

January 19, 2017

The Honorable Les Osterman, Chairperson
House Committee on Veterans and Military
Statehouse, Room 149-S
Topeka, Kansas 66612

Dear Representative Osterman:

SUBJECT: Fiscal Note for HB 2007 by Representative Sloan

In accordance with KSA 75-3715a, the following fiscal note concerning HB 2007 is respectfully submitted to your committee.

HB 2007 would require employers to grant Civil Air Patrol leave for employees who are members of the Kansas Civil Air Patrol. The leave would be without pay for the employee to participate in an emergency service operation if the employee:

1. Is absent for the purpose of responding to an emergency service operation as a member of the Civil Air Patrol;
2. Provides the employer with as much notice as possible of the dates the Civil Air Patrol leave will begin and end; and
3. Provides the employer with verification from the head or acting head of the Kansas Department of Civil Air Patrol of the need for the employee's service in an emergency service operation.

An employee may take up to 15 total working days for Civil Air Patrol leave in any calendar year, with a limit of five consecutive working days for each emergency service operation. HB 2007 would provide projections for the employee's benefits, status, and pay. The bill would prohibit an employer from requiring the employee to first exhaust any other leave before using Civil Air Patrol leave.

For any employee aggrieved by an employer's failure to comply with the bill's provisions, the court could order the employer to comply with the law; order the employer to compensate the employee for any loss of wages or benefits; or order any equitable relief necessary.

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According to the Office of Judicial Administration, enactment of HB 2007 could result in more filings in the district courts, which could cause judicial and non-judicial staff to spend more time processing, researching, and hearing cases. The bill could also result in the collection of docket fees from those cases filed under the provisions of HB 2007. However, it is not possible to predict the number of additional court cases that would arise or how complex and time-consuming they would be. Therefore, a precise fiscal effect cannot be determined. Both the Kansas Department of Labor and the Adjutant General's Department indicate that HB 2007 would have no fiscal effect on the agency budgets. Any fiscal effect associated with HB 2007 is not reflected in *The FY 2018 Governor's Budget Report*.

Sincerely,

A handwritten signature in black ink, appearing to read "Shawn Sullivan", with a horizontal line extending to the right.

Shawn Sullivan,
Director of the Budget

cc: Cheri Froetschner, Adjutant General's Office
Ashley Michaelis, Judiciary
Dawn Palmberg, Department of Labor