

## 2014 General Assembly

### Labor and Employment Legislation Introduced *Through February 28, 2014:*

<b>Topic</b>	<b>Bill #</b>	<b>Sponsor</b>	<b>Summary</b>
Labor and Employment	<a href="#">HB 1</a>	Stumbo	Raise the minimum wage to \$10.10 over three years; define "equivalent jobs" according to the federal Equal Pay Act; prohibit wage discrimination
Labor and Employment	<a href="#">HB 10</a>	King	Provide an income tax credit for taxpayers who contract for services with individuals who are legally blind or severely disabled
Labor and Employment	<a href="#">HB 18</a>	Crimm	Establish the employers' organ and bone marrow donation tax credit to compensate employers for amounts paid to donors during leave of absence
Labor and Employment	<a href="#">HB 20</a>	Nelson	Require teacher vacancies to be filled by qualified teachers certified through a regular certification program before considering applicants certified through an alternative certification program
Labor and Employment	<a href="#">HB 27</a>	Nelson	Establish a rebuttable presumption that cancer is an occupational disease for full-time firefighters; establish the guidelines for compensation
Labor and Employment	<a href="#">HR 29</a>	Kay	Support legislative action to pay the full actuarially required employer contribution rate to the systems administered by Kentucky Retirement Systems
Labor and Employment	<a href="#">HR 30</a>	Kay	Support legislative action to fund required contribution rates for the Kentucky Employees Retirement System and the State Police Retirement System
Labor and Employment	<a href="#">HR 40</a>	Stumbo	Require each member of the House complete workplace harassment prevention training annually
Labor and Employment	<a href="#">HB 46</a>	Stone	Transfer a portion of the Tennessee Valley Authority in-lieu-of-tax payment from for economic development and job creation activities
Labor and Employment	<a href="#">HCR 46</a>	Damron	Direct the LRC to study the potential use of a state electronic health records system to allow medical professionals access to medical histories of state employees, retirees, and Medicaid recipients
Labor and Employment	<a href="#">HR 51</a>	Glenn	Urge law enforcement officials and medical services personnel in cities of 25,000 or more to receive one hour of training on Alzheimer's disease and dementia
Labor and Employment	<a href="#">HB 82</a>	Santoro	Permit minors over the age of 16 to work until 11 p.m. on days preceding a school day
Labor and Employment	<a href="#">HB 87</a>	Yonts	Require the Office for Education and Workforce Statistics to disseminate information on employment rates and earnings of graduates from public universities
Labor and	<a href="#">HB 88</a>	Yonts	Limit raises for staff of the Legislative Research

Employment			Commission to five percent within a 24 month period unless approved by the LRC
Labor and Employment	<a href="#">HB 106</a>	Benvenuti III	Provide that legislators, the Governor, and Cabinet officials purchase health insurance coverage through a state or federally operated health insurance exchange
Labor and Employment	<a href="#">HB 108</a>	Quarles	Exclude service as a referee, umpire, or official for a youth athletic program from the definition of "gainful occupation" for minors
Labor and Employment	<a href="#">HB 116</a>	Imes	Require certain non-merit employees to travel to Fulton and Pike Counties of Kentucky prior to being appointed
Labor and Employment	<a href="#">HB 134</a>	Donohue	Mandate that members of the General Assembly and LRC employees receive annual training on workplace harassment law and policy in the legislative workplace
Labor and Employment	<a href="#">HB 138</a>	Yonts	Add health flexible spending accounts as an option for public employees in addition to the Public Employee Health Insurance Program
Labor and Employment	<a href="#">HB 148</a>	Marzian	Define "equivalent jobs" according to the federal Equal Pay Act; prohibit wage discrimination on the basis of sex, race, or national origin
Labor and Employment	<a href="#">HB 149</a>	Watkins	Allow dependents of full-time employees of public postsecondary institutions to take up to six credit hours per term at any postsecondary institution with tuition waived
Labor and Employment	<a href="#">HB 150</a>	Nelson	Require the Personnel Cabinet to offer a health plan option with benefits equivalent to the benefits offered by the Medicaid program
Labor and Employment	<a href="#">HB153</a>	Butler	Establish a rebuttable presumption that cancer is an occupational disease for full-time paid firefighters; establish the guidelines for compensation
Labor and Employment	<a href="#">HB 161</a>	Yonts	Define "local unit of government" and "police officer"; allow a local unit of government to employ a retired police officer under certain provisions
Labor and Employment	<a href="#">HB 171</a>	Marzian	Include a prohibition against discrimination because of sexual orientation and gender identity in labor and employment practices, housing, and credit transactions
Labor and Employment	<a href="#">HB 173</a>	Westrom	Prohibit indoor smoking in businesses, places of employment, and other listed public places; permit smoking in designated non enclosed areas
Labor and Employment	<a href="#">HB 178</a>	Yonts	Require that a temporary elevator mechanic license requires 24 months of experience; mandate that a temporary elevator mechanic license may not be renewed
Labor and Employment	<a href="#">HB 182</a>	Butler	Create a new section of the Constitution of Kentucky establishing an independent commission to set salaries of legislators and various public offices
Labor and	<a href="#">HB 183</a>	Koenig	Prohibit the establishment of a civil service commission

Employment			in the months of November or December of even-numbered years
Labor and Employment	<a href="#">HB 185</a>	Short	Allow a deduction from taxable income for volunteer firefighters who meet certain qualifications
Labor and Employment	<a href="#">HB 186</a>	Meredith	Allow a refundable income tax credit for certified volunteer firefighters
Labor and Employment	<a href="#">HB 187</a>	Yonts	Reduce the annual pension benefit of any retired senior status judge or justice who are then appointed, elected, or re-elected to a position of judge or justice
Labor and Employment	<a href="#">HB 191</a>	Coursey	Raise the minimum wage for tipped employees to \$3 per hour; raise the rate annually by \$0.95 or 70% of the hourly minimum wage for non tipped employees
Labor and Employment	<a href="#">HB 194</a>	Jenkins	Identify correctional officers as law enforcement officers; allow postsecondary education tuition fees to be waived for survivors of correctional officers killed or permanently disabled in the line of duty
Labor and Employment	<a href="#">HB 207</a>	Riggs	Establish the Kentucky Board of Roofing Contractors; assign duties and powers to the board; establish licensure requirements and fees for residential and commercial roofing contractors
Labor and Employment	<a href="#">HB 239</a>	Jenkins	Establish a procedure for handling a complaint against a jail officer
Labor and Employment	<a href="#">HB 242</a>	Jenkins	Prohibit employers from discharging or retaliating against an employee who is a crime victim when the employee gives notice and takes leave to attend criminal proceedings; require employer confidentiality
Labor and Employment	<a href="#">HB 251</a>	Butler	Establish a rebuttable presumption that specific types of cancer, are an occupational disease for paid or volunteer firefighters; create definitions and standards for compensation
Labor and Employment	<a href="#">HB 268</a>	Bechler	Allow three years of HVAC experience in another state to count towards journeyman licensure requirements, if standards in the other state are substantially similar
Labor and Employment	<a href="#">HB 277</a>	Lee	Require the Cabinet for Health and Family Services to establish a background check program for prospective employees of long-term-care facilities
Labor and Employment	<a href="#">HB 294</a>	Westrom	Increase the initial application fee and the annual renewal fee for real estate appraisers; include a maximum allowable attorney fee
Labor and Employment	<a href="#">HB 302</a>	Moore	Permit an individual or an employer to pay directly for health care services and a health care provider to accept direct payment without penalties or fines
Labor and Employment	<a href="#">HB 314</a>	Palumbo	Establish the requirements for licensure as a landscape architect; regulate inactive licenses and retired licenses
Labor and Employment	<a href="#">HB 321</a>	Moore	Allow an employer tax credit equal to the amount of tax deducted and withheld as required by state law upon

			wages paid to the qualifying employee
Labor and Employment	<a href="#">HB 323</a>	Yonts	Add the legislators', teachers', and judicial retirement plans to the Public Pension Oversight Board's review; amend appointment process for board members
Labor and Employment	<a href="#">HB 324</a>	Yonts	Remove language which prohibited an injury or disease from military service from being a disabling condition under Kentucky Retirement Systems; detail
Labor and Employment	<a href="#">HB 333</a>	Graham	Permit the Kentucky Teachers' Retirement System (KTRS) to accept electronic signatures; require paid leave to trustees serving on the board; allow KTRS to contract for insurance; detail
Labor and Employment	<a href="#">HB 335</a>	Stumbo	Establish a False Claims Act for civil liability for fraud against the state; allow the Attorney General or private citizens to sue; provide protections for whistleblowers
Labor and Employment	<a href="#">HB 337</a>	Pullin	Require recognition of military training towards application for heating, ventilation, and air conditioning contractor's or mechanic's licenses
Labor and Employment	<a href="#">HB 344</a>	Greer	Expand the definition for terms affecting licensed behavior analysts; establish the licensing procedure for behavior technicians; detail
Labor and Employment	<a href="#">HB 349</a>	Waide	Require partnerships and limited liability companies to provide workers' compensation documents
Labor and Employment	<a href="#">HB 364</a>	Butler	Allow sheriff's offices the ability to employ retired police officers; continue benefits they were eligible to receive upon retirement; detail
Labor and Employment	<a href="#">HB 365</a>	Floyd	Increase the monthly salary of fire district board members to \$100; require that firefighter members of the board be both paid and volunteer firefighters
Labor and Employment	<a href="#">HB 378</a>	Donohue	Require LRC to evaluate its policies related to workplace harassment; require the General Assembly and LRC employees receive training on workplace harassment law
Labor and Employment	<a href="#">HB 384</a>	Tilley	Narrow the class of offenses relating to employment and licensure of persons convicted of crime, add consideration of the passage of time since the commission of the offense; detail
Labor and Employment	<a href="#">HB 390</a>	Pullin	Require public servants who become aware of violations of the Ethics Code to report concerns and protect those who report concerns; clarify conflict of interest provisions; detail
Labor and Employment	<a href="#">HB 392</a>	Henderson	Count time taken off at the direction of an agency as authorized hours worked in determining whether an employee is eligible to receive overtime pay
Labor and Employment	<a href="#">HB 393</a>	Denham	Require the commissioner to develop an e-mail notification system to alert if a specific business has cancelled workers' compensation coverage

Labor and Employment	<a href="#">HB 352</a>	Wayne	Increase the annual supplement a local government receives for each qualified police officer and professional firefighter it employs
Labor and Employment	<a href="#">HB 396</a>	Clark	Expand eligibility for jobs under the Kentucky Jobs Retention Act program to include certain household appliance and appliance parts or supplies manufacturers
Labor and Employment	<a href="#">HCR 128</a>	Henderson	Direct the LRC to establish a task force to study the recruitment and retention of volunteer firefighters in Kentucky
Labor and Employment	<a href="#">HB 405</a>	Horlander	Allow local governments to require law enforcement telecommunicators to sign an employment contract; detail
Labor and Employment	<a href="#">HB 419</a>	Hoover	Exclude all educational buildings and facilities from meeting the requirements of the prevailing wage law
Labor and Employment	<a href="#">HB 422</a>	Nelson	Allow increased compensation in a county where the unemployment rate is 12 percent or higher; exempt certain small businesses from the limited liability entity tax
Labor and Employment	<a href="#">HB 456</a>	Kay	Allow a 60-day grace period after expiration to renew HVAC license; allow termination or payment of renewal fee for reinstatement after grace period; more
Labor and Employment	<a href="#">HB 457</a>	Floyd	Create an insurable interest in the life of employees
Labor and Employment	<a href="#">HB 467</a>	Denham	Create an e-mail notification system where a person may be notified of any cancellation of a specific business' workers' compensation coverage
Labor and Employment	<a href="#">HB 473</a>	Denham	Require school districts to provide training on student behavior to employees; provide immunity to employees who report a student's disruptive behavior; more
Labor and Employment	<a href="#">HB 496</a>	Hoover	Right to work legislation, which prohibits mandatory membership in or financial support of a labor organization as a condition of employment; exempt existing contracts or agreements; more
Labor and Employment	<a href="#">HB 504</a>	Greer	Require the Division of Workers' Compensation Funds to attempt to settle special fund claims; allow attorney's fees; more
Labor and Employment	<a href="#">HB 507</a>	Sinnette	Allow attorneys' fees in worker's compensation medical fee disputes; require benefits to be paid until age 70 or 5 years after the injury; amend reopening statutes; more
Labor and Employment	<a href="#">SB 28</a>	Kerr	Modify the definitions of "apprentice," "apprenticeship agreement," and "council" relating to apprenticeship programs
Labor and Employment	<a href="#">SB 42</a>	Kerr	Specify that sexual and workplace harassment information is to be part of the legislative ethics manual and mandatory training program for legislators
Labor and	<a href="#">SB 49</a>	Denton	Exclude employees who work in a home care situation

Employment			for the infirm from overtime wage requirements
Labor and Employment	<a href="#">SB 56</a>	Neal	Narrow types of crimes that prevent employment and licensure of persons convicted of crime and require consideration of passage of time since the offense
Labor and Employment	<a href="#">SB 59</a>	Harris	Define the terms “motor carrier transportation contract” and “promise”; render certain clauses in motor carrier transportation agreements unenforceable
Labor and Employment	<a href="#">SB 63</a>	McDaniel	Require the Division of Workers’ Compensation Funds to attempt to settle special fund claims; eliminate all funding provided to the Labor Cabinet from special fund assessments
Labor and Employment	<a href="#">SB 81</a>	Schickel	Require that the Labor Cabinet is the determining authority in issues related to employee misclassification; establish criteria for determining who is an independent contractor; establish a penalty for misclassification
Labor and Employment	<a href="#">SB 93</a>	McDaniel	Provide that any current or former judge or justice who is convicted of or pleads guilty to a crime relating to his or her duties shall cease membership in the Judicial Retirement Plan
Labor and Employment	<a href="#">SB 94</a>	McDaniel	Authorize the Kentucky Board of Medical Licensure to promulgate administrative regulations relating to the licensing and regulation of anesthesiologist assistants
Labor and Employment	<a href="#">SB 98</a>	Gregory	Require entities that provide services to vulnerable adults request records from the Cabinet regarding whether a prospective employee or volunteer has been responsible for adult abuse or neglect
Labor and Employment	<a href="#">SB 105</a>	Buford	Delete newspaper carriers from being considered employees of independent news agencies for workers’ compensation purposes
Labor and Employment	<a href="#">SB 111</a>	Leeper	Require the Board of Hairdressers and Cosmetologists to create regulations regarding continuing education for instructors, cosmetologists and nail technicians
Labor and Employment	<a href="#">SB 117</a>	Denton	Prohibit indoor smoking in businesses, places of employment, and other public places; permit smoking in designated areas; require posting of "no smoking" signs
Labor and Employment	<a href="#">SB 134</a>	Westerfield	Require the Board Medical Licensure to design a program to ensure that a physician offers expert testimony in accord with his or her professional knowledge or skills
Labor and Employment	<a href="#">SB 136</a>	Buford	Allow increased attorneys’ fees for medical fee disputes; allow for reopening for additional benefits; permit some claimants to collect lump sum awards; prohibit unfair claims settlement practice; detail
Labor and Employment	<a href="#">SB 137</a>	Carroll	Double the amount of attorneys’ fees in worker's compensation claims and add post-award benefits; require benefits to be paid until age 70 or 5 years after



