

104TH CONGRESS
2D SESSION

S. 2145

To amend the Family and Medical Leave Act of 1993 to allow employees to take parental involvement leave to participate in or attend the educational activities of their children.

IN THE SENATE OF THE UNITED STATES

SEPTEMBER 27, 1996

Mr. HARKIN introduced the following bill; which was read twice and referred to the Committee on Labor and Human Resources

A BILL

To amend the Family and Medical Leave Act of 1993 to allow employees to take parental involvement leave to participate in or attend the educational activities of their children.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Strengthen Families,
5 Strengthen Education Act”.

1 **SEC. 2. PARENTAL INVOLVEMENT LEAVE FOR PRIVATE EM-**
2 **PLOYEES.**

3 (a) LEAVE REQUIREMENT.—Section 102(a) of the
4 Family and Medical Leave Act of 1993 (29 U.S.C.
5 2612(a)) is amended by adding at the end the following:

6 “(3) ENTITLEMENT TO PARENTAL INVOLVE-
7 MENT LEAVE.—

8 “(A) IN GENERAL.—Subject to section
9 103(f), an eligible employee shall be entitled to
10 a total of 4 hours of leave during any 30-day
11 period, and a total of 24 hours of leave during
12 any 12-month period, to participate in or attend
13 an activity that—

14 “(i) is sponsored by a school; and

15 “(ii) relates to an academic program
16 that is sponsored by the school and is at-
17 tended by a son or daughter of the em-
18 ployee.

19 “(B) RELATIONSHIP TO FAMILY AND MED-
20 ICAL LEAVE.—The amount of leave taken by an
21 eligible employee under this paragraph during a
22 12-month period shall be subtracted from the
23 amount of leave available to the employee under
24 paragraph (1) for such 12-month period.

25 “(C) DEFINITION.—As used in this para-
26 graph, the term ‘school’ means an elementary

1 school or secondary school (as such terms are
2 defined in section 14101 of the Elementary and
3 Secondary Education Act of 1965 (20 U.S.C.
4 8801)) and a Head Start program assisted
5 under the Head Start Act (42 U.S.C. 9831 et
6 seq.).”.

7 (b) SCHEDULE.—Section 102(b)(1) of such Act (29
8 U.S.C. 2612(b)(1)) is amended by inserting after the sec-
9 ond sentence the following: “Leave under subsection
10 (a)(3) may be taken intermittently or on a reduced leave
11 schedule.”.

12 (c) SUBSTITUTION OF PAID LEAVE.—Section
13 102(d)(2)(A) of such Act (29 U.S.C. 2612(d)(2)(A)) is
14 amended by inserting before the period the following:
15 “, or for leave provided under subsection (a)(3) for any
16 part of the 24-hour period of such leave under such sub-
17 section”.

18 (d) NOTICE.—Section 102(e)(1) of such Act (29
19 U.S.C. 2612(e)(1)) is amended by adding at the end the
20 following: “In any case in which an employee requests
21 leave under subsection (a)(3), the employee shall provide
22 the employer with not less than 7 days’ notice, before the
23 date the leave is to begin, of the employee’s intention to
24 take leave under such subsection.”.

1 (e) CERTIFICATION.—Section 103 of such Act (29
 2 U.S.C. 2613) is amended by adding at the end the follow-
 3 ing:

4 “(f) CERTIFICATION FOR PARENTAL INVOLVEMENT
 5 LEAVE.—An employer may require that a request for
 6 leave under section 102(a)(3) be supported by a certifi-
 7 cation issued at such time and in such manner as the Sec-
 8 retary may by regulation prescribe.”.

9 **SEC. 3. PARENTAL INVOLVEMENT LEAVE FOR PUBLIC EM-**
 10 **PLOYEES.**

11 (a) LEAVE REQUIREMENT.—Section 6382(a) of title
 12 5, United States Code, is amended by adding at the end
 13 the following:

14 “(3)(A) Subject to section 6383(f), an employee shall
 15 be entitled to a total of 4 hours of leave during any 30-
 16 day period, and a total of 24 hours of leave during any
 17 12-month period, to participate in or attend an activity
 18 that—

19 “(i) is sponsored by a school; and

20 “(ii) relates to an academic program that is
 21 sponsored by the school and is attended by a son or
 22 daughter of the employee.

23 “(B) The amount of leave taken by an employee
 24 under this paragraph during a 12-month period shall be

1 subtracted from the amount of leave available to the em-
2 ployee under paragraph (1) for such 12-month period.

3 “(C) As used in this paragraph, the term ‘school’
4 means an elementary school or secondary school (as such
5 terms are defined in section 14101 of the Elementary and
6 Secondary Education Act of 1965 (20 U.S.C. 8801)) and
7 a Head Start program assisted under the Head Start Act
8 (42 U.S.C. 9831 et seq.).”.

9 (b) SCHEDULE.—Section 6382(b)(1) of such title is
10 amended by inserting after the second sentence the follow-
11 ing: “Leave under subsection (a)(3) may be taken inter-
12 mittently or on a reduced leave schedule.”.

13 (c) SUBSTITUTION OF PAID LEAVE.—Section
14 6382(d) of such title is amended by inserting before
15 “, except” the following: “, or for leave provided under
16 subsection (a)(3) any of the employee’s accrued or accu-
17 mulated annual leave under subchapter I for any part of
18 the 24-hour period of such leave under such subsection”.

19 (d) NOTICE.—Section 6382(e)(1) of such title is
20 amended by adding at the end the following: “In any case
21 in which an employee requests leave under subsection
22 (a)(3), the employee shall provide the employing agency
23 with not less than 7 days’ notice, before the date the leave
24 is to begin, of the employee’s intention to take leave under
25 such subsection.”.

1 (e) CERTIFICATION.—Section 6383 of such title is
2 amended by adding at the end the following:

3 “(f) An employing agency may require that a request
4 for leave under section 6382(a)(3) be supported by a cer-
5 tification issued at such time and in such manner as the
6 Office of Personnel Management may by regulation pre-
7 scribe.”.

○