

**LEGISLATIVE SERVICES AGENCY
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

301 State House
(317) 232-9855

FISCAL IMPACT STATEMENT

LS 6458
BILL NUMBER: SB 89

DATE PREPARED: Dec 2, 2000
BILL AMENDED:

SUBJECT: Absence from Employment on Veterans' Day.

FISCAL ANALYST: Bob Sigalow
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FUNDS AFFECTED: **GENERAL**
 DEDICATED
 FEDERAL

IMPACT: Local

Summary of Legislation: This bill requires an employer to grant an absence from employment on Veterans' Day if the employer receives advance notice of the absence from an employee who is an honorably discharged veteran.

Effective Date: July 1, 2001.

Explanation of State Expenditures: This bill does not apply to employees of the State of Indiana or to federal government employees.

Explanation of State Revenues:

Explanation of Local Expenditures: This bill would require an employer to grant an excused absence on Veterans' Day to an honorably discharged veteran if the employee makes notification to the employer by October 28 that they will be absent. The employee may not be disciplined as a result of the excused absence. The employer would also not be required to pay the employee for the time off. An employer who fails to grant the excused absence or disciplines the employee would be subject to a suit for damages.

This bill would have little, if any, fiscal impact on local governments. Although an employer is not required under the bill to pay an employee for the day if the employee is absent on Veterans' Day, local government units could have additional expenses if they must pay overtime to other employees to do the work of any absent employees. A local government unit could also be liable for damages if it fails to comply with the bill's requirements.

Explanation of Local Revenues:

State Agencies Affected:

Local Agencies Affected: Local governmental units.

Information Sources: