

House _____ Amendment NO. _____

Offered By _____

1 AMEND House Committee Substitute for Senate Committee Substitute for Senate Bill Nos. 807 &
2 577, Page 4, Section 160.545, Line 113, by inserting immediately after said line the following:

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4 "160.940. 1. The provisions of this section shall be known as the "Family Education Leave
5 Act". As used in this section, the following terms mean:

6 (1) "Academic activity", a parent-teacher conference, tutoring, or other activity or event
7 related to the educational advancement of a parent's or legal guardian's child;

8 (2) "Academic year", the period, not to exceed twelve consecutive months, allotted by a
9 school for the completion of one grade level of study;

10 (3) "Employee", any employee other than an independent contractor, a domestic servant
11 employed in or about a private home, or a farm or ranch laborer;

12 (4) "Employer", a person, including the state of Missouri and all political subdivisions of
13 the state, that regularly employs one or more full-time employees.

14 2. Except as provided in subsection 4 of this section, an employer shall allow each of his or
15 her employees who is a parent or legal guardian of a minor child to request and take unpaid leave,
16 not to exceed eight hours for each minor child in any academic year, for the purpose of attending an
17 academic activity for or with the minor child. An employer may require that the leave be taken in
18 no longer than three-hour increments and that the employee provide written verification from the
19 school or school district of the academic activity.

20 3. An employee shall provide the employer with notice of the intent to use leave under this
21 section seven or more days in advance of the academic activity. If the employee cannot provide the
22 notice seven days in advance due to an emergency, the employee shall provide the employer with
23 notice of the intent to use the leave as soon as possible. The notice to the employer shall include the
24 written verification specified in subsection 2 of this section if required by the employer. An
25 employee may elect to substitute accrued paid leave for the unpaid leave provided under this
26 section. An employee shall make reasonable efforts to schedule academic activities for which leave
27 may be taken under this section outside of the employee's regular work hours.

28 4. An employer may deny use of leave requested under this
29 section only if granting the leave would disrupt or cause unusual
30 difficulty in the employer's business or endanger the public safety or welfare.

31 5. An employer shall not discharge, threaten, or otherwise discriminate against an employee
32 regarding the employee's compensation, terms, conditions, location, or privileges of
33 employment because the employee requests or takes leave under this section."; and
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35 Further amend said bill by amending the title, enacting clause, and intersectional references
36 accordingly.

Action Taken _____ Date _____