

February 17, 2019

The Honorable Sean Tarwater, Chairperson  
House Committee on Commerce, Labor and Economic Development  
Statehouse, Room 151-S  
Topeka, Kansas 66612

Dear Representative Tarwater:

SUBJECT: Fiscal Note for HB 2186 by House Committee on Children and Seniors

In accordance with KSA 75-3715a, the following fiscal note concerning HB 2186 is respectfully submitted to your committee.

Under HB 2186, any employer that provides sick leave benefits to an employee, must allow the employee to use the sick leave for absences because of an illness, injury or medical appointment of his or her child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent or stepparent. The bill would require the sick leave be on the same terms upon which the employee is able to use sick leave benefits for the employee's own illness, injury or medical appointment. The bill would allow employers to limit the use to an amount not less than what the employee would accrue in six months and excludes absences from work for which compensation would be provided through an employer's short or long-term disability plan. The employer would not be allowed to deny an employee the right to use personal sick leave or discharge, threaten to discharge, demote, suspend or discriminate against the employee.

The Department of Administration and Department of Labor indicate HB 2186 would have a negligible or no fiscal effect, as long as, the provisions of the bill are not interpreted to allow employees to ignore or refuse to follow established policies and procedures regarding the use of sick leave or prohibit employers from taking appropriate action for violations of policies. The Insurance Department, the League of Kansas Municipalities and the Kansas Association of Counties indicate that the bill would have no fiscal effect. Any fiscal effect associated with HB 2186 is not reflected in *The FY 2020 Governor's Budget Report*.

Sincerely,



Larry L. Campbell  
Director of the Budget

cc: Glenda Haverkamp, Insurance  
Jay Hall, Association of Counties  
Dawn Palmberg, Department of Labor  
Colleen Becker, Department of Administration  
Chardae Caine, League of Municipalities