

## **Department of Planning and Budget 2014 Fiscal Impact Statement**

**1. Bill Number:** HB833

<b>House of Origin</b>	<input checked="" type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
<b>Second House</b>	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

**2. Patron:** Keam

**3. Committee:** Commerce and Labor

**4. Title:** Safe days for employees.

**5. Summary:** Requires private employers to allow an employee safe days, with pay, if the employee or a family member is a victim of domestic violence, sexual assault, or stalking or is a family member of a victim of domestic violence, sexual assault, or stalking. Employers are required to provide employees with 32 hours per year of safe day time if the employee has less than 120 months of employment with the employer, and 40 hours per year of safe day time if the employee has 120 or more months of employment with the employer. Safe leave is leave from work that is used to allow the employee to obtain for the employee or the employee's family member, as applicable, (i) medical attention needed to recover from physical or psychological injury or disability caused by domestic violence or sexual assault; (ii) psychological or other counseling; (iii) relocation due to the domestic violence, sexual assault, or stalking; or (iv) legal services. Employers are prohibited from discharging or discriminating against an employee because the employee exercises the right to safe days.

**6. Budget Amendment Necessary:** No.

**7. No fiscal impact.**

**8. Fiscal Implications:** It is anticipated that this bill will not have a state fiscal impact.

**9. Specific Agency or Political Subdivisions Affected:** Department of Labor and Industry.

**10. Technical Amendment Necessary:** No.

**11. Other Comments:** None.