

Paid Parental Leave for Legislative Employees

LCC Policy 60

Policy 60. Paid parental leave for legislative employees. a) All employees of the Legislative branch in a benefits-eligible, full time position shall be eligible to receive paid parental leave following the birth or adoption of a child that occurs on or after ~~May 29, 2019~~August 5, 2021. -Births or adoptions that occurred prior to ~~May 29, 2019~~August 5, 2021 are not eligible to receive paid parental leave.

b) Every parent who is designated as the primary caregiver shall receive ~~six~~eight weeks of paid parental leave and every parent who is designated as the secondary caregiver shall receive ~~three~~four weeks of parental leave.

1) If both parents are State of Kansas employees, irrespective of the branch of government, eligible for paid parental leave one employee must be designated the primary caregiver and one employee must be designated the secondary caregiver.

2) In such instances, both parents may utilize paid parental leave concurrently, consecutively, or at different times, in accordance with the provisions of this policy.

c) Paid parental leave covers 100% of an eligible employee's regular rate of pay and while using such leave, employees continue to accrue vacation and sick leave in accordance with applicable rules, regulations, and statutes.

d) Official and observed holidays, approved by the Legislative Coordinating Council, do not count against paid parental leave. Employees utilizing paid parental leave on an official or observed holiday shall receive holiday credit pursuant to K.A.R. 1-9-2.

e) Paid parental leave must be taken within the ~~12~~26 weeks immediately following the birth or adoption of a child.

f) Paid parental leave cannot be donated through the State of Kansas Shared Leave program or in any other way, and any amount of leave not utilized by the eligible employee in the above referenced ~~12~~26-week period shall be forfeited.

g) Nothing in this policy regarding paid parental leave for legislative employees shall have any adverse effect on an eligible employee's KPERS retirement benefits, including, but not limited to, the employee's final average salary calculation, when utilizing the paid parental leave provisions of this policy. (Adopted May 29, 2019, Amended August 5, 2021)