General Assembly

Labor and Employment Legislation Introduced Through February 28, 2014:

Topic	Bill #	Sponsor	Summary
Labor and	<u>HB 1</u>	Stumbo	Raise the minimum wage to \$10.10 over three years;
Employment			define "equivalent jobs" according to the federal Equal
			Pay Act; prohibit wage discrimination
Labor and	<u>HB 10</u>	King	Provide an income tax credit for taxpayers who contract
Employment			for services with individuals who are legally blind or
			severely disabled
Labor and	<u>HB 18</u>	Crimm	Establish the employers' organ and bone marrow
Employment			donation tax credit to compensate employers for
			amounts paid to donors during leave of absence
Labor and	<u>HB 20</u>	Nelson	Require teacher vacancies to be filled by qualified
Employment			teachers certified through a regular certification program
			before considering applicants certified through an
			alternative certification program
Labor and	<u>HB 27</u>	Nelson	Establish a rebuttable presumption that cancer is an
Employment			occupational disease for full-time firefighters; establish
			the guidelines for compensation
Labor and	HR 29	Kay	Support legislative action to pay the full actuarially
Employment			required employer contribution rate to the systems
			administered by Kentucky Retirement Systems
Labor and	HR 30	Kay	Support legislative action to fund required contribution
Employment			rates for the Kentucky Employees Retirement System
			and the State Police Retirement System
Labor and	HR 40	Stumbo	Require each member of the House complete workplace
Employment			harassment prevention training annually
Labor and	<u>HB 46</u>	Stone	Transfer a portion of the Tennessee Valley Authority in-
Employment			lieu-of-tax payment from for economic development
			and job creation activities
Labor and	HCR 46	Damron	Direct the LRC to study the potential use of a state
Employment			electronic health records system to allow medical
			professionals access to medical histories of state
			employees, retirees, and Medicaid recipients
Labor and	HR 51	Glenn	Urge law enforcement officials and medical services
Employment			personnel in cities of 25,000 or more to receive one hour
			of training on Alzheimer's disease and dementia
Labor and	HB 82	Santoro	Permit minors over the age of 16 to work until 11 p.m.
Employment			on days preceding a school day
Labor and	HB 87	Yonts	Require the Office for Education and Workforce
Employment			Statistics to disseminate information on employment
			rates and earnings of graduates from public universities
Labor and	<u>HB 88</u>	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	HB 106	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	<u>HB 108</u>	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	<u>HB 116</u>	Imes	Require certain non-merit employees to travel to Fulton and Pike Counties of Kentucky prior to being appointed
Labor and Employment	<u>HB 134</u>	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	<u>HB 138</u>	Yonts	Add health flexible spending accounts as an option for public employees in addition to the Public Employee Health Insurance Program
Labor and Employment	HB 148	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	HB 149	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	<u>HB 150</u>	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	<u>HB153</u>	Butler	Establish a rebuttable presumption that cancer is an occupational disease for full-time paid firefighters; establish the guidelines for compensation
Labor and Employment	HB 161	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	<u>HB 171</u>	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	<u>HB 173</u>	Westrom	Prohibit indoor smoking in businesses, places of employment, and other listed public places; permit smoking in designated non enclosed areas
Labor and Employment	HB 178	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	HB 182	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	<u>HB 183</u>	Koenig	Prohibit the establishment of a civil service commission

Labor and HB 185 Short Allow a deduction from taxable income for volunteer firefighters who meet certain qualifications Labor and HB 186 Meredith Allow a refundable income tax credit for certified volunteer firefighters Vonts 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 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 HB 194 Jenkins Identify correctional officers as law enforcement officers; allow postsecondary education tuition fees to be waived for survivors of correctional officers killed or permanenty disabled in the line of duty permanenty disabled in the line of duty permanenty assign duties and powers to the board; establish licensure requirements and fees for residential and commercial roofing contractors Establish a procedure for handling a complaint against a jail officer Prohibit employeers 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 Establish a rebuttable presumption that specific types of cancer, are an occupational disease for paid or volunteer firefighters; create definitions and standards for compensation HB 277 Lee Require the Cabinet for Health and Family Services to establish a background check program for prospective employment Implementation HB 294 Westrom Implementation Impl	Employment			in the months of November or December of even- numbered years
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Labor and HB 321 Moore Allow an employer tax credit equal to the amount of tax	Employment			-
		HB 321	Moore	
	Employment			deducted and withheld as required by state law upon

			wages paid to the qualifying employee
Labor and	HB 323	Yonts	Add the legislators', teachers', and judicial retirement
Employment	<u> 11D 323</u>	Tonts	plans to the Public Pension Oversight Board's review;
Limpioyment			amend appointment process for board members
Labor and	HB 324	Yonts	Remove language which prohibited an injury or disease
Employment	11D 324	Tonts	from military service from being a disabling condition
Employment			under Kentucky Retirement Systems; detail
Labor and	HB 333	Graham	Permit the Kentucky Teachers' Retirement System
	пв 333	Granani	•
Employment			(KTRS) to accept electronic signatures; require paid
			leave to trustees serving on the board; allow KTRS to
T -11	IID 225	C41	contract for insurance; detail
Labor and	<u>HB 335</u>	Stumbo	Establish a False Claims Act for civil liability for fraud
Employment			against the state; allow the Attorney General or private
* 1	110.005	D 111	citizens to sue; provide protections for whistleblowers
Labor and	<u>HB 337</u>	Pullin	Require recognition of military training towards
Employment			application for heating, ventilation, and air conditioning
			contractor's or mechanic's licenses
Labor and	<u>HB 344</u>	Greer	Expand the definition for terms affecting licensed
Employment			behavior analysts; establish the licensing procedure for
			behavior technicians; detail
Labor and	<u>HB 349</u>	Waide	Require partnerships and limited liability companies to
Employment			provide workers' compensation documents
Labor and	<u>HB 364</u>	Butler	Allow sheriff's offices the ability to employ retired
Employment			police officers; continue benefits they were eligible to
			receive upon retirement; detail
Labor and	HB 365	Floyd	Increase the monthly salary of fire district board
Employment			members to \$100; require that firefighter members of
			the board be both paid and volunteer firefighters
Labor and	HB 378	Donohue	Require LRC to evaluate its policies related to
Employment			workplace harassment; require the General Assembly
			and LRC employees receive training on workplace
			harassment law
Labor and	HB 384	Tilley	Narrow the class of offenses relating to employment and
Employment			licensure of persons convicted of crime, add
			consideration of the passage of time since the
			commission of the offense; detail
Labor and	HB 390	Pullin	Require public servants who become aware of violations
Employment			of the Ethics Code to report concerns and protect those
1 3			who report concerns; clarify conflict of interest
			provisions; detail
Labor and	HB 392	Henderson	Count time taken off at the direction of an agency as
Employment	===: 5 , 2		authorized hours worked in determining whether an
			employee is eligible to receive overtime pay
Labor and	HB 393	Denham	Require the commissioner to develop an e-mail
Employment	110 373		notification system to alert if a specific business has
Zimprojinent			cancelled workers' compensation coverage
			cancelled workers compensation coverage

Employment Employment Employment Employment HB 396 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 Labor and Employment Labor and Employment Labor and Employment HB 405 Labor and Employment HB 504 Erective LRC to establish a task force to study the recurite ments to require laments or local propension of each	Labor and	LID 252	Wormo	Increase the annual supplement a local government
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programs	Employment			agreement," and "council" relating to apprenticeship
				1 6
Labor and SB 42 Kerr Specify that sexual and workplace harassment	Labor and	<u>SB 42</u>	Kerr	Specify that sexual and workplace harassment
Employment information is to be part of the legislative ethics manual	Employment			
and mandatory training program for legislators				and mandatory training program for legislators
Labor and SB 49 Denton Exclude employees who work in a home care situation	Labor and	SB_49	Denton	

Employment			for the infirm from overtime wage requirements
Labor and	SB 56	Neal	Narrow types of crimes that prevent employment and
Employment			licensure of persons convicted of crime and require
			consideration of passage of time since the offense
Labor and	SB 59	Harris	Define the terms "motor carrier transportation contract"
Employment	<u>55 57</u>	1101115	and "6romise"; render certain clauses in motor carrier
Employment			transportation agreements unenforceable
Labor and	SB 63	McDaniel	Require the Division of Workers' Compensation Funds
Employment	<u>5B 65</u>	WieDamer	to attempt to settle special fund claims; eliminate all
Limpioyment			funding provided to the Labor Cabinet from special fund
			assessments
Labor and	SB 81	Schickel	Require that the Labor Cabinet is the determining
Employment	<u>SD 61</u>	Schicker	•
Employment			authority in issues related to employee misclassification;
			establish criteria for determining who is an independent
Lahanand	CD 02	MaDanial	contractor; establish a penalty for misclassification
Labor and	<u>SB 93</u>	McDaniel	Provide that any current or former judge or justice who
Employment			is convicted of or pleads guilty to a crime relating to his
			or her duties shall cease membership in the Judicial
T 1 1	GD 0.4	MD	Retirement Plan
Labor and	<u>SB 94</u>	McDaniel	Authorize the Kentucky Board of Medical Licensure to
Employment			promulgate administrative regulations relating to the
			licensing and regulation of anesthesiologist assistants
Labor and	<u>SB 98</u>	Gregory	Require entities that provide services to vulnerable
Employment			adults request records from the Cabinet regarding
			whether a prospective employee or volunteer has been
			responsible for adult abuse or neglect
Labor and	<u>SB 105</u>	Buford	Delete newspaper carriers from being considered
Employment			employees of independent news agencies for workers'
			compensation purposes
Labor and	<u>SB 111</u>	Leeper	Require the Board of Hairdressers and Cosmetologists
Employment			to create regulations regarding continuing education for
			instructors, cosmetologists and nail technicians
Labor and	SB 117	Denton	Prohibit indoor smoking in businesses, places of
Employment			employment, and other public places; permit smoking in
			designated areas; require posting of "no smoking" signs
Labor and	SB 134	Westerfield	Require the Board Medical Licensure to design a
Employment			program to ensure that a physician offers expert
			testimony in accord with his or her professional
			knowledge or skills
Labor and	SB 136	Buford	Allow increased attorneys' fees for medical fee
Employment			disputes; allow for reopening for additional benefits;
			permit some claimants to collect lump sum awards;
			prohibit unfair claims settlement practice; detail
Labor and	SB 137	Carroll	Double the amount of attorneys' fees in worker's
			- ···· · · · · · · · · · · · · ·
Employment			compensation claims and add post-award benefits;

			the injury
Labor and Employment	SB 140	McGarvey	Prohibit discrimination based on sexual orientation and gender identity in the civil rights laws; prohibit discrimination in employment and public accommodation
Labor and Employment	<u>SB 142</u>	McDaniel	Limit members of the Legislators' Retirement Plan or Judicial Retirement Plan to a 10% growth in the creditable compensation earned during their last five years of employment
Labor and Employment	<u>SB 145</u>	Jones	Allow a Class D felony record to be expunged under specified circumstances; require a confidential index of expungement orders; exempt expunged cases from laws relating to possession of firearms
Labor and Employment	<u>SB 146</u>	Jones	Require that a person with five years of surface or underground coal mining experience be given preference in state employment
Labor and Employment	<u>SB 147</u>	Neal	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	<u>SB 168</u>	Wilson	Include teacher's failure to meet the requirements of a corrective action plan as a reason for termination or suspension of a contract
Labor and Employment	<u>SB 169</u>	Wilson	Clarify the causes for teacher contract termination; require and establish due process procedures for a teacher's appeal of a charge
Labor and Employment	<u>SB 171</u>	Jones II	Require legislative agents to disclose for legislative or executive matters; require legislative employers to disclose all amounts paid to the legislative agents