

**CONCURRENT RESOLUTION ENCOURAGING EMPLOYERS  
TO EXTEND PARENTAL LEAVE TO CERTAIN SCHOOL  
ACTIVITIES**

2014 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Marie H. Poulson**

Senate Sponsor: \_\_\_\_\_

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**LONG TITLE**

**General Description:**

This concurrent resolution of the Legislature and the Governor encourages Utah employers to adopt flexible work schedules and paid parent and guardian leave to their employees in the case of an emergency, or for the purpose of attending a parent-teacher conference or school-related activity.

**Highlighted Provisions:**

This resolution:

- ▶ encourages employers to adopt flexible work schedules and paid parent and guardian leave to their employees of up to one day per child for the purpose of attending parent-teacher conferences, school-related activities, or in the case of an emergency;
- ▶ recognizes that employees should make a reasonable attempt to schedule conferences and school-related activities for which leave may be taken outside of regular work hours;
- ▶ recognizes that, in scheduling conferences for which leave may be taken, the State Board of Education should be allowed to require schools and school districts to exercise best efforts to accommodate the schedules of parents and guardians of children; and



28           ▶ recognizes that employers should have the discretion to grant employees leave  
29 provisions or leave benefits that are greater than the leave described in this  
30 resolution.

31 **Special Clauses:**

32           None



34 *Be it resolved by the Legislature of the state of Utah, the Governor concurring therein:*

35           WHEREAS, parents and guardians are the first and most important teachers of their  
36 children;

37           WHEREAS, parents and guardians play a crucial role in the development of children in  
38 their formative years;

39           WHEREAS, schools around the nation have found increased successful parent and  
40 guardian involvement in the education of their children leads to better outcomes in student  
41 achievement and stronger schools;

42           WHEREAS, changing demographics in Utah's population, language difficulties, and  
43 economic stresses make it more difficult for parents and guardians to attend parent-teacher  
44 conferences and respond to their children's needs at school;

45           WHEREAS, flexible work schedules and the availability of paid parent and guardian  
46 leave would provide meaningful opportunities for parents, guardians, and their families to learn  
47 how to help their children succeed in school;

48           WHEREAS, an employee should make a reasonable attempt to schedule conferences  
49 and school-related activities for which leave may be taken outside of regular work hours;

50           WHEREAS, in scheduling conferences for which leave may be taken, the State Board  
51 of Education should be allowed to require schools and school districts to exercise best efforts  
52 to accommodate the schedules of parents and guardians of children;

53           WHEREAS, if parents and guardians are unable to schedule school needs outside of  
54 regular work hours, they should be entitled to arrange flexible work hours or take up to one day  
55 per child paid leave for the purpose of attending parent-teacher conferences, school-related  
56 activities, or in case of an emergency at school;

57           WHEREAS, some employers already provide employees with parent and guardian  
58 leave to attend parent-teacher conferences or other emergencies that are equal to or exceed the

59 leave amounts recommended in this resolution; and

60 WHEREAS, expanding the adoption of parent or guardian paid leave policies that  
61 increase parent or guardian involvement, and therefore learning, in Utah's public schools  
62 should be encouraged:

63 NOW, THEREFORE, BE IT RESOLVED that the Legislature of the state of Utah, the  
64 Governor concurring therein, encourages employers to adopt flexible work schedules and paid  
65 parent and guardian leave to their employees of up to one day per child in the case of an  
66 emergency, or for the purpose of attending a parent-teacher conference or a school-related  
67 activity, and leave should be in addition to any other paid leave already provided by an  
68 employer.

69 BE IT FURTHER RESOLVED that the Legislature and the Governor recognize that  
70 employees should make a reasonable attempt to schedule conferences and school-related  
71 activities for which leave may be taken outside of regular work hours.

72 BE IT FURTHER RESOLVED that the Legislature and the Governor recognize that, in  
73 scheduling conferences for which leave may be taken, the State Board of Education should be  
74 allowed to require schools and school districts to exercise best efforts to accommodate the  
75 schedules of parents and guardians of children.

76 BE IT FURTHER RESOLVED that the Legislature and the Governor recognize that  
77 employers should have the discretion to grant employees leave provisions or leave benefits that  
78 are greater than the leave described in this resolution.

79 BE IT FURTHER RESOLVED that a copy of this resolution be sent to the Utah Labor  
80 Commission and to each of Utah's chambers of commerce.

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**Legislative Review Note**  
as of 1-13-14 4:39 PM

**Office of Legislative Research and General Counsel**