



**Colorado  
Legislative  
Council  
Staff**

**HB16-1002**

**REVISED  
FISCAL NOTE**

(replaces fiscal note dated January 19, 2016)

**FISCAL IMPACT:**  State  Local  Statutory Public Entity  Conditional  No Fiscal Impact

**Drafting Number:** LLS 16-0787  
**Prime Sponsor(s):** Rep. Buckner  
Sen. Kerr

**Date:** February 29, 2016  
**Bill Status:** Senate SVMA  
**Fiscal Analyst:** Kerry White (303-866-3469)

**BILL TOPIC:** EMPLOYEE LEAVE ATTEND CHILD'S ACADEMIC ACTIVITIES

Fiscal Impact Summary	FY 2016-2017	FY 2017-2018
State Revenue		
State Expenditures	Minimal workload increase.	
FTE Position Change		
Appropriation Required: None.		
Future Year Impacts: None.		

**Summary of Legislation**

This **reengrossed** bill reenacts and modifies the Parental Involvement in K-12 Education Act (Act) that was originally established by House Bill 09-1057 and repealed on September 1, 2015. This bill requires employers to allow employees up to six hours of unpaid leave every month, not to exceed 18 hours in any academic year, in order to attend academic activities. The bill applies to parents or legal guardians of children enrolled in kindergarten through twelfth grade. Academic activities are defined as meetings, or conferences relating to an employee's child or a child for whom the employee has legal responsibility. Included in this definition are parent-teacher conferences and special education meetings.

The bill also allows employers and employees to reach agreements wherein employees make up the lost work time during the same work week. The bill requires employers to provide proportional leave for part-time employees, and provides exemptions for employers in cases of emergency, halt of service or production, or endangerment of a person's health or safety.

The bill allows employers to require written verification from a school or school district, and requires employees to attempt to schedule academic activities outside of work hours. Employees are required to provide one week's advance notice or to notify their employers as soon as they become aware of the academic activity. Employers who provide paid sick, vacation, or personal leave in excess of the bill's requirements are exempted, and school districts are required to notify parents of the new law.

## **State Expenditures**

This bill is anticipated to increase workload in the Department of Labor and Employment to answer any questions from the public about the law. This increase is anticipated to be minimal and will not require an increase in appropriations.

## **School District Impact**

The bill requires that all school districts and each institute charter school make parents and the community at large aware of the availability of parental leave. This analysis assumes that compliance with the bill requires minimal effort.

## **Effective Date**

The bill takes effect August 10, 2016, if the General Assembly adjourns on May 11, 2016, as scheduled, and no referendum petition is filed.

## **State and Local Government Contacts**

All Departments

## **Research Note Available**

An LCS Research Note for HB16-1002 is available online and through the iLegislate app. Research notes provide additional policy and background information about the bill and summarize action taken by the General Assembly concerning the bill.