

1 AN ACT relating to family care leave.

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

3 ➔Section 1. KRS 337.010 is amended to read as follows:

4 (1) As used in this chapter, unless the context requires otherwise:

5 (a) "Commissioner" means the commissioner of the Department of Workplace  
6 Standards under the direction and supervision of the secretary of the  
7 Education and Labor Cabinet;

8 (b) "Department" means the Department of Workplace Standards in the  
9 Education and Labor Cabinet;

10 (c) 1. "Wages" includes any compensation due to an employee by reason of  
11 his or her employment, including salaries, commissions, vested vacation  
12 pay, overtime pay, severance or dismissal pay, earned bonuses, and any  
13 other similar advantages agreed upon by the employer and the employee  
14 or provided to employees as an established policy. The wages shall be  
15 payable in legal tender of the United States, checks on banks, direct  
16 deposits, or payroll card accounts convertible into cash on demand at  
17 full face value, subject to the allowances made in this chapter. However,  
18 an employee may not be charged an activation fee and the payroll card  
19 account shall provide the employee with the ability, without charge, to  
20 make at least one (1) withdrawal per pay period for any amount up to  
21 and including the full account balance.

22 2. For the purposes of calculating hourly wage rates for scheduled  
23 overtime for professional firefighters, as defined in KRS 95A.210(8),  
24 "wages" shall not include the distribution to qualified professional  
25 firefighters by local governments of supplements received from the  
26 Firefighters Foundation Program Fund. For the purposes of calculating  
27 hourly wage rates for unscheduled overtime for professional firefighters,

1 as defined in KRS 95A.210(9), "wages" shall include the distribution to  
2 qualified professional firefighters by local governments of supplements  
3 received from the Firefighters Foundation Program Fund;

4 (d) "Employer" is any person, either individual, corporation, partnership, agency,  
5 or firm who employs an employee and includes any person, either individual,  
6 corporation, partnership, agency, or firm acting directly or indirectly in the  
7 interest of an employer in relation to an employee; and

8 (e) "Employee" is any person employed by or suffered or permitted to work for  
9 an employer, except that:

10 1. Notwithstanding any voluntary agreement entered into between the  
11 United States Department of Labor and a franchisee, neither a franchisee  
12 nor a franchisee's employee shall be deemed to be an employee of the  
13 franchisor for any purpose under this chapter; and

14 2. Notwithstanding any voluntary agreement entered into between the  
15 United States Department of Labor and a franchisor, neither a franchisor  
16 nor a franchisor's employee shall be deemed to be an employee of the  
17 franchisee for any purpose under this chapter.

18 For purposes of this paragraph, "franchisee" and "franchisor" have the same  
19 meanings as in 16 C.F.R. sec. 436.1.

20 (2) As used in KRS 337.275 to 337.325, 337.345, and 337.385 to 337.405, unless the  
21 context requires otherwise:

22 (a) "Employee" is any person employed by or suffered or permitted to work for  
23 an employer, but shall not include:

24 1. Any individual employed in agriculture;

25 2. Any individual employed in a bona fide executive, administrative,  
26 supervisory, or professional capacity, or in the capacity of outside  
27 salesman, or as an outside collector as the terms are defined by

- 1 administrative regulations of the commissioner;
- 2 3. Any individual employed by the United States;
- 3 4. Any individual employed in domestic service in or about a private
- 4 home. The provisions of this section shall include individuals employed
- 5 in domestic service in or about the home of an employer where there is
- 6 more than one (1) domestic servant regularly employed;
- 7 5. Any individual classified and given a certificate by the commissioner
- 8 showing a status of learner, apprentice, worker with a disability,
- 9 sheltered workshop employee, and student under administrative
- 10 procedures and administrative regulations prescribed and promulgated
- 11 by the commissioner. This certificate shall authorize employment at the
- 12 wages, less than the established fixed minimum fair wage rates, and for
- 13 the period of time fixed by the commissioner and stated in the certificate
- 14 issued to the person;
- 15 6. Employees of retail stores, service industries, hotels, motels, and
- 16 restaurant operations whose average annual gross volume of sales made
- 17 for business done is less than ninety-five thousand dollars (\$95,000) for
- 18 the five (5) preceding years exclusive of excise taxes at the retail level
- 19 or if the employee is the parent, spouse, child, or other member of his or
- 20 her employer's immediate family;
- 21 7. Any individual employed as a baby-sitter in an employer's home, or an
- 22 individual employed as a companion by a sick, convalescing, or elderly
- 23 person or by the person's immediate family, to care for that sick,
- 24 convalescing, or elderly person and whose principal duties do not
- 25 include housekeeping;
- 26 8. Any individual engaged in the delivery of newspapers to the consumer;
- 27 9. Any individual subject to the provisions of KRS Chapters 7, 16, 27A,

1           30A, and 18A provided that the secretary of the Personnel Cabinet shall  
2           have the authority to prescribe by administrative regulation those  
3           emergency employees, or others, who shall receive overtime pay rates  
4           necessary for the efficient operation of government and the protection of  
5           affected employees;

6           10. Any employee employed by an establishment which is an organized  
7           nonprofit camp, religious, or nonprofit educational conference center, if  
8           it does not operate for more than two hundred ten (210) days in any  
9           calendar year;

10          11. Any employee whose function is to provide twenty-four (24) hour  
11          residential care on the employer's premises in a parental role to children  
12          who are primarily dependent, neglected, and abused and who are in the  
13          care of private, nonprofit childcaring facilities licensed by the Cabinet  
14          for Health and Family Services under KRS 199.640 to 199.670;

15          12. Any individual whose function is to provide twenty-four (24) hour  
16          residential care in his or her own home as a family caregiver, family  
17          home provider, or adult foster care provider and who is approved to  
18          provide family caregiver services to an adult with a disability through a  
19          contractual relationship with a community board for mental health or  
20          individuals with an intellectual disability established under KRS  
21          210.370 to 210.460 or through a contractual relationship with a certified  
22          waiver provider as defined in 907 KAR 7:005 sec. 1(5), or is certified or  
23          licensed by the Cabinet for Health and Family Services to provide adult  
24          foster care;

25          13. A direct seller as defined in Section 3508(b)(2) of the Internal Revenue  
26          Code of 1986; or

27          14. Any individual whose function is to provide behavior support services,

1 behavior programming services, case management services, community  
 2 living support services, positive behavior support services, or respite  
 3 services through a contractual relationship with a certified waiver  
 4 provider, as defined in 907 KAR 7:005 sec. 1(5), pursuant to a 1915(c)  
 5 home and community based services waiver program, as defined in 907  
 6 KAR 7:005 sec. 1(2);

7 (b) "Agriculture" means farming in all its branches, including cultivation and  
 8 tillage of the soil; dairying; production, cultivation, growing, and harvesting  
 9 of any agricultural or horticultural commodity; raising of livestock, bees,  
 10 furbearing animals, or poultry; and any practice, including any forestry or  
 11 lumbering operations, performed on a farm in conjunction with farming  
 12 operations, including preparation and delivery of produce to storage, to  
 13 market, or to carriers for transportation to market;

14 (c) "Gratuity" means voluntary monetary contribution received by an employee  
 15 from a guest, patron, or customer for services rendered;

16 (d) "Tipped employee" means any employee engaged in an occupation in which  
 17 he or she customarily and regularly receives more than thirty dollars (\$30) per  
 18 month in tips; and

19 (e) "U.S.C." means the United States Code.

20 **(3) As used in the Section 2 of this Act, unless the context requires otherwise:**

21 **(a) "Family care leave" means unpaid leave to care for a child or family**  
 22 **member of the employee;**

23 **(b) "Family member" means a:**

24 **1. Person to whom the employee is related by blood, legal custody, or**  
 25 **marriage;**

26 **2. Child who lives with an employee for whom the employee permanently**  
 27 **assumes and discharges parental responsibility;**

1           3. Person with whom the employee shares, or has shared within the last  
 2           year, a mutual residence and with whom the employee maintains a  
 3           committed relationship; or

4           4. Foster child;

5           (c) "Health care provider" means any person licensed under federal or state  
 6           law to provide health care services;

7           (d) "Same employer" means an office, division, subdivision, or other  
 8           organizational section of an employer in which both employees have the  
 9           same or interrelated duties and the absence of both employees would unduly  
 10          disrupt the conduct of the employer's business; and

11          (e) "Serious health condition" means an illness, injury, impairment, or  
 12          physical or mental condition that involves either:

13           1. Inpatient care in a hospital, hospice, or residential health care facility;

14           or

15           2. Continuing treatment or supervision by a health care provider or other  
 16           competent individual.

17          ➔SECTION 2. A NEW SECTION OF KRS CHAPTER 337 IS CREATED TO  
 18 READ AS FOLLOWS:

19          (1) It shall be an unlawful employment practice for any employer to refuse to grant  
 20          family care leave of up to twelve (12) work weeks in any twelve (12) month period  
 21          by an employee if the employee has more than twelve (12) months of service and  
 22          at least one thousand two hundred fifty (1,250) hours of service with that  
 23          employer during the previous twelve (12) month period. Family care leave  
 24          requested pursuant to this section shall be deemed to have been granted by the  
 25          employer only if it includes a guarantee of employment for the employee in the  
 26          same or a comparable position upon the termination of the leave.

27          (2) An employee shall be entitled to family care leave described in subsection (1) of

1 this section for the:

2 (a) Birth of a child to the employee or to a family member and for whom the  
3 employee assumes and discharges parental responsibility; or

4 (b) Care of a family member who has a serious health condition.

5 (3) The entitlement to family care leave under subsection (2)(a) of this section shall  
6 expire twelve (12) months after the birth of the child.

7 (4) In the case of a family member who has a serious health condition, family care  
8 leave may be taken intermittently when medically necessary as determined by the  
9 family member's health care provider.

10 (5) Upon agreement between the employer and the employee, family care leave may  
11 be taken on a reduced leave schedule, during which the twelve (12) work weeks of  
12 family care leave may be taken over a period not to exceed twenty-four (24)  
13 consecutive work weeks.

14 (6) Nothing in this section shall be construed to require an employer to provide paid  
15 family care leave, but an employer may permit an employee to use paid leave in  
16 the following circumstances:

17 (a) Any paid family, vacation, personal, or compensatory leave provided by an  
18 employer that the employee elects to use for family care leave shall count  
19 against the twelve (12) work weeks of allowable family care leave; and

20 (b) If an employer has a program that allows an employee to use paid leave of  
21 another employee under certain conditions, and the conditions have been  
22 met, the employee may use the paid leave as family care leave and the leave  
23 shall count against the twelve (12) work weeks of family care leave.

24 (7) If two (2) family members are employees of the same employer, the employer  
25 may limit to:

26 (a) Twelve (12) work weeks during a twenty-four (24) month period the  
27 aggregate number of family care leave work weeks to which the family

1 members are entitled; and

2 (b) Four (4) work weeks during a twenty-four (24) month period the aggregate  
3 number of family care leave work weeks to which the family members are  
4 entitled to take simultaneously.

5 (8) If the necessity for leave under this section is foreseeable based on the birth of a  
6 child or placement of a child with an employee, the employee shall provide the  
7 employer with reasonable prior notice of the expected birth or placement of a  
8 child with the employee.

9 (9) If the necessity for leave under this section is foreseeable based on planned  
10 medical treatment or care, an employee shall:

11 (a) Provide the employer with reasonable prior notice; and

12 (b) Make a reasonable effort to schedule the care in a manner that does not  
13 unduly disrupt the operations of the employer.

14 (10) Information that an employee gives to an employer regarding a family member's  
15 medical record and a family relationship, pursuant to which the employee seeks  
16 to take family care leave under this section, shall be used only to make a decision  
17 in regard to the provisions of this chapter. An employer shall keep information  
18 regarding the family member's medical record and family relationship  
19 confidential.

20 (11) (a) In the event that family care leave is being requested to care for a family  
21 member under subsection (2)(b) of this section, an employer may require  
22 that the request be supported by a certification issued by the health care  
23 provider of the family member. The employee shall provide a copy of the  
24 certification to the employer.

25 (b) The certification provided by the employee to the employer shall state:

26 1. The date on which the serious health condition commenced;

27 2. The probable duration of the condition; and



1                    3. An estimate of the amount of time that the employee is needed to care  
2                    for the family member.

3                    (12) No person shall interfere with, restrain, or deny the exercise of or any attempt to  
4                    exercise any right provided by this section.

5                    (13) An employer shall not retaliate or otherwise discriminate against an employee  
6                    enforcing his or her rights under this section.