

March 4, 2015

The Honorable Julia Lynn, Chairperson  
Senate Committee on Commerce  
Statehouse, Room 445-S  
Topeka, Kansas 66612

Dear Senator Lynn:

**SUBJECT:** Fiscal Note for SB 207 by Senate Committee on Federal and State Affairs

In accordance with KSA 75-3715a, the following fiscal note concerning SB 207 is respectfully submitted to your committee.

Under SB 207, an employer may not discharge or in any manner discriminate or retaliate against an employee who is a parent for taking time off from work to attend a court proceeding pursuant to the revised Kansas Code for Care of Children or the revised Kansas Juvenile Justice Code.

Employees must give employers reasonable advance notice to take time off unless it is not feasible to provide advance notice. When an unscheduled absence occurs, the employer must not take any action against the employee if the employee provides a certification to the employer within 48 hours after the beginning of the unscheduled absence. An employee may use up to eight days of accrued paid leave or unpaid leave if paid leave is unavailable. The bill would require the provisions to be enforced by the Department of Labor.

The Department of Administration estimates that the provision relating to unscheduled leave with no requirement of notice could result in agencies accruing overtime or other additional expenditures associated with staffing requirements. In particular, the bill could affect small agencies, which have limited ability to absorb unscheduled absences, and agencies that manage shift schedules because of twenty-four hour, seven days a week operations. The use of accrued leave and leave without pay for up to eight days would have no fiscal effect.

The Department of Labor indicates that enforcement of the bill would have no fiscal effect on agency operations. Any fiscal effect associated with SB 207 is not reflected in *The FY 2016 Governor's Budget Report*.

Sincerely,



Shawn Sullivan,  
Director of the Budget

cc: Dawn Palmberg, Labor  
Pam Fink, DofA