

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

**FISCAL NOTE, 88TH LEGISLATIVE REGULAR SESSION**

**April 25, 2023**

**TO:** Honorable Dan Patrick, Lieutenant Governor, Senate

**FROM:** Jerry McGinty, Director, Legislative Budget Board

**IN RE: SB222** by Nichols (Relating to paid leave by certain state employees for the birth or adoption of a child.), **As Passed 2nd House**

The fiscal implications of the bill cannot be determined because the number of employees likely to take paid leave under the provisions of the bill is unknown.

Texas Government Code Sec. 661.912 entitles a state employee, under certain circumstances, to leave under the federal Family and Medical Leave Act of 1993 (FMLA).

The bill would entitle certain state employees to 480 hours of paid leave during the employees' period of FMLA leave following the birth of a child, the birth of a child by gestational surrogacy, or the adoption of a child.

The number of employees likely to take paid leave under the provisions of the bill is unknown. For this reason, the fiscal implications of the bill cannot be determined.

**Local Government Impact**

No fiscal implication to units of local government is anticipated.

**Source Agencies:**

**LBB Staff:** JMc, CMA, SMAT, THO, JCo