

1 AN ACT relating to bereavement medical leave for loss of an infant.

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

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

5 *(1) An employer that provides leave to its employees for illnesses, medical, or other*  
6 *health reasons shall grant a parent's request to use that leave for bereavement*  
7 *following a miscarriage or stillbirth during the third trimester of pregnancy or*  
8 *death of a child during the first year of life, on the same basis, hour for hour, as*  
9 *if the employee were requesting leave for use during their own illness, medical, or*  
10 *other health reason.*

11 *(2) An employer that provides paid vacation and paid sick leave shall allow a parent*  
12 *to use those benefits for the purpose of bereavement following a miscarriage or*  
13 *stillbirth during the third trimester of pregnancy or the death of a child during*  
14 *the first year of life and shall compensate the employee as if the time were used*  
15 *for vacation or sick leave purposes.*

16 *(3) An employer shall allow employees to lend up to three (3) paid vacation or paid*  
17 *sick days per calendar year to an employee to use for the bereavement leave set*  
18 *forth in subsections (1) and (2) of this section.*

19 *(4) Bereavement leave requests by parents must be made in writing to the employer*  
20 *within fourteen (14) days of the parents learning of the death of their child.*