

1 AN ACT relating to family care leave.

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

3 ➔Section 1. KRS 337.010 is amended to read as follows:

4 (1) As used in this chapter, unless the context requires otherwise:

5 (a) "Commissioner" means the commissioner of the Department of Workplace
6 Standards under the direction and supervision of the secretary of the Labor
7 Cabinet;

8 (b) "Department" means the Department of Workplace Standards in the Labor
9 Cabinet;

10 (c) 1. "Wages" includes any compensation due to an employee by reason of his
11 or her employment, including salaries, commissions, vested vacation
12 pay, overtime pay, severance or dismissal pay, earned bonuses, and any
13 other similar advantages agreed upon by the employer and the employee
14 or provided to employees as an established policy. The wages shall be
15 payable in legal tender of the United States, checks on banks, direct
16 deposits, or payroll card accounts convertible into cash on demand at
17 full face value, subject to the allowances made in this chapter. However,
18 an employee may not be charged an activation fee and the payroll card
19 account shall provide the employee with the ability, without charge, to
20 make at least one (1) withdrawal per pay period for any amount up to
21 and including the full account balance.

22 2. For the purposes of calculating hourly wage rates for scheduled overtime
23 for professional firefighters, as defined in KRS 95A.210(8), "wages"
24 shall not include the distribution to qualified professional firefighters by
25 local governments of supplements received from the Firefighters
26 Foundation Program Fund. For the purposes of calculating hourly wage
27 rates for unscheduled overtime for professional firefighters, as defined in

1 KRS 95A.210(9), "wages" shall include the distribution to qualified
2 professional firefighters by local governments of supplements received
3 from the Firefighters Foundation Program Fund;

4 (d) "Employer" is any person, either individual, corporation, partnership, agency,
5 or firm who employs an employee and includes any person, either individual,
6 corporation, partnership, agency, or firm acting directly or indirectly in the
7 interest of an employer in relation to an employee; and

8 (e) "Employee" is any person employed by or suffered or permitted to work for an
9 employer, except that:

10 1. Notwithstanding any voluntary agreement entered into between the
11 United States Department of Labor and a franchisee, neither a franchisee
12 nor a franchisee's employee shall be deemed to be an employee of the
13 franchisor for any purpose under this chapter; and

14 2. Notwithstanding any voluntary agreement entered into between the
15 United States Department of Labor and a franchisor, neither a franchisor
16 nor a franchisor's employee shall be deemed to be an employee of the
17 franchisee for any purpose under this chapter.

18 For purposes of this paragraph, "franchisee" and "franchisor" have the same
19 meanings as in 16 C.F.R. sec. 436.1.

20 (2) As used in KRS 337.275 to 337.325, 337.345, and 337.385 to 337.405, unless the
21 context requires otherwise:

22 (a) "Employee" is any person employed by or suffered or permitted to work for an
23 employer, but shall not include:

24 1. Any individual employed in agriculture;

25 2. Any individual employed in a bona fide executive, administrative,
26 supervisory, or professional capacity, or in the capacity of outside
27 salesman, or as an outside collector as the terms are defined by

- 1 administrative regulations of the commissioner;
- 2 3. Any individual employed by the United States;
- 3 4. Any individual employed in domestic service in or about a private home.
- 4 The provisions of this section shall include individuals employed in
- 5 domestic service in or about the home of an employer where there is
- 6 more than one (1) domestic servant regularly employed;
- 7 5. Any individual classified and given a certificate by the commissioner
- 8 showing a status of learner, apprentice, worker with a disability,
- 9 sheltered workshop employee, and student under administrative
- 10 procedures and administrative regulations prescribed and promulgated
- 11 by the commissioner. This certificate shall authorize employment at the
- 12 wages, less than the established fixed minimum fair wage rates, and for
- 13 the period of time fixed by the commissioner and stated in the certificate
- 14 issued to the person;
- 15 6. Employees of retail stores, service industries, hotels, motels, and
- 16 restaurant operations whose average annual gross volume of sales made
- 17 for business done is less than ninety-five thousand dollars (\$95,000) for
- 18 the five (5) preceding years exclusive of excise taxes at the retail level or
- 19 if the employee is the parent, spouse, child, or other member of his or
- 20 her employer's immediate family;
- 21 7. Any individual employed as a baby-sitter in an employer's home, or an
- 22 individual employed as a companion by a sick, convalescing, or elderly
- 23 person or by the person's immediate family, to care for that sick,
- 24 convalescing, or elderly person and whose principal duties do not
- 25 include housekeeping;
- 26 8. Any individual engaged in the delivery of newspapers to the consumer;
- 27 9. Any individual subject to the provisions of KRS Chapters 7, 16, 27A,

1 30A, and 18A provided that the secretary of the Personnel Cabinet shall
2 have the authority to prescribe by administrative regulation those
3 emergency employees, or others, who shall receive overtime pay rates
4 necessary for the efficient operation of government and the protection of
5 affected employees;

6 10. Any employee employed by an establishment which is an organized
7 nonprofit camp, religious, or nonprofit educational conference center, if
8 it does not operate for more than two hundred ten (210) days in any
9 calendar year;

10 11. Any employee whose function is to provide twenty-four (24) hour
11 residential care on the employer's premises in a parental role to children
12 who are primarily dependent, neglected, and abused and who are in the
13 care of private, nonprofit childcaring facilities licensed by the Cabinet
14 for Health and Family Services under KRS 199.640 to 199.670;

15 12. Any individual whose function is to provide twenty-four (24) hour
16 residential care in his or her own home as a family caregiver, family
17 home provider, or adult foster care provider and who is approved to
18 provide family caregiver services to an adult with a disability through a
19 contractual relationship with a community board for mental health or
20 individuals with an intellectual disability established under KRS
21 210.370 to 210.460 or through a contractual relationship with a certified
22 waiver provider as defined in 907 KAR 7:005 sec. 1(5), or is certified or
23 licensed by the Cabinet for Health and Family Services to provide adult
24 foster care;

25 13. A direct seller as defined in Section 3508(b)(2) of the Internal Revenue
26 Code of 1986; or

27 14. Any individual whose function is to provide behavior support services,

1 behavior programming services, case management services, community
2 living support services, positive behavior support services, or respite
3 services through a contractual relationship with a certified waiver
4 provider, as defined in 907 KAR 7:005 sec. 1(5), pursuant to a 1915(c)
5 home and community based services waiver program, as defined in 907
6 KAR 7:005 sec. 1(2);

7 (b) "Agriculture" means farming in all its branches, including cultivation and
8 tillage of the soil; dairying; production, cultivation, growing, and harvesting of
9 any agricultural or horticultural commodity; raising of livestock, bees,
10 furbearing animals, or poultry; and any practice, including any forestry or
11 lumbering operations, performed on a farm in conjunction with farming
12 operations, including preparation and delivery of produce to storage, to
13 market, or to carriers for transportation to market;

14 (c) "Gratuity" means voluntary monetary contribution received by an employee
15 from a guest, patron, or customer for services rendered;

16 (d) "Tipped employee" means any employee engaged in an occupation in which
17 he or she customarily and regularly receives more than thirty dollars (\$30) per
18 month in tips; and

19 (e) "U.S.C." means the United States Code.

20 **(3) As used in the Section 2 of this Act, unless the context requires otherwise:**

21 **(a) "Family care leave" means unpaid leave to care for a child of the employee**
22 **or a family member;**

23 **(b) "Family member" means:**

24 **1. A person to whom the employee is related by blood, legal custody, or**
25 **marriage;**

26 **2. A child who lives with an employee for whom the employee**
27 **permanently assumes and discharges parental responsibility;**

1 3. A person with whom the employee shared or has shared, within the
2 last year, a mutual residence and with whom the employee maintains
3 a committed relationship; or

4 4. A foster child;

5 (c) "Health care provider" means any person licensed under the federal or
6 state law to provide health care services;

7 (d) "Same employer" means an office, division, or subdivision, or other
8 organizational section of an employer in which both employees have the
9 same or interrelated duties and the absence of both employees would disrupt
10 unduly the conduct of the employer's business; and

11 (e) "Serious health condition" means an illness, injury, impairment, or
12 physical or mental condition that involves either of the following:

13 1. Inpatient care in a hospital, hospice, or residential health care facility;

14 or

15 2. Continuing treatment or continuing supervision by a health care
16 provider or other competent individual.

17 ➔SECTION 2. A NEW SECTION OF KRS CHAPTER 337 IS CREATED TO
18 READ AS FOLLOWS:

19 (1) It shall be an unlawful employment practice for any employer to refuse to grant
20 family care leave of up to twelve (12) work weeks in any twelve (12) month period
21 by an employee if the employee has more than twelve (12) months of service and
22 at least one thousand two-hundred and fifty (1,250) hours of service with that
23 employer during the previous twelve (12) month period. Family care leave
24 requested pursuant to this section shall be deemed to have been granted by the
25 employer only if it includes a guarantee of employment for the employee in the
26 same or a comparable position upon the termination of the leave.

27 (2) An employee shall be entitled to family care leave described in subsection (1) of

1 this section for:

2 (a) The birth of a child to the employee or to a family member and for whom
3 the employee assumes and discharges parental responsibility; or

4 (b) The care of a family member who has a serious health condition.

5 (3) The entitlement to family care leave under subsection (2)(a) of this section shall
6 expire twelve (12) months after the birth of the child.

7 (4) In the case of a family member who has a serious health condition, family care
8 leave may be taken intermittently when medically necessary as determined by the
9 family member's health care provider.

10 (5) Upon agreement between the employer and the employee, family care leave may
11 be taken on a reduced leave schedule, during which the twelve (12) work weeks of
12 family care leave may be taken over a period not to exceed twenty-four (24)
13 consecutive work weeks.

14 (6) Nothing in this section shall be construed to require an employer to provide paid
15 family care leave, but an employer may permit an employee to use paid leave in
16 the following circumstances:

17 (a) Any paid family, vacation, personal, or compensatory leave provided by an
18 employer that the employee elects to use for family care leave shall count
19 against the twelve (12) work weeks of allowable family care leave; and

20 (b) If an employer has a program that allows an employee to use paid leave of
21 another employee under certain conditions, and the conditions have been
22 met, the employee may use the paid leave as family care leave and the leave
23 shall count against the twelve (12) work weeks of family care leave.

24 (7) If two (2) family members are employees of the same employer:

25 (a) The employer may limit to twelve (12) work weeks during a twenty-four (24)
26 month period the aggregate number of family care leave work weeks to
27 which the family members are entitled; and

1 **(b) The employer may limit to four (4) work weeks during a twenty-four (24)**
2 **month period the aggregate number of family care leave work weeks to**
3 **which the family members are entitled to take simultaneously.**

4 **(8) If the necessity for leave under this section is foreseeable based on the birth of a**
5 **child or placement of a child with an employee, the employee shall provide the**
6 **employer with reasonable prior notice of the expected birth or placement of a**
7 **child with the employee.**

8 **(9) If the necessity for leave under this section is foreseeable based on planned**
9 **medical treatment or care, an employee shall:**

10 **(a) Provide the employer with reasonable prior notice; and**

11 **(b) Make a reasonable effort to schedule the care in a manner that does not**
12 **disrupt unduly the operations of the employer.**

13 **(10) Information that an employee gives to an employer regarding a family member's**
14 **medical record and a family relationship, pursuant to which the employee seeks**
15 **to take family care leave under this section, shall be used only to make a decision**
16 **in regard to the provisions of this chapter. An employer shall keep information**
17 **regarding the family member's medical record and family relationship**
18 **confidential.**

19 **(11) (a) In the event that family care leave is being requested to care for a family**
20 **member under subsection (2)(b) of this section, an employer may require that this**
21 **request be supported by a certification issued by the health care provider of the**
22 **family member. The employee shall provide a copy of the certification to the**
23 **employer.**

24 **(b) The certification provided by the employee to the employer shall state:**

25 **1. The date on which the serious health condition commenced;**

26 **2. The probable duration of the condition; and**

27 **3. An estimate of the amount of time that the employee is needed to care**

- 1 for the family member.
- 2 (12) No person shall interfere with, restrain, or deny the exercise of or any attempt to
- 3 exercise any right provided by this section.
- 4 (13) An employer shall not retaliate or otherwise discriminate against an employee
- 5 enforcing his or her rights under this section.