

HOUSE BILL No. 2592

By Committee on Commerce and Economic Development

2-1

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

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

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

9 (a) Provide to such employer's employees any leave from work,
10 either with or without pay, unless such leave is required by state or federal
11 law;

12 (b) pay compensation to such employer's employees for any leave
13 from work unless payment of compensation for such leave is required by
14 state or federal law;

15 (c) pay compensation at any rate higher than the minimum wage
16 required by state or federal law; or

17 (d) offer an employee benefit other than those required by state or
18 federal law.

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

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

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

27 (a) "Employee" means an individual employed in this state by an
28 employer.

29 (b) (1) "Employer" means any individual, sole proprietorship,
30 partnership, limited liability company, corporation or any other entity that
31 is legally doing business in this state.

32 (2) "Employer" shall not include a public employer.

33 (c) "Public employer" has the meaning specified in K.S.A. 75-4322,
34 and amendments thereto.

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