

Fiscal Estimate Narratives

OSER 6/11/2007

LRB Number	07-1062/1	Introduction Number	SB-195	Estimate Type	Original
Description School conference and activities leave					

Assumptions Used in Arriving at Fiscal Estimate

This draft bill allows any state employee to take no more than 16 hours of school conference and activities leave in a 12-month period. School conference and activities leave may be taken to attend school conferences or classroom activities relating to the employee's child that cannot be scheduled during nonworking hours. In addition, school conference and activities leave may be taken to observe and monitor the day care, preschool, or pre-kindergarten services or programming received by an employee's child, if that observation and monitoring cannot be scheduled during nonworking hours. 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, except that an employee may not substitute paid leave for school conference and activities leave for attending a school conference or activity for less than one hour. An employee who intends to take leave to attend a school conference or activity must give the employer advance notice of the conference or activity and must make a reasonable effort to schedule the conference or activity so that it does not unduly disrupt the operations of the employer.

The Office of State Employment Relations (OSER) does not collect or maintain any information regarding which state employees have children, what ages the children might be, or how often leave for school conferences and activities might be requested. The assumption might be made that the bill, if passed into law, would have no effect on state operations since A) it does not increase paid leave provisions for employees, B) it does not mandate parental involvement in school conferences and activities, and C) it would not necessarily change the level of parental participation in school-related activities from what exists under present-day paid leave provisions.

To the extent that a new law might elicit a higher level of parental participation on the part of state employees than presently exists under current leave provisions or practices, the impact would likely be of a more operational nature (e.g. interim staffing coverage issues at specific work sites). However, when a state employee takes leave, their essential work is typically covered by other employees during their regularly scheduled hours, or by the employee upon their return to work. Additionally, it is foreseeable that employees would typically use existing paid accrued leave if they took leave pursuant to this bill. The fiscal estimate and costs associated with the provisions of this bill are therefore indeterminate.

Further, OSER does not have data available that would support an estimate of the bill's impact on local government entities.

Long-Range Fiscal Implications