

Fiscal Estimate Narratives

DER 12/20/01

LRB Number	01-4311/1	Introduction Number	SB-354	Estimate Type	Original
Subject					
Medical leave for prenatal checkups					

Assumptions Used in Arriving at Fiscal Estimate

SB 354 would add up to 72 hours of unpaid medical leave for pre-natal care to medical leave required under current law.

The extra hours would only have a fiscal impact on state agencies if they were used by pregnant state employees in positions that would have to be covered by another employee for up to 8 hours a month.

Since the leave is unpaid, it can be assumed that most pregnant state employees would opt to substitute various kinds of paid leave before requesting unpaid leave. The number of pregnant state employees who would opt for unpaid medical leave for pre-natal care each year cannot be determined from any data that we can gather from payroll or personnel records.

If a state employee did opt for all 72 hours of the proposed leave, and her position needed to be covered by a fellow employee who would be paid premium overtime to work those hours, we can assume an average of \$7.50 per hour, extra salary for the overtime for the 72 hours or \$540 for each employee taking the maximum of this leave whose job must be back-filled.

Long-Range Fiscal Implications