

Department of Planning and Budget 2015 Fiscal Impact Statement

1. Bill Number: HB1945

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

2. Patron: McClellan

3. Committee: Commerce and Labor

4. Title: Domestic violence leave for employees.

5. Summary: Requires 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. Domestic violence leave may be taken to (i) seek legal or law-enforcement assistance or remedies; (ii) seek treatment by a health care provider for physical or mental injuries caused by domestic violence, sexual assault, or stalking or to attend to health care treatment for a victim who is the employee's family member; (iii) obtain, or assist a family member in obtaining, services from a domestic violence shelter, rape crisis center, or other social services program for relief from domestic violence, sexual assault, or stalking; (iv) obtain, or assist a family member in obtaining, mental health counseling related to an incident of domestic violence, sexual assault, or stalking, in which the employee or the employee's family member was a victim of domestic violence, sexual assault, or stalking; or (v) participate in safety planning, temporarily or permanently relocate, or take other actions to increase the safety of the employee or employee's family members from future domestic violence, sexual assault, or stalking. Employers are prohibited from discharging or discriminating against an employee because the employee takes domestic violence leave.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: Indeterminate. See Item 8, below.

8. Fiscal Implications: 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 Human Resources Management; all state agencies.

10. Technical Amendment Necessary: No.

11. Other Comments: This bill is identical to SB990, as introduced.