

FISCAL IMPACT OF PROPOSED LEGISLATION

Measure: HB 3390

Seventy-Seventh Oregon Legislative Assembly – 2013 Regular Session
Legislative Fiscal Office

*Only Impacts on Original or Engrossed
Versions are Considered Official*

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Measure Description:

Requires covered employer to implement paid sick leave for eligible employees.

Government Unit(s) Affected:

Bureau of Labor and Industries (BOLI)

Summary of Expenditure Impact:

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	2013-15 Biennium	2015-17 Biennium
General Fund	\$313,738	\$418,321
Lottery Funds		
Other Funds		
Federal Funds		
Total Funds	\$313,738	\$418,321
Positions	3	3
FTE	2.25	3.00

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.

Analysis:

The bill would require a covered employer to implement a sick leave policy that allows an eligible employee to earn and accrue a minimum number of paid sick leave hours per year. Covered employers will be required to maintain records of the hours worked and the paid sick leave accrued and used by each employee and records shall be available for inspection by the Commissioner of the Bureau of Labor and Industries (BOLI) upon request.

An additional 300 annual complaints are anticipated to be filed with BOLI in association with the passage of this bill. A significant increase in employer related inquiries and training requests are also expected to increase workloads for BOLI's Technical Assistance for Employers Unit. Two (2.0 FTE) Civil Rights Field Representatives and one (1.0 FTE) Technical Assistance Training and Development Specialist are needed to investigate possible violations and assist employers.