AN ACT relating to bereavement medical leave for loss of an infant.

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

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

(1) An employer that provides leave to its employees for illnesses, medical, or other health reasons shall grant a parent's request to use that leave for bereavement following a miscarriage or stillbirth during the third trimester of pregnancy or death of a child during the first year of life, on the same basis, hour for hour, as if the employee were requesting leave for use during his or her own illness, medical, or other health reason.

(2) An employer that provides paid vacation and paid sick leave shall allow a parent to use those benefits for the purpose of bereavement following a miscarriage or stillbirth during the third trimester of pregnancy or the death of a child during the first year of life and shall compensate the employee as if the time were used for vacation or sick leave purposes.

(3) An employer shall allow employees to lend up to three (3) paid vacation or paid sick days per calendar year to an employee to use for the bereavement leave set forth in subsections (1) and (2) of this section.

(4) Bereavement leave requests by parents must be made in writing to the employer within fourteen (14) days of the parents learning of the death of their child.