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|  KENTUCKY YMCA YOUTH ASSOCIATION KENTUCKY YOUTH ASSEMBLY Bluegrass Bill | Red BG 4 | | | | | | |
| | Referred to Committee: House 1 | | | | | | |
| Authors: Kavya Nair, Brett Ingram, Kavisca Kuruparanantha | Action on the Bill | | | | | | |
| School: Ballard HS | | | | | | | |
| City: Louisville | | | | | | | |
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An act to require paid maternity leave.

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

Section 1: Considering that a study ran in 2011 shows that 91 percent of businesses with paid leave policies reported positive outcomes, it would be very beneficial to enact upon this and implement a policy that provides women with paid, job-protected maternity leave.

Section 2: In certain cases, women have to give up six-figure incomes to raise children because their job is not protected while on leave. The U.S. Department of Labor Statistics shows that 30% of women with children under 18 are not actively participating in the work force. Protecting a woman's job while she is on leave will ultimately cause the amount of women in the work force to rise.

Section 3: This new law would amend Kentucky's current maternity leave policy of a minimum of 12 weeks of unpaid leave with no job protection. The new policy would raise the minimum from 12 weeks to 18 weeks, add full job protection, and pay the woman on leave her full salary.

Section 4: Businesses with over 50 employees would have to pay 45% of a woman's salary on leave while the government pays the other 55%. Businesses with under 50 employees would be evaluated and told the amount that they are to pay while the government would pay the rest. For the government to pay their part of a woman's leave, it would cause an overall tax increase of less than 1%. For businesses to pay for their part of a woman's leave, it would cost each employee under a dollar.

Section 5: Penalty for businesses not following this policy will cause them to have to pay a \$15,000 dollar fine and pay the woman a settlement of what they failed to pay plus an extra \$500 dollars. Continuation to not follow the policy after previous warning and penalties will result in incarceration of the individuals refusing to conform to the policy's rules.

Section 6: This bill will go into effect 6 months after passage to allow businesses time to implement the policy.