

## HOUSE BILL No. 2069

By Committee on Commerce, Labor and Economic Development

1-23

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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, either  
10 with or without pay, unless such leave is required by state or federal law;

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

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

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

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

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

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

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

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

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

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

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