

HB 3196 -- PAID PARENTAL LEAVE FOR SCHOOL-RELATED ACTIVITIES

SPONSOR: Rush

This bill establishes a new program in Missouri that requires employers with 10 or more employees to provide paid leave for parents to attend school-related activities for their children.

The bill defines "child" to include a biological, adopted, or foster child, or any child for whom the employee acts as a parent, as long as the child is enrolled in a licensed daycare, early childhood program, or school.

"School-related activity" is defined as any event initiated by the child's school or childcare provider, such as conferences, meetings, or academic support sessions, to discuss the child's education, development, behavior, or well-being.

Under this bill, each employee would be entitled to a minimum of 2 hours of paid leave per calendar month, paid at the employee's regular rate, which cannot be deducted from other accrued leave such as sick or vacation time, and can be taken in 30-minute increments but does not carry over to the next month. Employees must give advance notice unless the activity is unforeseen, and employers can request verification of attendance.

Further, this bill prohibits employers from preventing employees from using this leave or retaliating against them for doing so, with the Department of Labor and Industrial Relations responsible for enforcement and potential penalties of up to \$500 per violation for willful non-compliance.

This bill does not override any leave benefits already provided by collective bargaining agreements, employer policies, or other laws.