

Department of Legislative Services
Maryland General Assembly

FISCAL NOTE

House Bill 1090 (Delegate Cadden. *et al.*)

Economic Matters

Commission to Study Paid Family and Medical Leave

This bill establishes an 11-member Commission to Study Paid Family and Medical Leave. Specifically, the commission is required to: (1) review federal, State, and foreign laws relating to paid and unpaid family and medical leave; (2) survey employer practices relating to paid leave for workers who need time off to care for newborns or seriously ill family members; (3) assess the need for a minimum level of paid family and medical leave; and (4) develop viable legislative proposals, including recommendations relating to small employers, maximum duration of leave, methods of funding, and the rate of payment as a percentage of regular pay. The Department of Labor, Licensing, and Regulation must staff the commission.

The bill takes effect on June 1, 1998, and the commission is required to submit a final report to the Governor and the General Assembly by December 31, 1998.

Fiscal Summary

State Effect: None. Any additional workload between June 1, 1998 and December 31, 1998 for the Department of Labor, Licensing, and Regulation could be handled with existing budgeted resources.

Local Effect: None.

Small Business Effect: None.

Fiscal Analysis

State Effect: This bill requires the Department of Labor, Licensing, and Regulation (DLLR) to staff the Commission to Study Paid Family and Medical Leave between June 1, 1998 and December 31, 1998. The Division of Labor and Industry advises that it would have to hire two new contractual employees (Administrator I, Office Secretary III) and expects expenditures to increase by \$29,800 in fiscal 1999 as a result. However, the Department of Legislative Services (DLS) advises that DLLR's staffing responsibilities could be handled with existing budgeted resources. Even if the Division of Labor and Industry could not absorb the additional workload, existing departmental resources should be adequate to staff the commission.

Although the bill does not make any specific provisions for expense reimbursements, it is assumed that the Department of Labor, Licensing, and Regulation will reimburse the non-legislative members for commission related expenses according to the standard State travel regulations. Any increase in expense reimbursements would be minimal and could be absorbed within existing departmental resources.

Information Sources: Department of Labor, Licensing, and Regulation (Division of Labor and Industry); Department of Legislative Services

Fiscal Note History: First Reader - February 24, 1998

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