

Fiscal Estimate Narratives
DER 3/20/2003

LRB Number	03-0603/1	Introduction Number	AB-163	Estimate Type	Original
Subject					
Creation of optional holiday for state employees to observe the birthday of Cesar E. Chavez					

Assumptions Used in Arriving at Fiscal Estimate

AB 163 requires state agencies to designate March 31 as an optional paid holiday for state employees that could be taken in lieu of another paid holiday.

This bill only applies to non-represented employees since legal holidays for represented employees are governed by collective bargaining agreements. This bill would permit non-represented state employees to take March 31 as a paid holiday in lieu of any other paid holiday specified in s. 230.35(4).

In this situation, some non-represented employees might choose to work on another paid holiday and take paid holiday time on March 31. The bill specifies that employees exercising this option would not receive time and one half hourly premium pay for the holiday worked in lieu of the March 31 holiday. However, if supervisors were required to work on the alternative holiday in order to supervise the employees working on a holiday in lieu of March 31, those supervisors would be eligible for wages of time and one-half. In this case, agencies may incur costs because they are required to grant compensatory time off or overtime at the rate of time and one-half to employees who work on a holiday, who did not opt for the March 31 holiday. In addition, employees required to work the holiday would receive the holiday off at a later date. The Department does not have data to estimate these costs.

Agencies that had to open, and heat and light, buildings on holidays on which state offices are closed--to allow employees to work these days in lieu of March 31--might experience difficulties in providing safe and secure worksites.

Long-Range Fiscal Implications