

Department of Legislative Services
Maryland General Assembly
2011 Session

FISCAL AND POLICY NOTE

Senate Bill 969
Rules

(Senator Ferguson)

Labor and Employment - Administrative Leave - Parent-Teacher Conferences

This bill specifies that an employee of an “employer” in the State may use “administrative leave” to attend a parent-teacher conference. An employee who uses administrative leave to attend a parent-teacher conference must notify the employer at least three days before the employee intends to use such leave. An employee may not use more than four hours of administrative leave for a parent-teacher conference and may not use such leave more than once per semester. The employer may require the employee to provide evidence that the employee actually used the leave for this authorized purpose.

Under the bill, an employer includes the State and local governments.

Fiscal Summary

State Effect: Potential operational impact on the State due to decreased employee productivity associated with offering State employees administrative leave to attend parent-teacher conferences. To the extent other staff must work overtime to provide coverage, expenditures increase. Revenues are not affected.

Local Effect: Potential operational impact on local governments due to decreased employee productivity. To the extent other staff must work overtime to provide coverage, expenditures increase. Local government revenues are not affected. **This bill may impose a mandate on a unit of local government.**

Small Business Effect: Meaningful. Small businesses in the State may experience increased costs associated with lost work time and potential overtime pay for other employees to cover shifts. In addition, the bill likely creates operational difficulties for many small businesses to periodically excuse some employees so that they may attend parent-teacher conferences.

Analysis

Current Law/Background: Employees in the State Personnel Management System (SPMS) earn between three and six days of personal leave per year that an employee can use to attend a parent-teacher conference. SPMS employees also earn annual leave. Employees governed by other personnel management systems in the State and most local government employees also earn paid leave that may be used to attend a parent-teacher conference. Some State employees, such as temporary or contractual workers, do not earn paid leave and are required to take unpaid leave for this purpose.

State/Local Fiscal Effect: The State employs nearly 90,000 individuals, including permanent and contractual employees. The number of employees throughout the various State agencies who take administrative leave for parent-teacher conferences due to the bill cannot be reliably estimated; however, Legislative Services estimates that between 40% and 50% of State employees may be eligible for up to eight hours of administrative leave under the bill. Given that a significant number of employees may be eligible to take leave under the bill, rather than use another form of leave already available under the current benefit package, State agencies likely experience operational inefficiencies and potentially fiscal impacts associated with lost working time.

Local governments in the State experience similar effects due to decreased employee productivity.

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): Cities of Baltimore and Salisbury; towns of Bel Air and Leonardtown; Montgomery and Worcester counties; University System of Maryland; Judiciary (Administrative Office of the Courts); Department of Budget and Management; Department of Labor, Licensing, and Regulation; Maryland Department of Transportation; Department of Legislative Services;

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