

**AMENDMENT TO RULES COMMITTEE PRINT 118-2
OFFERED BY MS. ADAMS OF NORTH CAROLINA**

Page 11, line 12, strike “the opportunity” and insert “subject to section 106 of the Parents Bill of Rights Act, the opportunity”.

Page 13, after line 21, insert the following:

1 **SEC. 106. PAID LEAVE FOR PARENT TEACHER CON-**
2 **FERENCES.**

3 (a) IN GENERAL.—Each employer shall provide to
4 each eligible employee of the employer paid leave for any
5 period (in which the employee would otherwise be working)
6 during which such employee engages in the opportunity
7 described in section 1112(e)(5) of the Elementary and
8 Secondary Education Act of 1965 (20 U.S.C. 6312(e)(5)).

9 (b) ELIGIBLE EMPLOYEE.—For purposes of sub-
10 section (a), an eligible employee is an employee who—

11 (1) is a parent; and

12 (2) in any workweek is engaged in commerce or
13 in the production of goods for commerce.

14 (c) PROHIBITION.—The employer may not require, as
15 a condition of providing paid leave under this subsection,
16 that the employee involved search for or find a replace-

1 ment employee to cover the hours during which the em-
2 ployee is using paid leave time.

3 (d) USE OF PAID LEAVE.—

4 (1) IN GENERAL.—The paid leave provided pur-
5 suant to subsection (a) shall be available for imme-
6 diate use by the employee for the purposes described
7 in such subsection, regardless of how long the em-
8 ployee has been employed by an employer.

9 (2) SEQUENCING.—

10 (A) IN GENERAL.—An employee may use
11 the paid leave under subsection (a) for the pur-
12 poses described in such subsection before using
13 any other paid leave.

14 (B) PROHIBITION.—An employer may not
15 require an employee to use other paid leave pro-
16 vided by the employer to the employee before
17 the employee uses the paid leave under sub-
18 section (a).

19 (e) NOTICE.—

20 (1) IN GENERAL.—Each employer subject to
21 the requirement in subsection (a) shall post and
22 keep posted, in conspicuous places on the premises
23 of the employer where notices to employees are cus-
24 tomarily posted, a notice, to be prepared or approved

1 by the Secretary of Labor, of the requirements de-
2 scribed in this Act.

3 (2) MODEL NOTICE.—Not later than 60 days
4 after the date of enactment of this Act, the Sec-
5 retary of Labor shall make publicly available a
6 model of a notice that meets the requirements of
7 subsection (a).

8 (f) PROHIBITED ACTS.—It shall be unlawful for any
9 employer to discharge, discipline, or in any other manner
10 discriminate against any employee who takes leave in ac-
11 cordance with this subsection.

12 (g) RULES OF CONSTRUCTION.—Nothing in this Act
13 shall be construed—

14 (1) to in any way diminish the rights or bene-
15 fits that an employee is entitled to under any—

16 (A) other Federal, State, or local law;

17 (B) collective bargaining agreement; or

18 (C) existing employer policy; or

19 (2) to require financial or other reimbursement
20 to an employee from an employer upon the employ-
21 ee's termination, resignation, retirement, or other
22 separation from employment for paid leave under
23 this subsection that has not been used by such em-
24 ployee.

1 (h) EFFECTIVE DATE.—This section shall take effect
2 not later than 15 days after the date of enactment of this
3 Act.

4 (i) DEFINITIONS.—

5 (1) PARENT.—The term “parent” includes a
6 legal guardian or other person standing in loco
7 parentis (such as a grandparent or stepparent with
8 whom the child lives, or a person who is legally re-
9 sponsible for the child’s welfare).

10 (2) EMPLOYEE; EMPLOYER.—The terms “em-
11 ployee” and “employer” have the same meanings
12 given such terms in section 3 of the Fair Labor
13 Standards Act of 1938 (29 U.S.C. 203).

