

ASSEMBLY BILL NO. 515—COMMITTEE ON EDUCATION

MARCH 29, 2005

Referred to Committee on Education

SUMMARY—Requires certain employers to grant leave to parents and guardians to participate in certain school conferences and activities. (BDR 34-936)

FISCAL NOTE: Effect on Local Government: May have Fiscal Impact.
Effect on the State: No.

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EXPLANATION – Matter in **bolded italics** is new; matter between brackets **[omitted-material]** is material to be omitted.

AN ACT relating to education; requiring certain employers to grant leave to parents and guardians to participate in certain school conferences and activities at a child's school; prohibiting the termination, demotion, suspension or discrimination or threat of termination, demotion, suspension or discrimination against such a parent or guardian for taking the leave; providing a penalty; and providing other matters properly relating thereto.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

Section 1. Chapter 392 of NRS is hereby amended by adding thereto a new section to read as follows:

1. An employer shall grant a parent, guardian or custodian of a child leave from his place of employment for 2 hours per school semester to:

(a) Attend parent-teacher conferences;

(b) Attend school-related activities; and

(c) Volunteer at the school in which his child is enrolled.

2. An employer may require:

(a) An employee to provide notice 48 hours before leave is taken pursuant to this section of the employee's intention to take the leave; and



(b) An employee who takes leave pursuant to this section to provide documentation that the employee has participated in the conference or activity for which the leave was taken.

3. If an employer employs both parents, guardians or custodians of a child at the same location, the employer is not required to grant leave pursuant to this section to both parents, guardians or custodians for simultaneous leave if granting such leave would not be reasonable or practicable for the employer's business. If the employer cannot reasonably grant simultaneous leave, the leave must be granted to the parent, guardian or custodian who first gives notice to his employer pursuant to this section.

4. An employer is not required to pay an employee for any leave taken pursuant to this section.

5. A parent, guardian or custodian must be granted leave in accordance with this section for each child of the parent, guardian or custodian who is enrolled in public school.

6. As used in this section, "employer" means any person who has 20 or more employees for each working day in each of 20 or more calendar weeks in the current calendar year.

Sec. 2. NRS 392.920 is hereby amended to read as follows:

392.920 1. It is unlawful for an employer or his agent to:

(a) Terminate the employment of , **or to demote, suspend or otherwise discriminate against,** a person who, as the parent, guardian or custodian of a child:

(1) Appears at a conference requested by an administrator of the school attended by the child; ~~for~~

(2) Is notified during his work by a school employee of an emergency regarding the child; **or**

(3) Takes leave pursuant to section 1 of this act; or

(b) Assert to the person that his appearance or prospective appearance at such a conference , ~~for~~ the receipt of such a notification during his work **or leave taken pursuant to section 1 of this act** will result in the termination of his employment ~~for~~ , **or a demotion, suspension or other discrimination in the terms and conditions of his employment.**

2. Any person who violates the provisions of subsection 1 is guilty of a misdemeanor.

3. A person discharged from employment in violation of subsection 1 may commence a civil action against his employer and obtain:

(a) Wages and benefits lost as a result of the violation;

(b) An order of reinstatement without loss of position, seniority or benefits;



- 1 (c) Damages equal to the amount of the lost wages and benefits;
- 2 and
- 3 (d) Reasonable attorney’s fees fixed by the court.
- 4 **Sec. 3.** This act becomes effective on July 1, 2005.



