

CHAPTER 76

(HB 210)

AN ACT related to adoption leave.

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

➔Section 1. KRS 337.015 is amended to read as follows:

- (1) Upon receiving written request by an employee, every employer shall grant reasonable personal leave not to exceed six (6) weeks, *or if the employer has established a policy providing time off for birth parents that is greater than six (6) weeks, that period of time shall be the minimum period of leave available to adoptive parents*, when the reception of an adoptive child under the age of *ten (10)*~~seven (7)~~ is the reason for such request.
- (2) *If an employer provides paid leave or any other benefits to employees who are birth parents following the birth of a child, it shall also provide the same type, amount, and duration of paid leave and other benefits to employees following the adoption of a child.*
- (3) *This section shall not apply to an adoption by a fictive kin, stepparent, stepsibling, blood relative, including a relative of halfblood, first cousin, aunt, uncle, nephew, niece, and a person of a preceding generation as denoted by prefixes of grand, great, or great-great, or a foster parent who adopts a foster child who is already in their care.*

Signed by Governor March 23, 2021.