

1 AN ACT related to adoption leave.

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

3 ➔Section 1. KRS 337.015 is amended to read as follows:

4 **(1)** Upon receiving written request by an employee, every employer shall grant
5 reasonable personal leave not to exceed six (6) weeks, **or if the employer has**
6 **established a policy providing time off for birth parents that is greater than six (6)**
7 **weeks, that period of time shall be the minimum period of leave available to**
8 **adoptive parents,** when the reception of an adoptive child under the age of **ten**
9 **(10)**~~seven (7)~~ is the reason for such request.

10 **(2)** **If an employer provides paid leave or any other benefits to employees who are**
11 **birth parents following the birth of a child, it shall also provide the same type,**
12 **amount, and duration of paid leave and other benefits to employees following the**
13 **adoption of a child.**

14 **(3)** **This section shall not apply to an adoption by a fictive kin, stepparent, stepsibling,**
15 **blood relative, including a relative of halfblood, first cousin, aunt, uncle, nephew,**
16 **niece, and a person of a preceding generation as denoted by prefixes of grand,**
17 **great, or great-great, or a foster parent who adopts a foster child who is already**
18 **in their care.**