The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Michael Bell.

DIGEST 2024 Regular Session

Jenkins

Proposed law creates the "Parental Leave for Educators Act".

SB 426 Original

<u>Proposed law</u> provides for definitions and requires that every city, parish, and other local public school board to allow the appointment of substitute teachers when a teacher is on parental leave under the provisions of <u>proposed law</u>.

<u>Proposed law</u> prohibits an appointed substitute teacher from acquiring tenure rights or privileges, unless the substitute has been appointed to fill a regular vacancy and has the necessary qualifications.

<u>Proposed law</u> provides that an eligible employee who takes fewer than six weeks, or 240 hours, of paid parental leave must be entitled to reserve his remaining weeks of paid parent leave for use at a later date should another qualifying event occur within the same 12-month period.

<u>Proposed law</u> provides that a full-time employee must be compensated at the rate of 100% of his base pay for a period not to exceed six weeks. <u>Proposed law</u> further provides that a part-time employee must be compensated at the rate of 100% of his base pay for a period not to exceed six weeks based upon a prorated basis with the percentage of hours the employee normally works.

<u>Proposed law</u> allows both parents, if they are eligible employees, paid parental leave to be taken concurrently, consecutively, or at a different time as the other eligible employee.

<u>Proposed law</u> prohibits requiring the use of an eligible employee's sick, annual, or other accrued leave before taking paid parental leave. <u>Proposed law</u> further provides that paid parental leave must run concurrently with leave requested under the Family and Medical Leave Act "FMLA".

<u>Proposed law</u> provides that the granting of parental leave cannot affect any of the tenure rights the employee has acquired under <u>present law</u>.

<u>Proposed law</u> provides that each LEA must provide in writing to each employee upon hiring and annually thereafter all of the following:

- (a) Its policies and procedures.
- (b) The employee's right to parental leave benefits and the terms under which it may be used.
- (c) The amount of parental leave benefits available to the employee.

- (d) The procedure for applying for parental leave.
- (e) That discrimination and retaliatory actions against an employee, for requesting, applying for or using parental leave benefits, are prohibited.

<u>Proposed law</u> provides for an employee to file a grievance within 24 months after a violation occurred if the employee believes that his rights were restrained, violated, denied, or otherwise discriminated against.

<u>Proposed law</u> provides for a severability clause.

Effective upon signature of the governor or lapse of time for gubernatorial action.

(Adds R.S. 17:1214 and 3996(B)(82))