

State Laws Regarding Time Off from Work for Parents to Attend School Activities (As of April 1, 2008)

California

Employers with 25 or more employees at the same location are prohibited from discharging or in any way discriminating against employees who take time off for school events. Employees who are parents, guardians, or custodial grandparents are entitled to take up to 40 hours each school year to participate in the school activities of their child, ward, or custodial grandchild who is in a licensed day care facility, kindergarten, or grades one through 12. Time off may not exceed eight hours in any calendar month of the school year.

Employees must give reasonable notice of the planned absence. If requested by the employer, employees must provide documentation from the school as proof of participation in a school activity on a specified date and at a particular time.

No employer may discharge or otherwise discriminate against employees who must take time off to go to school after their child has been suspended. The reasonable notice requirement also applies in this situation.

District Of Columbia

Employees are entitled to a total of 24 hours of leave during any 12-month period to attend or participate in school-related events for their child. They will retain employment benefits and seniority accrued before or during the dates of such leave.

Employees must provide notice of at least 10 calendar days of the need for leave, unless the event cannot be reasonably foreseen. Leave may be denied if it would disrupt the employer's business and make the achievement of production or service delivery unusually difficult.

Illinois

Employers with 50 or more employees must grant employees up to eight hours of leave during any school year to attend school conferences or classroom activities that cannot be scheduled during non-work hours. No more than four hours may be taken on any given day.

School visitation leave may be taken only after the employee has exhausted all accrued vacation, personal, compensatory, and other leave (except sick and disability leave).

An employee who uses school visitation leave may make up the time taken on a different day or shift as directed by the employer. An employee who takes school visitation leave must not be required to make up the time taken, but if the employee does not make up the time, the employee will not be compensated for the leave. Employees who do make up the time taken for school visitation leave must be paid at the same rate as they are paid for normal working time.

If granting an employee school visitation leave would result in more than 5% of the workforce or of a shift taking school visitation leave at the same time, then leave may be denied.

Louisiana

Employers may grant employees up to 16 hours of leave during any 12-month period to attend conferences or activities at a school or day care center that cannot reasonably be scheduled during non-work hours.

Employees must provide reasonable notice prior to the leave and make a reasonable effort to schedule the leave so as to not unduly disrupt the employer's operations. Employers are not required to pay employees for any time taken as school visitation leave, but employees may substitute any accrued vacation time or other appropriate paid leave for such leave.

Massachusetts

Employers with 50 or more employees may grant employees up to 24 hours of family obligation leave during any 12-month period to participate in school activities that are directly related to the educational advancement of a child, such as parent-teacher conferences or interviewing for a new school. This is in addition to leave available under the federal Family and Medical Leave Act. Employees must have worked for at least 12 months and put in at least 1,250 hours of service.

Employees must provide at least seven days' notice before the date the leave is to begin. If the leave is not foreseeable, employees must provide as much notice as practical. Employers may request certification verifying the need for family obligation leave.

Minnesota

Employees, regardless of how long they have been employed, are entitled to up to 16 hours of leave during any 12-month period to attend school conferences or school-related activities that cannot be scheduled during non-work hours. The law also applies to day care, pre-kindergarten, and regular or special education programs.

Where the need for leave is foreseeable, employees must provide reasonable notice and make a reasonable effort to schedule the leave so as to not unduly disrupt the employer's operations.

School visitation leave need not be paid leave, but employees may substitute any accrued paid vacation leave or other appropriate paid leave for any part of this leave.

Nevada

It is unlawful for an employer to terminate, or threaten to terminate, the employment of an individual who, as the parent, guardian, or custodian of a child: 1) appears at a conference requested by the administrator of the school the child attends, or 2) is notified during work hours by a school employee of an emergency regarding the child.

North Carolina

Employees who are parents, guardians, or standing in the place of a parent are entitled to four hours of leave per year to attend or otherwise be involved at a child's school. Employers are prohibited from discharging, demoting, or otherwise taking an adverse employment action against employees for requesting or taking such leave; but leave need not be paid.

The employer and employee must mutually agree upon the time for the leave. Employers may require a written request at least 48 hours in advance and written verification from the school that the employee attended or was otherwise involved at the school during the leave time.

Rhode Island

Parents, foster parents, or guardians who have been employed by the same employer for 12 consecutive months are entitled to 10 hours of leave during any 12-month period to attend school conferences or other school-related activities for their child, foster child, or ward.

Employees must provide 24 hours' notice and make a reasonable effort to schedule the leave so as to not unduly disrupt the employer's operations. Leave need not be paid leave, but employees may substitute any accrued paid leave or other appropriate paid leave for this leave.

Vermont

Employers with 15 or more employees for an average of at least 30 hours a week in one year may grant employees who are parents, stepparents, foster parents, or guardians up to 24 hours of leave in any 12-month period to participate in preschool or school activities that are directly related to the educational advancement of their child, stepchild, foster child, or ward who lives with them. A maximum of four hours may be taken in any 30-day period.

Employees must provide the earliest notice possible, or at least seven days before leave is to be taken, except in emergency situations. They must make reasonable attempts to schedule appointments outside of regular work hours.

At an employee's discretion, accrued paid leave, including vacation and personal leave, may be used during short-term family leave.