

Judicial Impact Fiscal Note

Bill Number: 1356 HB	Title: Sick & safe employment leave	Agency: 055-Admin Office of the Courts
-----------------------------	--	---

Part I: Estimates

☐ No Fiscal Impact

Estimated Cash Receipts to:

Account	FY 2016	FY 2017	2015-17	2017-19	2019-21
Counties					
Cities					
Total \$					

Estimated Expenditures from:

Non-zero but indeterminate cost. Please see discussion.

The revenue and expenditure estimates on this page represent the most likely fiscal impact. Responsibility for expenditures may be subject to the provisions of RCW 43.135.060.

Check applicable boxes and follow corresponding instructions:

- ☐ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- ☒ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.

Legislative Contact: Joan Elgee	Phone: 360-786-7106	Date: 01/20/2015
Agency Preparation: David Elliott	Phone: 360-705-5229	Date: 01/20/2015
Agency Approval: Ramsey Radwan	Phone: 360-357-2406	Date: 01/20/2015
OFM Review:	Phone:	Date:

Request # labor-1

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact on the Courts

This bill would create a new chapter in Title 49 RCW [Labor Relations] that would establish a new system of sick and safe leave from employment.

Sections with potential court impact:

Sections 3-7 would set forth the requirements for employees using sick and safe leave, beginning January 1 the first year following the effective date.

Section 8 would prohibit employer discrimination against the employee with respect to sick and safe leave .

Section 9 would create a system for administrative enforcement of compliance with the chapter . It would also allow judicial appeal of the proceedings.

Section 11 would create a civil lawsuit for any party injured under this chapter .

II. B - Cash Receipts Impact

There are no revenues to the courts expected from the bill.

II. C - Expenditures

There is no data available at this time to estimate the fiscal impact of this bill. However, it is assumed that the impact would be less than \$50,000 per year. As it will take some time before the new cases would go to trial, the major impacts of any cases filed will likely not be felt until 2017 at the earliest.

Based on input from the courts, we estimate that each civil case would take an average of 48 hours, and each appeal would take an average of 6 hours. It is unlikely that any cases would be filed before 2016, as the requirements that employers grant sick and safe leave to their employees are not effective until January of the year following the effective date . As civil cases typically do not reach trial for a couple of years after filing, the impacts to the courts will likely not be felt until 2017 or later .

At current rates, one appeal would cost the county \$2,740 and the state \$627, for a total of \$3,367. At current rates, just one trial would cost the county \$21,921 and the state \$5,013 for a total of \$26,934. Two trials would raise the costs over \$50,000. However, we believe that it is unlikely for many cases to be filed, and even fewer cases to reach trial . Therefore, we believe there will be minimal impact to the courts should this bill pass.

The \$50,000 expenditure level represents approximately 84 hours (0.07 FTE) of superior court judicial officer time annually cumulative for all superior courts in the state with associated support staff and operational costs . It is assumed, therefore, that this bill would require less than 84 hours of judicial officer time statewide on an annual basis . Fiscal impact is calculated on a statewide basis . Even though this may result in the need for a fraction of an additional judge FTE statewide when the impact of a particular bill is minimal, the goal is to provide an estimate of projected costs for a given piece of proposed legislation .

Part III: Expenditure Detail

Part IV: Capital Budget Impact