

Fiscal Estimate Narratives
OSER 3/2/2004

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| LRB Number 03-2683/1 | Introduction Number AB-878 | Estimate Type Original |
| Subject Leave of absence to attend Veteran's Day memorial services | | |

Assumptions Used in Arriving at Fiscal Estimate

AB 878 would require an employer to permit employees who are veterans to use paid or unpaid leave for up to eight hours on November 11, for the purpose of attending a memorial service or ceremony in recognition of Veterans Day. The bill applies to state employees.

For represented state employees covered by a collective bargaining agreement that contains provisions inconsistent with the act, the act would be effective on the day on which the collective bargaining agreement expires or is extended, modified, or renewed, whichever occurs first.

As of June 30, 2003, there were 6,444 current state employees who were veterans. Of these, 671 were limited term employees. LTEs are not eligible for paid or unpaid leave.

The bill does not increase the total number of paid leave days for state employees. Rather, it guarantees employees who are veterans the right to take paid or unpaid leave on November 11, regardless of agency business or scheduling needs.

A state agency may incur increased costs if it must pay overtime or use temporary employees to perform the work of absent employees, particularly if large numbers of employees are absent on the same day. This cost can be calculated only if data is available regarding the job functions and pay level of the employees on leave. OSER does not have that data by veteran status.

Long-Range Fiscal Implications