

## SENATE BILL No. 153

By Senator Schmidt

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1 AN ACT concerning labor and employment; establishing the Kansas paid  
2 prenatal personal leave act; requiring employers to provide paid  
3 prenatal personal leave.  
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5 *Be it enacted by the Legislature of the State of Kansas:*

6 Section 1. (a) The provisions of this section shall be known and may  
7 be cited as the Kansas paid prenatal personal leave act.

8 (b) On and after January 1, 2026, every employer shall be required to  
9 provide to its employees 20 hours of paid prenatal personal leave during  
10 the calendar year. Paid prenatal personal leave shall mean leave taken for  
11 the healthcare services received by an employee during their pregnancy or  
12 related to such pregnancy, including physical examinations, medical  
13 procedures, monitoring and testing and discussions with a healthcare  
14 provider related to the pregnancy. Paid prenatal personal leave may be  
15 taken in hourly increments. Benefits for paid prenatal personal leave shall  
16 be paid in hourly installments. Employees shall receive compensation at  
17 the employee's regular rate of pay, or the applicable minimum wage,  
18 whichever is greater, for the use of paid prenatal personal leave. Nothing  
19 in this section shall be construed to require an employer to pay an  
20 employee for unused paid prenatal leave upon such employee's  
21 termination, resignation, retirement or other separation from employment.

22 (c) An employer may not require the disclosure of confidential  
23 information relating to the health condition of such employee as a  
24 condition of providing paid prenatal personal leave pursuant to this  
25 section.

26 (d) Upon return to work following any paid prenatal leave taken  
27 pursuant to this section, an employee shall be restored by their employer to  
28 the position of employment held by such employee prior to any paid  
29 prenatal leave taken pursuant to this section with the same pay and other  
30 terms and conditions of employment.

31 (e) Nothing in this section shall be construed to prohibit or prevent an  
32 employer from providing an amount of paid prenatal personal leave in  
33 excess of the requirements set forth in this section or from adopting a paid  
34 leave policy that provides additional benefits to employees.

35 (f) (1) An employer or their agent, an officer or agent of any  
36 corporation, partnership or limited liability company or any other person

1 shall not discharge, threaten, penalize or in any other manner discriminate  
2 or retaliate against any employee because such employee has exercised  
3 their rights afforded under this section, including, but not limited to,  
4 requesting paid prenatal leave and using paid prenatal leave.

5 (2) Any employee or former employee aggrieved by a violation of  
6 this section, the department of labor or the attorney general may bring a  
7 civil action in a court of competent jurisdiction against an employer  
8 violating this act. Upon prevailing in an action brought pursuant to this  
9 section, employees and former employees shall be entitled to such legal or  
10 equitable relief as may be appropriate to remedy the violation, including,  
11 but not limited to, reinstatement to employment, back pay and injunctive  
12 relief.

13 (g) The department of labor shall conduct a public awareness  
14 outreach campaign that includes making information available on its  
15 website and informing employers and employees of the provisions of this  
16 section.

17 (h) The secretary of labor may adopt such rules and regulations as are  
18 necessary to implement and administer this section.

19 Sec. 2. This act shall take effect and be in force from and after its  
20 publication in the statute book.