

1 AN ACT related to adoption leave.

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

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

4 **(1)** Upon receiving written request by an employee, every employer shall grant
5 reasonable personal leave not to exceed six (6) weeks, ***or if the employer has***
6 ***established a policy providing time off for birth parents that is greater than six (6)***
7 ***weeks, that period of time shall be the minimum period of leave available to***
8 ***adoptive parents,*** when the reception of an adoptive child under the age of ***ten***
9 ***(10)***~~[seven (7)]~~ is the reason for such request.

10 **(2)** ***If an employer provides paid leave or any other benefits to employees who are***
11 ***birth parents following the birth of a child, it shall also provide the same type,***
12 ***amount, and duration of paid leave and other benefits to employees following the***
13 ***adoption of a child.***

14 **(3)** ***This section shall not apply to an adoption by a fictive kin, stepparent, stepsibling,***
15 ***blood relative, including a relative of halfblood, first cousin, aunt, uncle, nephew,***
16 ***niece, and a person of a preceding generation as denoted by prefixes of grand,***
17 ***great, or great-great, or a foster parent who adopts a foster child who is already***
18 ***in their care.***