

Department of Legislative Services
Maryland General Assembly
2009 Session

FISCAL AND POLICY NOTE

House Bill 633
Economic Matters

(Delegate Levi, *et al.*)

Labor and Employment - Employee Leave - Parent-Teacher Conferences

This bill specifies that employers with at least 15 employees must allow them to use accrued leave with pay to attend a parent-teacher conference. Employees who do not earn paid leave may use leave without pay to attend such conferences. An employee may not be granted more than four hours of leave for this purpose in any calendar year. Further, any leave granted may be used only for a parent-teacher conference that cannot be scheduled outside of normal working hours. If a collective bargaining agreement or employment policy provides an equal or greater benefit, the agreement or policy prevails.

Employers include units of State and local government. Employers may not retaliate against employees who comply with the bill's provisions.

Fiscal Summary

State Effect: Any State employees who do not accrue leave, including temporary and contractual employees, must be granted unpaid time off to attend parent-teacher conferences; since employees are only allowed four hours of this type of leave per year, the effect is negligible.

Local Effect: Local employees who do not accrue leave must be given unpaid time off to attend up to four hours per year of parent-teacher conferences. Any such impact is assumed to be negligible.

Small Business Effect: Potential minimal. Granting certain employees up to four extra hours of unpaid leave per year has a minimal impact on small businesses.

Analysis

Current Law/Background: Employees in the State Personnel Management System earn between three and six days of personal leave per year that an employee can use to attend a parent-teacher conference. Employees governed by other personnel management systems in the State and most local government employees also earn paid leave that may be used for this purpose. Some State employees, such as temporary or contractual workers, do not earn paid leave and are required to take unpaid leave for this purpose.

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): Maryland Chamber of Commerce; Department of Budget and Management; Maryland State Department of Education; Judiciary (Administrative Office of the Courts); Department of Labor, Licensing, and Regulation; Maryland Department of Transportation; University System of Maryland; Department of Legislative Services

Fiscal Note History: First Reader - March 1, 2009
ncs/mcr

Analysis by: Michael T. Vorgetts

Direct Inquiries to:
(410) 946-5510
(301) 970-5510