



SOUTH CAROLINA REVENUE AND FISCAL AFFAIRS OFFICE
STATEMENT OF ESTIMATED FISCAL IMPACT
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This fiscal impact statement is produced in compliance with the South Carolina Code of Laws and House and Senate rules. The focus of the analysis is on governmental expenditure and revenue impacts and may not provide a comprehensive summary of the legislation.

Bill Number:	H. 3604	Introduced on January 12, 2021
Author:	Wooten	
Subject:	Sick Leave for Chronic Conditions	
Requestor:	House Medical, Military, Public, and Municipal Affairs	
RFA Analyst(s):	Coomer	
Impact Date:	February 22, 2021 Updated for Additional Agency Response	

Fiscal Impact Summary

This bill provides for the use of up to three days of earned sick leave annually for certain chronic illnesses or health conditions without obtaining health care provider certification. This bill will have no revenue or expenditure impact on the Department of Administration (DOA) or the Department of Labor, Licensing and Regulation (LLR) as it does not materially alter the agencies' duties. However, the fiscal impact of this bill on other state agencies due to the potential for increased sick leave days taken for chronic conditions is unknown.

This fiscal impact has been updated for a response from DOA.

Explanation of Fiscal Impact

Updated on February 22, 2021

Introduced on January 12, 2021

State Expenditure

This bill provides for the use of up to three days of earned sick leave annually for employees for certain chronic illnesses or health conditions without obtaining health care provider certification. The bill further stipulates that this applies to those employees whose employers provide earned paid sick leave, and that employers may require documentation signed by a health care provider for sick leave taken due to chronic conditions in excess of three days annually.

Pursuant to the South Carolina Code of Regulations 19-710.04(C), the use of sick leave by state employees is subject to verification. Under this subsection, a state agency may, before approving the use of sick leave, require the certificate of a health care practitioner verifying the need for sick leave and providing the associated comprehensive dates. DOA indicates that many state agencies adopt policies requiring an employee to produce verification of the need for sick leave upon request, and/or if the employee is absent for three or more consecutive days. This ability to request verification is subject to the rules for certifying and recertifying leave taken pursuant to the federal Family Medical Leave Act.

DOA reports that this bill has no expenditure impact on the agency as it does not result in additional expenditures. However, the agency indicates that the expenditure impact that this bill

may have on other state agencies due to the potential for increased sick leave days taken for chronic conditions is unknown.

This fiscal impact has been updated for a response from DOA.

Department of Labor, Licensing and Regulation. This bill will have no expenditure impact on LLR as it does not materially alter the duties of the agency.

State Revenue

N/A

Local Expenditure

N/A

Local Revenue

N/A

Introduced on January 12, 2021

State Expenditure

This bill provides for the use of up to three days of earned sick leave annually for employees for certain chronic illnesses or health conditions without obtaining health care provider certification. The bill further stipulates that this applies to those employees whose employers provide earned paid sick leave, and that employers may require documentation signed by a health care provider for sick leave taken due to chronic conditions in excess of three days annually. This bill will have no expenditure impact on LLR as it does not materially alter the duties of the agency.

State Revenue

N/A

Local Expenditure

N/A

Local Revenue

N/A



Frank A. Rainwater, Executive Director