AN ACT concerning employer leave policies for employees; declaring certain city ordinances and county resolutions to be against public policy.

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

Section 1. No city, county or local government unit shall enact or administer any ordinance, resolution, law, economic development initiative, program or grant or law which requires an employer to:

(a) Provide to such employer's employees any leave from work, either with or without pay, unless such leave is required by state or federal law;
(b) pay compensation to such employer's employees for any leave from work unless payment of compensation for such leave is required by state or federal law;
(c) pay compensation at any rate higher than the minimum wage required by state or federal law; or
(d) offer an employee benefit other than those required by state or federal law.

Sec. 2. The administration, enactment or enforcement of any city ordinance which conflicts with section 1, and amendments thereto, is hereby declared to be void and against the public policy of this state.

Sec. 3. The administration, enactment or enforcement of any county resolution which conflicts with section 1, and amendments thereto, is hereby declared to be void and against the public policy of this state.

Sec. 4. For the purposes of this act, unless the context otherwise requires:

(a) "Employee" means an individual employed in this state by an employer.
(b) (1) "Employer" means any individual, sole proprietorship, partnership, limited liability company, corporation or any other entity that is legally doing business in this state.
(2) "Employer" shall not include a public employer.
(c) "Public employer" has the meaning specified in K.S.A. 75-4322, and amendments thereto.

Sec. 5. This act shall take effect and be in force from and after its publication in the statute book.