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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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HOUSE BILL

No. 650 Session of  
2023

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INTRODUCED BY BULLOCK, FIEDLER, KINSEY, CERRATO, SANCHEZ,  
MADDEN, HILL-EVANS, HANBIDGE, CIRESI, HOHENSTEIN,  
SCHLOSSBERG, ROZZI, KRAJEWSKI, WAXMAN, D. WILLIAMS, KINKEAD,  
INNAMORATO, BOROWSKI, N. NELSON AND HOWARD, MARCH 21, 2023

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REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 21, 2023

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AN ACT

1 Providing for parental leave for school-related activities.

2 The General Assembly of the Commonwealth of Pennsylvania

3 hereby enacts as follows:

4 Section 1. Short title.

5 This act shall be known and may be cited as the Parent

6 Involvement Leave Act.

7 Section 2. Definitions.

8 The following words and phrases when used in this act shall  
9 have the meanings given to them in this section unless the  
10 context clearly indicates otherwise:

11 "Child of school age." As defined under section 1401(1) of  
12 the act of March 10, 1949 (P.L.30, No.14), known as the Public  
13 School Code of 1949.

14 "Employee." An individual from whose wages an employer is  
15 required under 26 U.S.C. § 1 et seq. (Internal Revenue Code) to  
16 withhold Federal income tax.

1 "Employer." The Commonwealth or any political subdivision or  
2 board, department, commission or school district of the  
3 Commonwealth and any person employing 20 or more persons within  
4 this Commonwealth. The term does not include religious,  
5 fraternal, charitable or sectarian corporations or associations,  
6 except corporations or associations supported, in whole or in  
7 part, by governmental appropriations. The term with respect to  
8 discriminatory practices based on race, color, age, sex,  
9 national origin or non-job-related handicap or disability,  
10 includes religious, fraternal, charitable and sectarian  
11 corporations and associations employing 20 or more persons  
12 within this Commonwealth.

13 "Parent." A biological mother or father of a child, a person  
14 who has legal custody of a child, a person who acts as a  
15 guardian of a child or a person married or in a domestic  
16 partnership with a person listed above.

17 "School-related activity." An activity or meeting related to  
18 a child's participation in an extracurricular activity or  
19 educational meeting that may include, but shall not be limited  
20 to:

- 21 (1) Parent-teacher conferences.
- 22 (2) Individualized Education Program meetings.
- 23 (3) Dropout prevention.
- 24 (4) Attendance, truancy or disciplinary issues.
- 25 (5) Concerts.
- 26 (6) Plays.
- 27 (7) Rehearsals.
- 28 (8) Sporting events.

29 "Student with a disability." As defined under section 1301-A  
30 of the Public School Code of 1949.

1 Section 3. Parental involvement leave.

2 (a) General rule.--An employer shall grant eight hours of  
3 unpaid leave per year to a parent of a child of school age to  
4 attend school-related activities.

5 (b) Requirements.--Leave granted under this section shall be  
6 subject to the following:

7 (1) To be eligible, a parent must have been employed for  
8 at least 6 out of the last 12 months with the employer.

9 (2) Leave shall be requested by the parent no fewer than  
10 four days in advance of the school-related activity, or as  
11 soon as reasonably possible in case of an emergency.

12 (3) The parent must make a reasonable attempt to  
13 schedule the school-related activity during nonwork hours.

14 (4) The parent must provide written documentation if  
15 requested by the employer.

16 (c) Additional hours.--A parent with a child that has an  
17 Individualized Education Program under 22 Pa. Code § 14.131  
18 (relating to IEP) or whose child is a student with a disability  
19 shall be given four additional hours of unpaid leave to attend  
20 school-related activities.

21 Section 4. Employer.

22 (a) General rule.--An employer shall approve or deny leave  
23 under section 3 within 48 hours of the request.

24 (b) Denial of leave.--If an employer denies leave, the  
25 employer shall provide written justification for the denial to  
26 the employee.

27 Section 5. Retaliation.

28 An employer may not terminate, demote, suspend or otherwise  
29 discriminate against an employee who takes leave under this act.

30 Section 6. Rules and regulations.

1       The Department of Labor and Industry shall promulgate rules  
2 and regulations to administer and enforce this act.  
3 Section 7. Effective date.  
4       This act shall take effect in 90 days.