

Fiscal Estimate Narratives

COMM 5/24/2007

LRB Number	07-2425/1	Introduction Number	AB-0324	Estimate Type	Original
Description Family military leave					

Assumptions Used in Arriving at Fiscal Estimate

AB 324 would require an employer that employs between 15 and 50 individuals on a permanent basis to allow employees to take up to 15 days unpaid family military leave. It also requires employers that employ more than 50 individuals on a permanent basis to allow employees to take up to 30 days unpaid family military leave. The unpaid family military leave must be taken during a period of active service of the employee, or of a spouse or child of the employee, who has been active in the military for 30 days or longer. This bill does not mandate paid leave, but would allow the employee to use other paid leave provided by the employer.

This bill would not create new costs for the Department of Commerce as an employer. The maximum amount of time an employee is allowed to use under the family military leave act is 30 days. Typically, when an employee of the Department takes leave for 30 days or less, their essential work is covered by other employees during their regularly scheduled hours. Additionally, this bill allows the employee to use existing paid leave during this time. This bill does not increase the amount of paid leave given to the employee and does not have a fiscal impact on the Department of Commerce.

The Department of Commerce does not have the necessary data available to estimate the fiscal impact of AB 324 on local governments.

Long-Range Fiscal Implications

None anticipated