
SENATE COMMITTEE AMENDMENTS

2024 Regular Session

Amendments proposed by Senate Committee on Education to Original Senate Bill No. 426
by Senator Jenkins

1 AMENDMENT NO. 1

2 On page 1, line 3, after "1214" and before the comma "," insert "and 1215"

3 AMENDMENT NO. 2

4 On page 1, line 8, after "notification;" and before "and" insert "to provide for a special fund;"

5 AMENDMENT NO. 3

6 On page 1, line 11, after "1214" and before the comma "," insert "and 1215"

7 AMENDMENT NO. 4

8 On page 2, line 29, after "least" and before "months" change "three" to "twelve"

9 AMENDMENT NO. 5

10 On page 4, between lines 11 and 12, insert the following:

11 **"(4)(a) The provisions of this Section does not diminish an employer's obligation**
12 **to comply with any of the following that provide more generous leave or more generous**
13 **benefits:**

14 **(i) A collective bargaining agreement.**

15 **(ii) An employer policy.**

16 **(iii) An employment contract.**

17 **(iv) Any applicable local, state, or federal law.**

18 **(b) An individual's rights, privileges, or remedies to paid parental leave and**
19 **benefits under this Section may not be diminished by a collective bargaining**
20 **agreement entered into, retained, amended, or renewed, or an employer policy**
21 **adopted, amended, or retained, after the effective date of this Section.**

22 **(c) The provisions of this Section does not diminish an individual's rights,**
23 **privileges, or remedies under a collective bargaining agreement, employer**
24 **policy, or employment contract, as applicable.**

25 **(d) Any agreement by an individual to waive the individual's rights under the**
26 **provisions of this Section is null and void as against public policy."**

27 AMENDMENT NO. 6

28 On page 5, line 15, delete "If the department" and delete lines 16 and 17, in their entirety.

29 AMENDMENT NO. 7

30 On page 5, delete lines 25 through 29, in their entirety and insert the following:

31 **"F.(1) The implementation of this Section shall be subject to the appropriation**
32 **of funds by the legislature for the purposes of this Section.**

33 **(2) The department shall reimburse an LEA, from the special fund created**
34 **pursuant to R.S. 17:1215, that provides paid parental"**

35 AMENDMENT NO. 8

36 On page 6, line 1, after "to the" delete the remainder of the line and delete lines 2 through
37 4 in their entirety and insert the following:

1 "cost of substitute employees required to fill the position of an eligible employee
2 on parental leave not to exceed six weeks."

3 AMENDMENT NO. 9

4 On page 6, line 5, after "**shall**" and before "**to inform**" delete "**conduct a public education**
5 **campaign**" and insert "**use existing communication methods**"

6 AMENDMENT NO. 10

7 On page 6, between lines 11 and 12, insert the following:

8 "§1215. Paid Parental Leave For Educators Fund

9 A. There is hereby established in the state treasury, as a special fund, the
10 Paid Parental Leave For Educators Fund, hereinafter referred to as the "fund".

11 B. Any money transferred, donated, or appropriated to the fund by the
12 legislature shall be deposited into the fund.

13 C. All unexpended and unencumbered monies in the fund at the end of
14 the fiscal year shall remain in the fund. The monies in the fund shall be invested
15 by the state treasurer in the same manner as monies in the state general fund,
16 and interest earned on the investment of monies in the fund shall be credited to
17 the fund.

18 D. Subject to an appropriation by the legislature, monies in the fund
19 shall be utilized to fund the costs associated with reimbursing LEAs for
20 substitute employees to fill the position of an eligible employee on paid parental
21 leave pursuant to R.S. 17:1214."