

# HOUSE BILL ANALYSIS

## HB 1556

**Brief Description:** Requiring that employers adopt employment policies to allow employees to attend school conferences and meetings.

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**Sponsors:** Representatives Keiser, Radcliff, Romero, Cooper, Cole, Butler, Voloria, Conway, Carlson, Hatfield, Chopp, Blalock, Kenney, Poulsen, Costa, Regala, Wolfe, O'Brien, Mason and Scott

Hearing: February 20, 1997

### **BACKGROUND:**

Washington law requires employers to grant employees time off or to arrange the work schedule to enable employees to participate in certain activities, such as voting and jury duty. Family leave for certain medical reasons must also be granted under federal and state law. Generally, public employees are granted vacation leave and other types of leave that may be used for various family responsibilities. However, no law requires employers in the private sector to grant leave time or provide flexible work schedules for parents to attend activities related to their children's school attendance.

### **SUMMARY OF BILL:**

Each employer and local school district must develop a policy allowing parents or guardians of children in public schools to attend school conferences and meetings. The policy must be developed mutually by employers and employees. The policy may provide for the use of paid leave, a flexible work schedule, or vacation or sick leave to enable employees to attend the school conferences or meetings.

"School conferences or meetings" include parent-teacher conferences and other meetings with school staff, including meetings related to student progress, discipline, or special education.

These requirements apply to business entities that engage in any business, industry, profession, or activity in the state and who employ one or more employees.

**RULES AUTHORITY:** The bill does not contain provisions addressing the rule-making powers of an agency.

**FISCAL NOTE:** Not requested.

**EFFECTIVE DATE:** Ninety days after adjournment of session in which bill is passed.