

**HOUSE BILL No. 2069**

By Committee on Commerce, Labor and Economic Development

1-23

1 AN ACT concerning employer leave policies for employees; declaring  
2 certain city ordinances and county resolutions to be against public  
3 policy.  
4

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~~ or law 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. No city, county or local government unit shall enact or***  
19 ***administer any ordinance, resolution or law that requires, nor shall any***  
20 ***city, county or local government discriminate against, favor, prefer or***  
21 ***base any ordinance, law, policy, economic development program,***  
22 ***agreement, grant or incentive on, an employer agreeing or not agreeing***  
23 ***to provide the benefits set forth in section 1, and amendments thereto, on***  
24 ***any construction, infrastructure, or real estate development project.***

25 ~~Sec. 2.~~ 3. The administration, enactment or enforcement of any city  
26 ordinance which conflicts with section ~~1~~ or 2, and amendments thereto, is  
27 hereby declared to be void and against the public policy of this state.

28 ~~Sec. 3.~~ 4. The administration, enactment or enforcement of any  
29 county resolution which conflicts with section ~~1~~ or 2, and amendments  
30 thereto, is hereby declared to be void and against the public policy of this  
31 state.

32 ~~Sec. 4.~~ 5. For the purposes of this act, unless the context otherwise  
33 requires:

34 (a) "Employee" means an individual employed in this state by an

1 employer.

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

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

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

8 ~~Sec. 5.~~ **6.** This act shall take effect and be in force from and after its  
9 publication in the statute book.