

## HOUSE BILL No. 2712

By Representative Whipple

2-7

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1 AN ACT concerning employment; relating to maternity benefits.

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3 *Be it enacted by the Legislature of the State of Kansas:*

4 Section 1. (a) Any public or private employer that offers a maternity  
5 leave benefit to an employee shall not, with respect to an employee who  
6 has earned the maternity leave benefit, terminate or reduce the maternity  
7 leave benefit in any respect, including any leave time, associated benefits  
8 or maternity leave pay, after the employee has given notice to the  
9 employer that the employee will take maternity leave.

10 (b) Any employee who has earned a maternity leave benefit offered  
11 by the employee's employer and has given notice to the employer that the  
12 employee will take maternity leave shall not lose any benefits of the  
13 maternity leave, including, but not limited to, the maximum amount of  
14 maternity leave pay for which the employee was entitled when the  
15 employee gave notice, if terminated or otherwise subjected to disciplinary  
16 action by the employer after the employee has given notice or while the  
17 employee is on maternity leave. The employee shall be entitled to all  
18 benefits associated with the maternity leave, including all maternity leave  
19 pay, notwithstanding the employee's termination or any disciplinary action.

20 (c) For purposes of this section, "public or private employer" means  
21 any employer, including any individual or any organization or entity  
22 recognized under Kansas law, whether for-profit or not-for-profit, the state  
23 of Kansas, including the executive, judicial and legislative branches and  
24 any political subdivision of the state of Kansas or a municipality.

25 Sec. 2. This act shall take effect and be in force from and after its  
26 publication in the statute book.