

Parent Protection Act
Family Leave for School Conferences and
Medical Appointments
HB 37

Working families need flexible leave policies

Family and work patterns have changed dramatically in recent decades, yet workplace policies have not kept pace. Nearly 4 in 5 of today's families (78%) are two-income households, where both spouses work for pay. Two thirds of mothers (65%) with children under age six have entered the workforce. One quarter (25%) of Americans report significant eldercare responsibilities, many of whom are forced to reduce their work hours or take time off to provide care for an elderly relative.

Family flexible policies offer working family members a way to take care of family responsibilities without risking their jobs. In one survey, 41% of working parents said they had missed medical appointments or delayed treatments for their children, which place their children's health at risk because, they could not get away from work.

Family leave strengthens families, businesses and the economy

Flexible family leave policies increase employers' ability to recruit and retain the best employees, improve productivity and morale and decrease turnover and absenteeism.

- Leave for school functions has been shown to reduce unscheduled employee absences.
- Georgia law currently provides job-protected leave for voting and jury duty.
- Student achievement improves when parent involvement in school increases.

Supportive policies in other states

- Nine states and the District of Columbia provide job-protected leave for school activities.
- Dozens of states now provide greater access to family leave policies including paid sick days, use of accrued personal time for illness of family members and wage replacement for family and medical leave.

Strengthen Georgia families, schools and businesses

The Parent Protection Act, sponsored by Rep. Roger Bruce (D-64) will provide up to 24 hours unpaid, job-protected leave per year to:

- Attend school conferences or
- For the employee's own medical appointments, or to take a child, parent or spouse to medical appointments, such as checkups or immunizations.