

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 86TH LEGISLATIVE REGULAR SESSION**

**April 8, 2019**

**TO:** Honorable Trey Martinez Fischer, Chair, House Committee on Business & Industry

**FROM:** John McGeady, Assistant Director    Sarah Keyton, Assistant Director  
Legislative Budget Board

**IN RE: HB2501** by Bowers (Relating to the ability of a nonexempt employee to participate in certain academic, extracurricular, and developmental activities of the employee's child.),  
**As Introduced**

<p><b>No significant fiscal implication to the State is anticipated.</b></p>
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The bill would amend the Labor Code relating to the ability of a nonexempt employee to participate in certain academic, extracurricular, and developmental activities of the employee's child. The bill would allow an employee to take unpaid time off for certain activities of the employee's child without employer retaliation.

This analysis assumes that the provisions of the bill would apply to state agencies. No significant fiscal implication to the State is anticipated because either unpaid time off or existing leave time would be used for the purposes of the bill.

Based on information provided by the Texas Workforce Commission, it is assumed that the duties and responsibilities associated with implementing the provisions of the bill could be accomplished by utilizing existing resources.

**Local Government Impact**

No fiscal implication to units of local government is anticipated.

**Source Agencies:** 320 Texas Workforce Commission

**LBB Staff:** WP, CLo, SGr, CP