

2007 Regular Legislative Session
FISCAL ANALYSIS OF PROPOSED LEGISLATION
Prepared by the Oregon Legislative Fiscal Office

MEASURE NUMBER: HB 2635 **STATUS:** Original
SUBJECT: Use of family leave for care of grandparent or grandchild
GOVERNMENT UNIT AFFECTED: State and local government employers with 25 or more employees
PREPARED BY: Adrienne Sexton
REVIEWED BY: Dallas Weyand
DATE: March 15, 2007

	<u>2007-2009</u>	<u>2009-2011</u>
EXPENDITURES:		
Indeterminate. See Comments.		

EFFECTIVE DATE: January 1, 2008

GOVERNOR'S BUDGET: This bill is not anticipated by the Governor's recommended budget.

LOCAL GOVERNMENT MANDATE: This bill does not affect local governments' service levels or shared revenues sufficient to trigger Section 15, Article XI of the Oregon Constitution.

COMMENTS: The measure would allow the use of family leave by eligible employees of employers with 25 or more employees, for the care of a grandparent or grandchild. The impact of expanding the list of family members is indeterminate for a number of reasons, some of which are: 1) there are no forecasting methods to project which employees, at which employers, would avail themselves of this option, and whether an individual has paid leave available or must take leave without pay; 2) an existing collective bargaining agreement or agency policy might have provisions that already include grandparents and grandchildren in the context of family member for purposes of using sick leave with pay; and 3) subject jurisdictions' current experience of employees' use of available paid leave other than sick leave, or leave without pay, to attend to these family members is not known.

If there were to be an increase in employees seeking family leave expressly because of this provision, it is likely the entities that would be most affected are those that are small, with few staff in each office or division, and those with 24/7 staffing requirements or time-sensitive workload conditions, such as elections.