

Fiscal Estimate Narratives

DHFS 6/26/2007

LRB Number	07-0202/1	Introduction Number	AB-0395	Estimate Type	Original
Description School conference and activities leave					

Assumptions Used in Arriving at Fiscal Estimate

This bill allows any employee of an employer, including the state, employing at least 50 individuals on a permanent basis in this state to take no more than 16 hours of school conference and activities leave in a 12-month period. An employee is not entitled to receive wages or salary while taking school conference and activities leave, but may substitute, for portions of school conference and activities leave, other types of paid or unpaid leave provided by the employer.

Currently, the Department of Health and Family Services (DHFS) allows individuals who cannot schedule school conferences and activities outside their normal work hours to take time off to attend these functions if possible. Costs accrue for the department when a person is in a post-shifted position, which is a position that must be staffed at all scheduled times. These types of positions are located primarily in DHFS institutions. Many positions are 24-hours-a-day, 7-days-a-week posts. When an employee in a post-shifted position takes time off for any reason, his/her shift needs to be covered by another employee which can result in overtime costs for the Department. Employees generally use accrued paid leave for school conferences and activities. If employees continue to use paid leave for these absences, this bill would not increase costs to the Department. However, if employees use unpaid leave time, then additional overtime costs could accrue beyond what the Department currently pays in overtime expenses for employees taking paid leave for school conferences and activities. It is not possible to calculate these costs at this time, but it is assumed they can be absorbed by the Department.

DHFS does not have data available that would support a fiscal impact on local government entities.

Long-Range Fiscal Implications