

# ***Kansas Employment Law Letter***

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## **Kansas Bills Become Law**

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*Aside from the well-publicized Kansas concealed carry law and the changes to the Kansas Wage Payment Act affecting deductions for 401(k) contributions – both discussed in previous newsletter issues – there are two other lesser-known new laws affecting Kansas employers that you should be aware of. We first told you about these pending laws back in March and April when they were bills working their way through the state legislature. Well, they made it through, so take note.*

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### **Time Off for Victims of Abuse**

Another new law requires employers to allow employees time off from work to obtain restraining orders or other injunctive relief in domestic violence or sexual assault situations and to seek medical attention for injuries caused by domestic violence or sexual assault or to obtain services from a domestic violence or sexual assault center shelter.

The Kansas Coalition Against Sexual and Domestic Violence and the YWCA Battered Women Task Force supported the bill. The groups offered testimony that victims of such abuse need to be able to seek medical, legal, or advocacy services without fear of the loss of confidentiality or fear of loss of financial stability.

The new law states that an employee should give her employer reasonable advance notice of her intention to take time off under this law, unless such notice isn't feasible. Within 48 hours after returning from the requested time off, she shall provide documentation – such as a police report, a court order, documentation from a medical professional, or other substantiating evidence – of the need for the leave.

The domestic violence law doesn't prescribe any particular penalty for employers that violate it. (There was originally a penalty in the bill, but the House deleted it.) Also, the law doesn't explain how an employee enforces her rights. It doesn't specifically provide for a civil claim or state that any state administrative body has authority to enforce it.

### **Bottom Line**

These two new laws became effective July 1. Contact legal counsel if you have any questions or concerns regarding how they could affect your company.