

work used to cover the time off. Of course, that wouldn't affect the individual's leave time balances, which would result in more costs for the employer once taken after the maternity leave. This assumes cities do not currently provide at least six weeks of paid maternity leave, which is not something KLC has data on (though they are unaware of any cities that provide this paid leave). KLC notes that the bill does not distinguish among different types of employment: full-time, part-time, temporary or permanent.

Additional costs would be associated with personnel policy/employee handbook changes and training of supervisors.

KLC has no data on how many current or future city employees are female, are of child bearing age, or are capable of and willing to give birth. They also have no data on how many new birth mothers would choose to waive any or all of the maternity leave time. KLC acknowledged that it doesn't have specific examples from cities at this time.

Data Source(s): Kentucky League of Cities

Preparer: John V. Ryan **Reviewer:** JWN **Date:** 3/14/16