

# FISCAL NOTE

May 16, 2019

<b>Bill No:</b>	SB 140	<b>Printer's No:</b>	726	<b>Sponsor:</b>	Killion (R)
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### COST / (SAVINGS)

Fund (s)	2018-19	2019-20
General Fund	See "FISCAL IMPACT"	\$0.562 million

**SUMMARY:** SB 140 creates the Pennsylvania Family and Medical Leave Act, providing for unpaid leave for employees caring for extended family members battling a terminal illness.

**ANALYSIS:** SB 140 requires employers to provide up to six weeks of unpaid leave over a 12-month period to any employee caring for a sibling, grandparent, or grandchild if said family member lacks a living spouse, adult child, or parent under 65 years of age and is suffering from a terminal illness.

SB 140 stipulates that any employee taking leave under the legislation is provided the same protections provided under the Federal Family and Medical Leave Act. SB 140 also stipulates that the leave must be taken in a minimum of one-week increments.

The bill provides that employers may request certification from a physician verifying the care-dependent family member's terminal illness, and that the Department of Labor and Industry shall develop forms for this purpose. The bill also requires the department to receive, investigate, and resolve complaints from employees related to violations of this law, and to develop an abstract on the requirements of the law for employers.

SB 140 takes effect 60 days after passage. However, the bill stipulates that the department is not required to begin enforcement of this law until the funds necessary for doing so have been appropriated.

**FISCAL IMPACT:** department will incur \$512,000 in personnel costs to enforce this legislation in Fiscal Year 2019-2020, increasing to \$522,684 in the first outyear. They will also incur \$50,000 in infrastructure costs in the implementation year.