

1 AN ACT relating to bereavement leave following the death of a child.

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

3 ➔SECTION 1. A NEW SECTION OF KRS CHAPTER 337 IS CREATED TO
4 READ AS FOLLOWS:

5 (1) As used in this section, "child" means:

6 (a) A human being under the age of twenty-six (26) years old who is under the
7 care, custody, control, or guardianship of an employee; or

8 (b) An adult child twenty-six (26) years old or older with a physical, emotional,
9 or mental disability.

10 (2) An employer that provides leave to its employees for illnesses, medical, or other
11 health reasons shall grant an employee's request to use that leave for
12 bereavement following a miscarriage or stillbirth, or the death of a child, on the
13 same basis, hour for hour, as if the employee were requesting leave for use
14 during the employee's illness, medical, or other health reason.

15 (3) An employer that provides paid vacation and paid sick leave shall allow an
16 employee to use those benefits for the purpose of bereavement following a
17 miscarriage or stillbirth, or the death of a child.

18 (4) An employer shall allow employees to donate paid vacation or paid sick days to
19 another employee to use for bereavement leave.

20 (5) A bereavement leave request by an employee shall be made in writing to the
21 employer within fourteen (14) days of the employee learning of the death of the
22 child.