

AN ACT relating to employment provisions for employees on maternity leave.

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

➔SECTION 1. A NEW SECTION OF KRS CHAPTER 337 IS CREATED TO READ AS FOLLOWS:

(1) An employer with fifty (50) or more employees shall provide six (6) weeks of paid leave for an employee who gives birth to a child if the employee has been employed by the employer for at least one (1) year.

(2) Paid leave under this section shall:

(a) Be provided irrespective of the employer's leave policies; and

(b) Not be provided for the birth of a child by a surrogate, adoption of a child, or paternity leave.

(3) An employee may voluntarily waive the paid leave required by this section by:

(a) Returning to work before the six (6) weeks have elapsed; or

(b) Declining, in writing, to accept the paid leave.

(4) The secretary of the Labor Cabinet may promulgate administrative regulations that he or she deems necessary to implement this section.