

FISCAL NOTE

SB 2498 - HB 2754

January 30, 2004

SUMMARY OF BILL:

- Prohibits any employer from terminating employee benefits, including an employer's contribution for the payment of any benefit, including health insurance coverage of any type, pension or retirement accounts of any type, life insurance, disability insurance, employee assistance programs, and official policies regarding vacation time, sick time, and compensatory time or overtime, without providing at least 10 days advance notice to the employees.
- Requires an employer that gives notice to 50 or more employees within a 3 month period that an insurance benefit of any type, or a retirement or pension plan benefit, is terminated, also to provide notice of the benefit termination to the Commissioner of Labor and Workforce Development concurrently with the notice provided to the 50th employee.
- Provides that an employer who fails to give notice is subject to a civil penalty of \$500 per employee who did not receive the required notice.

ESTIMATED FISCAL IMPACT:

Increase State Expenditures - Not Significant
Increase State Revenues - Not Significant

Estimate assumes:

- any increase in expenditures can be absorbed with existing budgeted staff and resources within the Department of Labor and Workforce Development.
- any increase in revenues from the collection of civil penalties for violations of the provisions of this bill will not be significant.

CERTIFICATION:

This is to duly certify that the information contained herein is true and correct to the best of my knowledge.



James W. White, Executive Director

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