

## Department of Planning and Budget 2024 Session Fiscal Impact Statement

1. **Bill Number:** HB1098

**House of Origin**     Introduced     Substitute     Engrossed  
**Second House**     In Committee     Substitute     Enrolled

2. **Patron:**    Rasoul

3. **Committee:** Finance and Appropriations

4. **Title:**    Unpaid family bereavement leave; civil penalty.

5. **Summary:** The bill directs the Department of Labor and Industry to convene a work group to study employer-provided unpaid family bereavement leave. In its study, the Department shall consider (i) the amount of unpaid family bereavement leave to be provided during any 12-month period, (ii) circumstances under which unpaid family bereavement leave shall be applicable, (iii) notice requirements for an employee taking unpaid family bereavement leave, (iv) documentation requirements for employers providing unpaid family bereavement leave, and (v) circumstances that necessitate the provision of additional unpaid family bereavement leave. The Department shall also consider (a) providing certain exceptions for a religious employer providing unpaid family bereavement leave, (b) the prevention of retaliatory action against an employee for using unpaid family bereavement leave, and (c) potential enforcement mechanisms. A report of the workgroup's findings is to be submitted no later than November 1, 2024, and made available to the public no later than the first day of the 2025 General Assembly regular session.

6. **Budget Amendment Necessary:** See Item 8, below.

7. **Fiscal Impact Estimates:** Preliminary

8. **Fiscal Implications:** The bill directs the Department of Labor and Industry to convene a stakeholder workgroup to study employer-provided unpaid family bereavement leave. The agency anticipates that the workgroup will result in a fiscal impact of \$50,000 which can be absorbed within existing resources. However, the cumulative impact of multiple bills currently under consideration may not be absorbable. Any funding provided for this purpose can be added to Item 349 of HB30/SB30 as introduced.

It is anticipated that this bill will not result in a fiscal impact to the Department of Human Resource Management.

9. **Specific Agency or Political Subdivisions Affected:** Department of Labor and Industry, Department of Human Resource Management

**10. Technical Amendment Necessary:** No

**11. Other Comments:** None