



February 22, 2024

SUMMARY OF BILL AS AMENDED (014288): Grants certain state employees leave for six workweeks when becoming a foster parent of a minor child. Leave can only be applied to one six workweek period per 12-month period and unused leave may be used for fostering a subsequent child. Leave must count toward the eligible employee's use of leave required under *Family and Medical Leave Act* (FMLA).

FISCAL IMPACT OF BILL AS AMENDED:

NOT SIGNIFICANT

Assumptions for the bill as amended:

- The proposed legislation will provide up to six paid workweeks for state employees to foster a child. The leave must qualify under FMLA and employees will not have to use their sick or annual leave.
- Public Chapter 216 of 2023 (PC 216) granted state employees a period of six workweeks for the birth of a child or the placement of a child with the employee for adoption.
- The estimated fiscal impact of PC 216 was based on federal data regarding FMLA leave among qualifying employees who took leave to care for a child and had an unmet need for leave.
- It is assumed any state employees fostering a child will be included in the groups of employees who were considered in the estimated fiscal impact for PC 216; therefore, the estimated fiscal impact for expanding paid leave as a result of the proposed legislation is considered not significant.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

Krista Lee Carsner, Executive Director

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