

Department of Planning and Budget 2018 Fiscal Impact Statement

1. Bill Number: HB1016

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: Toscano

3. Committee: Appropriations

4. Title: Parental leave benefits

5. Summary: Creates a new program of parental leave benefits for full-time state employees with one or more years of continuous employment with the Commonwealth who (i) are the biological parent of a child under one year of age or (ii) adopt a child under one year of age. The amount of leave would be equivalent to the amount of paid leave awarded to an employee pursuant to short-term disability. The bill provides that if two employees are eligible for benefits for the same child, only one shall claim benefits. The bill provides that if an employee is eligible for both parental leave and maternity leave for the same child, parental leave covers the first six weeks of leave; thereafter, if the employee provides notification to her employer from her physician that she is unable to return to work, she may receive short-term disability benefits.

6. Budget Amendment Necessary: Indeterminate – see Item 8.

7. Fiscal Impact Estimates: Indeterminate – see Item 8.

8. Fiscal Implications: The fiscal impact of the proposed legislation cannot be determined, as any costs incurred will vary for each state agency. State agencies are not expected to incur additional costs to provide income replacement for employees out on parental leave or subsequent short-term disability because the employees' salaries and benefits are funded in the state agency's operating budget. However, state agencies may incur overtime expenses or have to hire temporary staff to continue agency operations while an employee is out of the office on parental leave.

According to the Department of Human Resource Management (DHRM), there were approximately 2,000 infants added as dependents to state health insurance plans in fiscal year 2017; however, it is not possible to determine how many of those dependents were adopted because DHRM does not track adoptions separately from births.

9. Specific Agency or Political Subdivisions Affected: All state agencies.

10. Technical Amendment Necessary: No.

11. Other Comments: This bill is similar to House Bills 994 (Byron) and 1529 (Sickles) and Senate Bill 262 (Suetterlein).