

STATEMENT OF PURPOSE

RS29177 / H0447

The purpose of this bill is to provide paid family leave for all public and private employees in the State of Idaho. This bill would provide paid leave for up to two-thirds of an employee's earnings for the following: 12 months paid parental leave that may be shared between two parents following a child's birth or adoption; 3 months paid maternity leave for a birth or pregnancy; 3 months paid leave to provide care for a critically ill or injured family member who is an adult, or 6 months for a child; 6 months paid leave to provide end-of-life care for a family member.

FISCAL NOTE

This benefit would be funded by a 2% payroll tax, 1% of which is paid by the employer and 1% paid by the employee. The State of Idaho would be obligated to pay at least 1% of its statewide payroll for all of its employees. A 1% change in employee compensation for all state agencies would have a total impact on all fund sources of \$15,141,800. This can be broken down by funding source as follows: \$7,540,100 in general funds, \$5,312,000 in dedicated funds, and \$2,289,700 in federal funds. The payroll tax would also create a new dedicated funding source for the State of Idaho that would cover the administrative costs of the paid family leave program to be determined by the Department of Labor.

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DISCLAIMER: This statement of purpose and fiscal note are a mere attachment to this bill and prepared by a proponent of the bill. It is neither intended as an expression of legislative intent nor intended for any use outside of the legislative process, including judicial review (Joint Rule 18).