

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 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 Labor Cabinet may promulgate administrative regulations*  
15 *deemed necessary to implement this section for private sector employment.*

16 *(5) The secretary of the Personnel Cabinet may promulgate administrative*  
17 *regulations deemed necessary to implement this section for public sector*  
18 *employment.*