

1 AN ACT relating to employment provisions for employees on parental leave.

2 *Be it enacted by the General Assembly of the Commonwealth of Kentucky:*

3 ➔SECTION 1. A NEW SECTION OF KRS CHAPTER 337 IS CREATED TO
4 READ AS FOLLOWS:

5 (1) An employer with fifty (50) or more employees shall provide twelve (12) weeks of
6 paid leave for an employee upon the birth of a child, including by a surrogate, or
7 the adoption of a child under the age of six (6) if the employee has been employed
8 by the employer for at least one (1) year.

9 (2) Paid leave under this section shall:

10 (a) Be provided irrespective of the employer's leave policies; and

11 (b) Include paternity leave.

12 (3) An employee may voluntarily waive the paid leave required by this section by
13 returning to work before the twelve (12) weeks have elapsed.

14 (4) The secretary of the Education and Labor Cabinet may promulgate
15 administrative regulations in accordance with KRS Chapter 13A necessary to
16 implement this section for private sector employment.

17 (5) The secretary of the Personnel Cabinet may promulgate administrative
18 regulations in accordance with KRS Chapter 13A necessary to implement this
19 section for public sector employment.