



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

Proposed law 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.

Proposed law provides for at least 12 months to elapse before an employee is eligible for another parental leave period.

Proposed law provides for an eligible employee to submit a request for paid parental leave form 30 days before the qualifying event to the local education agency. Proposed law further allows for the eligible employee to give written notice of the qualifying event to the local education agency as soon as reasonably possible if the qualifying event is less than the 30 day advance notice.

Proposed law provides for a severability clause.

Proposed law creates the "Paid Parental Leave For Educators Fund".

Implementation of the provisions of proposed law is subject to the appropriation of funds by the legislature for this purpose.

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

(Adds R.S. 17:1214-1215, and 3996(B)(92); repeals R.S. 17:48, 500.2(A)(1)(b), 1202(A)(1)(b), 1206.2(A)(1)(b), and 1211)

#### Summary of Amendments Adopted by Senate

##### Committee Amendments Proposed by Senate Committee on Education to the original bill

1. Make technical changes.
2. Define eligible employee.
3. Clarify the definition of paid parental leave.
4. Allow for the position of an eligible employee to be filled when it has been temporarily vacated.
5. Require twelve months to elapse before an employee is eligible for another parental leave period.

6. Require submission of a request for paid parental leave form thirty days, with exceptions, before the qualifying event to the local education agency.
7. Repeal certain statutes.

Committee Amendments Proposed by Senate Committee on Finance to the engrossed bill

1. Provide that implementation of proposed law is subject to appropriation of funds by the legislature.
2. Delete the provision that proposed law is to be implemented by each city, parish, or other local public school board on January 1, 2027.
3. Make technical changes.