

SENATE BILL No. 256

By Committee on Ways and Means

2-10

1 AN ACT concerning state employees; enacting the back to work act;
2 requiring all full-time employees to perform such employees' duties in
3 the assigned office, facility or field location of such employees;
4 providing for certain exceptions by agency heads; requiring certain
5 reports regarding such exceptions.

6
7 *Be it enacted by the Legislature of the State of Kansas:*

8 Section 1. (a) Except as provided in subsection (b), on or before July
9 1, 2025, all full-time employees of each state agency shall perform such
10 employees' duties in the assigned office, facility or field location of such
11 employees.

12 (b) Each agency head may grant exceptions to the requirements of
13 subsection (a) for:

14 (1) Employees with nonstandard work hours, including, evenings,
15 weekends or holidays;

16 (2) positions where in-office employment is deemed unreasonable; or

17 (3) office space constraints that would require additional expenditures
18 of the state agency to accommodate employees.

19 (c) On or before August 1, 2025, each state agency shall submit to the
20 department of administration the number of exceptions granted by the
21 agency head and any other information deemed necessary by the
22 department of administration for purposes of making the report required
23 by this subsection. Such information shall be submitted on a form and in
24 the manner prescribed by the department of administration. On or before
25 October 1, 2025, the department of administration shall submit a report to
26 the senate committee on government efficiency that includes:

27 (1) A list of the state agencies granting exceptions;

28 (2) the number of exceptions granted by each agency head;

29 (3) the job descriptions or job titles for each exception;

30 (4) the number of buildings each state agency leases and the annual
31 cost of each lease agreement; and

32 (5) the percentage of full-time employees assigned to a physical
33 building that are working entirely remote or a hybrid of in-office and
34 remote work.

35 (d) For purposes of this section:

36 (1) "Agency head" means an individual or body of individuals in

1 whom the ultimate legal authority of a state agency is vested by any
2 provision of law; and

3 (2) "state agency" means the same as defined in K.S.A. 75-3701, and
4 amendments thereto.

5 (e) The provisions of this section shall be known and may be cited as
6 the back to work act.

7 Sec. 2. This act shall take effect and be in force from and after its
8 publication in the Kansas register.