

## HOUSE BILL No. 2263

By Representative Whipple

2-12

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1 AN ACT concerning employment; relating to maternity benefits.

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3 *Be it enacted by the Legislature of the State of Kansas:*

4 Section 1. (a) Any public or private employer that offers a maternity  
5 leave benefit to an employee shall not, with respect to an employee who  
6 has earned the benefit, terminate or reduce the benefit in any respect,  
7 including, but not limited to, leave time, associated benefits or leave pay,  
8 after the employee has given notice to the employer that the employee will  
9 take maternity leave.

10 (b) Any employee who has earned a maternity leave benefit and has  
11 given notice to the employer that the employee will take maternity leave  
12 shall not lose any benefits of the maternity leave, including, but not limited  
13 to, the amount of maternity leave pay to which the employee was entitled  
14 when the employee gave notice, if the employee is terminated or otherwise  
15 subjected to disciplinary action by the employer after the employee has  
16 given notice or while the employee is on maternity leave. The employee  
17 shall be entitled to all benefits associated with the maternity leave,  
18 including all maternity leave pay, notwithstanding the employee's  
19 termination or any disciplinary action.

20 (c) For purposes of this section, "public or private employer" means  
21 any employer, including any individual, sole proprietorship, partnership,  
22 firm, limited liability company, corporation, association, trust or  
23 organization, whether for-profit or not-for-profit, the state of Kansas,  
24 including the executive, judicial and legislative branches and their  
25 agencies and any political subdivision of the state of Kansas, including any  
26 county, township, city, school district, special district, board or  
27 commission.

28 Sec. 2. This act shall take effect and be in force from and after its  
29 publication in the statute book.