

1 State of Arkansas
2 89th General Assembly
3 Regular Session, 2013
4

A Bill

HOUSE BILL 1815

5 By: Representative Leding
6

For An Act To Be Entitled

8 AN ACT TO PERMIT PARENTAL LEAVE DUE TO THE BIRTH,
9 ADOPTION, OR FOSTER PLACEMENT OF A CHILD; AND FOR
10 OTHER PURPOSES.
11

Subtitle

12 TO PERMIT PARENTAL LEAVE DUE TO THE
13 BIRTH, ADOPTION, OR FOSTER PLACEMENT OF A
14 CHILD.
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19 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
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21 SECTION 1. Arkansas Code § 21-4-203, concerning the definitions used
22 in the Uniform Attendance and Leave Policy Act, is amended to add additional
23 subdivisions to read as follows:

24 (15) "Child" means a person under one (1) year of age;

25 (16) "Parental leave" means leave with pay for an employee for
26 the:

27 (A) Birth of the employee's child;

28 (B) Adoption of a child by the employee that is by order
29 of a court of competent jurisdiction;

30 (C) Foster placement of a child with the employee by the
31 Department of Human Services or by order of a court of competent
32 jurisdiction; or

33 (D) The award of guardianship of a child by a court of
34 competent jurisdiction.
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36 SECTION 2. Arkansas Code § 21-4-207(f)(1), concerning the use of sick



1 leave by a state employee, is amended to read as follows:

2 (f)(1) Except in the case of maternity or parental leave, absences due
3 to sick leave shall be charged in the following order:

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5 SECTION 3. Arkansas Code § 21-4-210(c)(1)(A), concerning a state
6 employee's leave of absence without pay, is amended to read as follows:

7 (c)(1)(A) Except in accordance with § 21-4-212 and in the case of
8 maternity leave under § 21-4-209 or parental leave under § 21-4-217, leave of
9 absence without pay shall not be granted until all of the employee's
10 accumulated annual leave has been exhausted.

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12 SECTION 4. Arkansas Code Title 21, Chapter 4, Subchapter 2, is amended
13 to add an additional section to read as follows:

14 21-4-217. Parental leave.

15 (a) As used in this section, "employee" means a person regularly
16 appointed or employed in a position of state service by a governmental entity
17 listed in subdivision (c)(1) of this section for which he or she is
18 compensated on a full-time basis.

19 (b) An employee may be paid his or her salary in an amount up to seven
20 hundred fifty dollars (\$750) each week for six (6) consecutive weeks of
21 parental leave.

22 (c) An employee is eligible to obtain parental leave if the employee
23 has:

24 (1) Been continuously employed for more than one (1) year by
25 the:

26 (A) Same state agency;

27 (B) General Assembly;

28 (C) Bureau of Legislative Research;

29 (D) Division of Legislative Audit; or

30 (E) Arkansas State Highway and Transportation Department;

31 (2) Applied in writing for parental leave; and

32 (3) Received written approval for parental leave from his or her
33 employer.

34 (d)(1) If parental leave is granted to an employee under this section,
35 the employee shall use the parental leave before the employee uses the
36 following:

- 1 (A) Maternity leave;
- 2 (B) Earned sick leave;
- 3 (C) Earned annual leave;
- 4 (D) Earned compensatory leave;
- 5 (E) Catastrophic leave; and
- 6 (F) Leave without pay.

7 (2) An employee eligible for parental leave may choose not to
8 use the parental leave and may use other leave the employee is eligible to
9 use under this subchapter.

10 (e) Parental leave shall be used concurrently with any maternity leave
11 that is granted under federal or state law.

12 (f) Parental leave granted for the foster placement or guardianship of
13 a child shall cease if the child is removed from the custody of the employee
14 by the Department of Human Services or by order of a court of competent
15 jurisdiction.

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