

STATE	COVERED EMPLOYERS	EMPLOYEE ELIGIBILITY	COVERED RELATIONSHIPS	AMOUNT OF LEAVE TIME	LEAVE REASONS
CALIFORNIA Cal.Lab.Code §230.8	25 or more employees	No eligibility requirements	Parents, guardians, and grandparents	40 hours per year, limited to 8 hours per month	Participate in activities of the school or licensed child day care facility of any of his or her children
CALIFORNIA Cal.Lab.Code §230.7	All employers	No eligibility requirements	Parents and guardians	No amount of time of specified	Appear in connection with possible suspension or expulsion of child
COLORADO	Repealed effective September 1, 2015, pursuant to sunset provision in act; Colorado legislature failed to extend				
DISTRICT OF COLUMBIA D.C. CODE § 32-1201 et seq.	All employers	No eligibility requirements	Parent, guardian, aunt, uncle, grandparent, or spouse or domestic partner of one of above	24 hours per 12-month period	Activity sponsored by either a school or an associated organization such as a parent-teacher association. Includes: a student performance (e.g., concert, play, or rehearsal); sports events; a meeting with a teacher or counselor; or any similar type of activity. Child must be a participant in or the subject of the event.
ILLINOIS 820 ILCS §147	50 or more employees	Employee must have worked: <ul style="list-style-type: none"> • 6 consecutive months prior to leave and • half-time or more during prior 6 months 	Parent, including biological, adoptive, foster, step, or legal guardian	8 hours (max of 4 hours in a single day)	Attend school conferences or classroom activities
LOUISIANA La.Rev.Stat. Ann. § 23:1015 et seq.	All employers	No eligibility requirements	Legal guardian of child (will typically include biological and adoptive parents)	16 hours per 12-month period	Attend, observe, or participate in conferences or classroom activities
MASSACHUSETTS Mass.Gen.Laws ch. 149, § 52D.	50 or more employees	Employee must have worked: <ul style="list-style-type: none"> • 12 consecutive months immediately preceding leave and • 1250 hours in prior 12 months 	Parent, including biological, adoptive, foster, step, child, a legal guardian, or an employee standing in loco parentis to the child	24 hours in 12-month period (this time is shared with leave entitlement for attending medical appointment etc. for child or elderly parent)	Participate in school activities directly related to the educational advancement of a son or daughter, such as parent-teacher conferences or interviewing for a new school
MINNESOTA Minn. Stat. § 181.9140	All employers	Employee must have worked half-time or more for the employer; no length of service requirement	Parent, including biological, adoptive, or foster	16 hours per 12-month period	Attend school conferences or school-related activities
NEVADA Nev.Rev.Stat. § 92.4577; Nev.Rev.Stat. § 394.179	50 or more employees	No eligibility requirements	Parent, including guardian, or custodian	4 hours per school year	Attend parent-teacher conferences, volunteer at school, attend other school-related or school-sponsored activities
NORTH CAROLINA NC ST § 95-28.3	All employers	No eligibility requirements	Parent, including guardian, or person standing in loco parentis	4 hours per year	Attend or otherwise be involved at the child's school
RHODE ISLAND R.I. Gen. Laws 28-48-12	50 or more employees	12 consecutive months	Parent, including foster parent, or guardian	10 hours per 12-month period	Attend school conferences or other school-related activities
VERMONT Vt. Stat. Ann. tit. 21, § 472a	15 or more employees who each average 30 hours per week		Parent, including step, foster, or legal guardian	24 hours per 12-month period (max 4 hours per 30 days) (this time is shared with leave entitlement for attending medical appointment etc. for child or elderly parent)	Participate in preschool or school activities directly related to the academic educational advancement of the child, such as a parent-teacher conference