

Kentucky

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

Under a new law, private employers can adopt a voluntary veterans' preference employment policy in which they give preference for hiring, promotion, or retaining a veteran over another qualified applicant or employee. Moreover, the law provides that giving preference to veterans under such a policy does not violate state or local equal employment opportunity laws.

If adopted, a policy must be in writing and uniformly applied to employment decisions regarding hiring, promotion, or retention during a reduction-in-force. Employers can require veterans to submit a Department of Defense form DD 2014 as proof of eligibility.

KRS § 40.345 (Effective Date 06/23/2015).

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