

## Kansas

### Employment Law Workbook Addendum

(Update on legislation enacted from Jan. 1, 2015- Dec. 31, 2016)

#### Topics

##### **I. Discrimination**

No new laws or regulations enacted in 2015 or 2016.

##### **II. Pre-Employment Inquiry Guidelines**

Kansas has enacted a new law creating a voluntary veteran's preference in hiring. A private employer may adopt an employment policy that gives preference in hiring to a military veteran, provided that the veteran meets the requirements for the job position. The policy must be in writing and applied consistently to all decisions regarding initial employment. To apply the veteran's preference, the employer must require an applicant to submit proof of military service and honorable discharge or general discharge under honorable conditions.

The new law also amends existing provisions related to leave of absence for employees called to Kansas state military duty. These provisions require private employers to grant unpaid leave to any employee who is a member of the Kansas National Guard to attend drills or annual muster or perform active service. The amendment expands employee eligibility to employees who are called to state active duty by the state of Kansas or any other state and who are members of the Kansas army national guard, Kansas air national guard, the Kansas state guard or other Kansas military force, or the military forces of any other state. The amendment also clarifies that the employees must be employed within the state of Kansas.

The voluntary veteran's preference law is codified at K.S.A. § 73-231 (Effective Date 07/01/2015)

The amendment to the leave of absence provisions is codified K.S.A. § 48-517 (Effective Date 07/01/2015)

##### **III. Family and Medical Leave**

No new laws or regulations enacted in 2015 or 2016.

##### **IV. Wage and Hour Laws**

No new laws or regulations enacted in 2015 or 2016.

##### **V. Drug Testing**

No new laws or regulations enacted in 2015 or 2016.

##### **VI. Noncompete and Other Employment Agreements**

No new laws or regulations enacted in 2015 or 2016.

##### **VII. Workplace Safety**

No new laws or regulations enacted in 2015 or 2016.

**VIII. Workers' Compensation**

No new laws or regulations enacted in 2015 or 2016.

**IX. Miscellaneous**