

By: Senator(s) Chaney, Harden

To: Fees, Salaries and  
Administration;  
Appropriations

SENATE BILL NO. 3009

1 AN ACT ENTITLED THE "PARENTAL INVOLVEMENT AND FAMILY LEAVE  
2 IMPROVEMENT ACT OF 2001"; TO AUTHORIZE LEAVE FROM THE WORKPLACE  
3 FOR ELIGIBLE EMPLOYEES IN PRIVATE AND PUBLIC EMPLOYMENT TO ATTEND  
4 AND PARTICIPATE IN PARENT-TEACHER CONFERENCES; TO PROVIDE THAT  
5 SUCH LEAVE SHALL NOT BE DEDUCTED FROM AND COUNTED AGAINST ANY SICK  
6 OR PERSONAL LEAVE ACCRUED BY SUCH PARENT; AND FOR RELATED  
7 PURPOSES.

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

9 SECTION 1. (1) This section shall be known and may be cited  
10 as the "Mississippi Parental Involvement and Family Leave  
11 Improvement Act of 2001."

12 (2) As used in this section:

13 (a) "School" means a public or private elementary or  
14 secondary school, a child care facility licensed under state law,  
15 or a Head Start program assisted under the federal Head Start Act.

16 (b) "Employee" means any individual subject to the  
17 provisions of the Mississippi Income Tax Withholding Law, who  
18 performs or performed services for an employer as defined herein  
19 and receives wages therefor, and shall specifically include an  
20 employee of a private person, corporation or other entity, and an  
21 employee of a Mississippi state agency, school district,  
22 municipality, or other political subdivision of the State of  
23 Mississippi.

24 (c) "Employer" means a person doing business in, or  
25 deriving income from sources within the state, who has control of  
26 the payment of wages to an individual for services performed, or a  
27 person who is the officer or agent of the person having control of  
28 the payment of wages.

29           (3) An employee shall be entitled to a total of twenty-four  
30 (24) hours of leave during any twelve-month period, in addition to  
31 any sick, personal or administrative leave accrued under an  
32 employer's leave policy or under state law, to participate in  
33 school activities directly related to the educational advancement  
34 of a son or daughter of the employee, such as parent-teacher  
35 conferences or interviewing for a new school. If the necessity  
36 for such leave is foreseeable, the employee shall provide the  
37 employer with not less than seven (7) days' notice before the date  
38 the leave is to begin. If the necessity for such leave is not  
39 foreseeable, the employee shall provide such notice as is  
40 practicable.

41           SECTION 2. This act shall take effect and be in force from  
42 and after July 1, 2001.