Local Government Mandate Statement Kentucky Legislative Research Commission 2024 Regular Session

Part I: Measure Information

Bill Request #: 88						
Bill #: HB 537						
Document ID #: 1908						
Bill Title: AN ACT relating to bereavement leave.						
Sponsor: Representative Sarah Stalker						
Unit of Government: X City X County X Urban-County Unified Local						
$\underline{\mathbf{X}}$ Charter County $\underline{\mathbf{X}}$ Consolidated Local $\underline{\mathbf{X}}$ Government						
Office(s) Impacted: All with employees						
Requirement: X Mandatory Optional						
Effect on Powers & Duties: X Modifies Existing Adds New Eliminates Existing						

Part II: Bill Provisions and the Estimated Fiscal Impact Relating to Local Government

HB 537 would establish a new section of KRS Chapter 337 to require that every employer, including local government employers, allow employees paid bereavement leave following the death, miscarriage, or stillbirth of the employee's child, or death of a dependent or other immediate family member of the employee. Operable terms are defined in the proposed bill. Bereavement leave would be a minimum of ten days, at least three of them paid, and could not be required to be taken consecutively. A request for bereavement leave must be made in writing within 14 days of the employee learning of the death, miscarriage, or stillbirth. Employers would be prohibited from requiring employees first use compensatory time, sick leave, vacation or other leave before eligible for bereavement leave. HB 537 would impose a civil penalty of \$100 to \$1,000 on an employer for each violation of the bill's provisions.

HB 537 would have a moderately negative fiscal impact on cities. Some Kentucky cities currently offer a level of bereavement leave. HB 537's mandated 3 days paid leave would be a cost to those cities that currently do not offer any bereavement leave or offer

bereavement leave that differs from that required by the bill. The additional 7 days would be no cost to cities with an adequate number of employees as an employee would use their accumulated leave or would take leave without pay. The leave requirements of HB 537 would have the greatest impact on cities with the fewest employees. They would need to pay additional overtime to redeployed employees or hire temporary workers to continue providing services.

Input was sought from Kentucky Association of Counties (KACo). If KACo responds this mandate statement may be amended.

Data Source(s): Kentucky League of Cities; LRC staff					
Preparer:	Mary Stephens	Reviewer:	КНС	Date:	2/27/24