sectarian
10 corporations and associations employing 20 or more persons
11 within this Commonwealth.

12 "Parent." A biological mother or father of a child, a person
13 who has legal custody of a child, a person who acts as a
14 guardian of a child or a person married or in a domestic
15 partnership with a person listed above.

16 "School-related activity." An activity or meeting related to
17 a child's participation in an extracurricular activity or
18 educational meeting that may include, but shall not be limited
19 to:

- 20 (1) Parent-teacher conferences.
- 21 (2) Individualized Education Program meetings.
- 22 (3) Dropout prevention.
- 23 (4) Attendance, truancy or disciplinary issues.
- 24 (5) Concerts.
- 25 (6) Plays.
- 26 (7) Rehearsals.
- 27 (8) Sporting events.

28 "Student with a disability." As defined under section 1301-A
29 of the act of March 10, 1949 (P.L.30, No.14), known as the
30 Public School Code of 1949.

1 Section 3. Parental involvement leave.

2 (a) General rule.--An employer shall grant eight hours of
3 unpaid leave per year to a parent of a child of school age to
4 attend school-related activities.

5 (b) Requirements.--Leave granted under this section shall be
6 subject to the following:

7 (1) To be eligible, a parent must have been employed for
8 at least six out of the last 12 months with the employer.

9 (2) Leave shall be requested by the parent no fewer than
10 four days in advance of the school-related activity, or as
11 soon as reasonably possible in case of an emergency.

12 (3) The parent must make a reasonable attempt to
13 schedule the school-related activity during nonwork hours.

14 (4) The parent must provide written documentation if
15 requested by the employer.

16 (c) Additional hours.--A parent with a child that has an
17 Individualized Education Program under 22 Pa. Code § 14.131
18 (relating to IEP) or whose child is a student with a disability
19 shall be given four additional hours of unpaid leave to attend
20 school-related activities.

21 Section 4. Employer.

22 (a) General rule.--An employer shall approve or deny leave
23 under section 3 within 48 hours of the request.

24 (b) Denial of leave.--If an employer denies leave, the
25 employer shall provide written justification for the denial to
26 the employee.

27 Section 5. Retaliation.

28 An employer may not terminate, demote, suspend or otherwise
29 discriminate against an employee who takes leave under this act.

30 Section 6. Rules and regulations.

1 The Department of Labor and Industry shall promulgate rules
2 and regulations to administer and enforce this act.
3 Section 7. Effective date.
4 This act shall take effect in 90 days.