

Department of Planning and Budget 2015 Fiscal Impact Statement

1. Bill Number: HB2150

House of Origin ☒ Introduced ☐ Substitute ☐ Engrossed
Second House ☐ In Committee ☐ Substitute ☐ Enrolled

2. Patron: Yancey

3. Committee: Commerce and Labor

4. Title: Domestic violence or sexual assault leave; duty of employers.

5. Summary: Prohibits an employer from discharging, demoting, denying a promotion to, or disciplining an employee because the employee took reasonable time off from work to obtain or attempt to obtain relief from an act of domestic violence or sexual assault. Such relief means seeking legal or law-enforcement assistance or remedies related to domestic violence or sexual assault or seeking treatment by a health care provider for physical or mental injuries caused by domestic violence or sexual assault. The Commissioner of Labor and Industry is authorized to enforce this measure.

6. Budget Amendment Necessary: Yes, Item 110 (HB1400/SB800). See Item 8, below.

7. Fiscal Impact Estimates:

7a. Expenditure Impact:

<i>Fiscal Year</i>	<i>Dollars</i>	<i>Positions</i>	<i>Fund</i>
2015			
2016	\$74,914	1.0	GF
2017	\$74,914	1.0	GF
2018	\$74,914	1.0	GF
2018	\$74,914	1.0	GF
2020	\$74,914	1.0	GF
2021	\$74,914	1.0	GF

7b. Revenue Impact: None.

8. Fiscal Implications: The above state expenditure impact reflects the bill's anticipated impact to the Department of Labor and Industry. Under the provisions of this bill, the Labor Law Division in the Department of Labor and Industry (DOLI) would have to begin enforcement July 1, 2015, and would need one additional staff to conduct inspections. The DOLI impact is for regulatory enforcement of the bill.

The state fiscal impact, as well as any impact specific to the Department of Human Resources Management, is indeterminate as data on the number of employees that may be impacted by this bill are not available. Also, there are no known statistics or indicators that

can be used to estimate the number of state employees who might need to use domestic violence leave, or the frequency or duration of such leave.

- 9. Specific Agency or Political Subdivisions Affected:** Department of Labor and Industry; Department of Human Resource Management; all state agencies.

- 10. Technical Amendment Necessary:** No.

- 11. Other Comments:** HB1945 and SB990 require employers to allow an employee to take domestic violence leave, with or without pay, if the employee or the employee's family member is a victim of domestic violence, sexual assault, or stalking. DOLI is not responsible for enforcement under HB1945 or SB990.