

HOUSE BILL No. 2263

By Representative Whipple

2-12

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.