

337.015 Leave of absence for employee to receive adoptive child -- Adoptive parents to receive paid leave and other benefits provided to birth parents -- Exemptions..

- (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) 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.

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History: Amended 2021 Ky. Acts ch. 76, sec. 1, effective June 29, 2021. -- Created 1982 Ky. Acts ch. 422, sec. 1, effective July 15, 1982.