

The Senate Committee on Children and Families offered the following substitute to HB 1010:

A BILL TO BE ENTITLED
AN ACT

1 To amend Chapter 20 of Title 45 of the Official Code of Georgia Annotated, relating to
2 personnel administration relative to public officers and employees, so as to increase the
3 number of hours permitted for paid parental leave; to specify that individuals employed full
4 time by local education agencies are eligible employees; to provide for related matters; to
5 repeal conflicting laws; and for other purposes.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

7 **SECTION 1.**

8 Chapter 20 of Title 45 of the Official Code of Georgia Annotated, relating to personnel
9 administration relative to public officers and employees, is amended in Code
10 Section 45-20-17, relating to parental leave and requirements for implementation, by revising
11 subsections (a) and (c) and by adding a new subsection to read as follows:

12 "(a) As used in this Code section, the term:

13 (1) 'Eligible employee' means:

14 (A) Any individual identified in subparagraph (A), (E), (F), (G), or (L) of paragraph (2)
15 of Code Section 45-18-1 who is classified as full-time by the applicable state employing
16 entity; or

17 (B) Any individual identified in paragraph (4) of Code Section 20-2-880 or
18 paragraph (3) of Code Section 20-2-910 who is classified as full-time by the applicable
19 local ~~board of~~ education agency.

20 (2) 'Employing entity' means:

21 (A) The executive, legislative, or judicial branch of state government; or

22 (B) A local ~~board of~~ education agency.

23 (3) 'Local education agency' shall have the same meaning as provided in Code
24 Section 20-2-167.1.

25 ~~(3)~~(4) 'Qualifying life event' means:

26 (A) The birth of a child of an eligible employee;

27 (B) The placement of a minor child for adoption with an eligible employee; or

28 (C) The placement of a minor child for foster care with an eligible employee."

29 "(c) The maximum amount of paid parental leave that may be taken by an eligible
30 employee during a rolling 12 month period is ~~120~~ 240 hours, regardless of the number
31 of qualifying life events that occur within such period. The rolling 12 month period shall
32 be measured backward from the date an eligible employee first uses parental leave. Such
33 leave may be used as needed and may be taken in increments of less than eight hours.
34 Any such leave that remains 12 months after the qualifying life event shall not carry over
35 for future use."

36 "(i) The employing entity shall provide notice of the benefits provided under this Code
37 section to each eligible employee upon hiring and annually thereafter."

38 **SECTION 2.**

39 All laws and parts of laws in conflict with this Act are repealed.