KENTUCKY YMCA YOUTH ASSOCIATION

# KENTUCKY YOUTH ASSEMBLY
# Commonwealth Bill

**Blue | CW 35**

**Referred to Committee:**
**Senate 1**

**Authors:** Macy Jones, Shaye Allen, Cassie Jones, Jalen Story

**School:** Presentation Academy

**City:** Louisville

**Action on the Bill**

| House | Senate |
|---|---|
| ____ ☐ Passed | ____ ☐ Passed |
| ____ ☐ Defeated | ____ ☐ Defeated |

An act to strengthen and change the FMLA (Family and Medical Leave Act) to a more comprehensive and pro-family option

**Be it enacted by the Youth Assembly of the Commonwealth of Kentucky**

Section 1: Currently in the state of Kentucky, the FMLA laws allow for only 12 weeks of unpaid leave per year. Under that 12 weeks, also falls vacation days, sick days, and family emergencies. Along with this time being unpaid, there are also no laws to guarantee that the position and its benefits will be held for the employee when ready to return to work. The regulations for the FMLA do not fit every company's or individual person's needs. It has been found that the current FMLA laws only cover 13% of the U.S. population. In order to meet the requirements, an employee must have worked at the company for over a year (or 1250 hours of work) and the company must have over 50 workers in a 75 mile radius. For small businesses, it is up to each individual employer.

Section 2: In order to achieve a more comprehensive and pro-family option the law will now require that companies must give six weeks paid leave and an optional additional six weeks unpaid leave with benefits. This leave will be available to all workers, regardless of how long they have worked at the company or how many workers the company has. Vacation and sick days will not be included in these twelve weeks.

Section 3: The first months of a child's life is crucial to the foundation of their entire life. It is also a crucial time for the parents to learn to adequately care for the child and develop a strong relationship.

Section 4: The Office of Employee Relations together with the Department of Human Resources Administration from the Personnel Cabinet of KY will be in charge of enacting this law and administering services.

Section 5: This bill will go into effect January 1, 2018.