

Department of Finance and Administration

Legislative Impact Statement

Bill: HB1815

Bill Subtitle: TO PERMIT PARENTAL LEAVE DUE TO THE BIRTH, ADOPTION, OR FOSTER PLACEMENT OF A CHILD.

Basic Change :

Representative Leding

This bill creates parental leave, an additional leave that is with pay and can be used for:

1. Birth of the employee's child;
2. Adoption of a child by the employee that is by order of a court of competent jurisdiction;
3. Foster placement of a child with the employee by DHS or a court of competent jurisdiction;
or
4. Award of guardianship of a child by a court of competent jurisdiction.

This bill provides that parental leave for foster placement or guardianship will cease if the child is removed from the custody of the employee by DHS or a court of competent jurisdiction. This bill defines "child" and "employee". This bill defines the employees that are eligible to take parental leave.

This bill provides that parental leave will be treated like maternity leave in that an employee is not required to exhaust all of their accumulated annual leave before they can use leave without pay. An employee is not required to use parental leave; however, if an employee chooses to use parental leave, they must use it before they use

1. Maternity leave;
2. Earned sick leave;
3. Earned annual leave;
4. Earned compensatory leave;
5. Catastrophic leave; and
6. Leave without pay.

This bill provides that parental leave will be used concurrently with any maternity leave that is granted under federal or state law.

This bill provides that if an employee chooses to use parental leave they may be paid his or her salary up to \$750 each week for six consecutive weeks.

Revenue Impact :

None

Taxpayer Impact :

The perception by taxpayers of another manner in which state employees receive time off with pay

Resources Required :

\$56,000

- Initial analysis has concluded that AASIS system enhancements will be required in areas of the system which are complex customization. A new system wage type, absence type and time and payroll system schema changes will be required. This can be done with existing staff unless the effective date is July 1.

\$30M

- If 25% of all employees who are eligible take the maximum of 6 weeks leave.

Unknown

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- Employees could then elect to utilize family medical leave for an additional six weeks as well as all accrued annual, compensatory, and sick while the state maintains the matching.
- Temporary employees may be required for those employees off of work for an extended length of time.

Time Required :

AASIS programming is estimated at 320 hours.

OPM policy development is estimated at 20 hours.

Procedural Changes :

Additional rules will need to be adopted to implement parental leave as an additional option for an employee.

Legal Analysis :

None