

**LEGISLATIVE FISCAL OFFICE**  
**Fiscal Note**



Fiscal Note On: **HB 390** HLS 26RS 1082

Bill Text Version: **ORIGINAL**

Opp. Chamb. Action:

Proposed Amd.:

Sub. Bill For.:

<b>Date:</b> March 6, 2026	5:14 PM	<b>Author:</b> WALTERS
<b>Dept./Agy.:</b> Statewide		<b>Analyst:</b> Tamiko Stroud
<b>Subject:</b> Provides unpaid leave for domestic abuse survivors		

EMPLOYMENT OR NO IMPACT See Note  
Provides for unpaid leave for employees who are domestic abuse survivors

Proposed law requires an employer to allow an employee to take up to 3 working days of unpaid leave from work in any 12-month period if the employee is subjected to domestic abuse and if the leave is for certain reasons. Proposed law allows a employer to request an employee seeking required leave to provide certain documentation. Proposed law prohibits an employer from discharging, demoting, suspending, retaliating, or discriminating against an employee for exercising the employee's right to take leave provided by proposed law. Proposed law only applies to an employer who employs 50 or more employees.

EXPENDITURES	2026-27	2027-28	2028-29	2029-30	2030-31	5 -YEAR TOTAL
State Gen. Fd.	SEE BELOW					
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0	\$0	\$0
Local Funds	SEE BELOW					
<b>Annual Total</b>						
REVENUES	2026-27	2027-28	2028-29	2029-30	2030-31	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	\$0
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0	\$0	\$0
Local Funds	\$0	\$0	\$0	\$0	\$0	\$0
<b>Annual Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**EXPENDITURE EXPLANATION**

State Civil Service reports the agency is unable to provide a cost estimate for proposed legislation but does anticipate a minimal cost associated with overtime or providing additional personnel to cover employee's absence. Proposed law provides for up to three (3) days of unpaid leave. Civil Service reports there is no anticipated cost related to the domestic abuse survivor's wages. The agency reports there could be a possible governmental costs associated with overtime or a temporary worker to cover the employee's absence in certain cases, but there is no leave code for domestic violence, and therefore, no ability to run leave reports to determine historical leave usage to base a cost estimate for proposed legislation. The LFO assumes impacts at local governmental levels would be similar, that costs may be incurred in some circumstances to provide coverage for the duties of a worker using unpaid leave under these provisions.

**REVENUE EXPLANATION**

There is no anticipated direct material effect on governmental revenues as a result of this measure.

Senate

Dual Referral Rules

House

13.5.1 >= \$100,000 Annual Fiscal Cost {S & H}

6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S}

13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H}

6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S}

*Alan M. Boxberger*

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**Legislative Fiscal Officer**