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## FISCAL IMPACT REPORT



SPONSOR: Stewart DATE TYPED: 02/06/02 HB HJM 51

SHORT TITLE: Paid Family and Medical Leave Study SB \_\_\_\_\_

ANALYST: Kehoe

### APPROPRIATION

Appropriation Contained		Estimated Additional Impact		Recurring or Non-Rec	Fund Affected
FY02	FY03	FY02	FY03		
		\$0.1 - Significant - See Narrative		Non-Recurring	General Fund

(Parenthesis ( ) Indicate Expenditure Decreases)

Duplicates SJM 52

### SOURCES OF INFORMATION

Commission on the Status of Women (CSW)  
LFC Files

### SUMMARY

#### Synopsis of Bill

House Joint Memorial 51 requests the Commission on the Status of Women to lead a study on the costs and benefits of paid family and medical leave and to report its finding to the Legislative Health and Human Services Interim Committee in October 2002.

#### Significant Issues

Congress passed the Family and Medical Leave Act (FMLA) in 1993 to provide a national policy supporting families in their need to balance the demands of home and the workplace. The law requires employers with 50 employees or more to provide up to 12 weeks of unpaid, job-protected leave a year to eligible employees to care for a newborn, newly-adopted or foster child, a child, spouse or parent with a serious health condition, or for the serious health condition of the employee, including maternity-related disability. Employees are eligible to take leave if they have worked for a covered employer for at least one year, and for 1,250 hours over the previous 12 months, and if there are at least 50 employees working for their employer within a 75-mile radius of their worksite.

House Joint Memorial 51 requests the Commission on the Status of Women to lead a study on the cost and benefits of “paid” family and medical leave.

**FISCAL IMPLICATIONS**

House Joint Memorial 51 does not contain an appropriation. However, directing CSW to conduct a study on the costs and benefits of paid family and medical leave will have a tremendous impact on the agency--both fiscally and administratively. The agency is comprised of only 7 FTE and would have to contract for professional services to conduct and prepare a final report of the study. The FY03 proposed budget includes \$9.0 in the contractual services category. CSW’s estimated costs for the study, excluding personnel, would be approximately \$10.0 in fiscal years 02-03—a significant impact on a small agency.

**DUPLICATION**

House Joint Memorial 51 duplicates Senate Joint Memorial 52 in its entirety.

LMK/njw:ar