



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. 4982 Introduced on February 16, 2022
Author: Rose
Subject: Family Sick Leave
Requestor: House Medical, Military, Public, and Municipal Affairs
RFA Analyst(s): Coomer
Impact Date: March 2, 2022

Fiscal Impact Summary

This bill allows employees who earn sick leave annually to use an additional sixty days of accrued sick leave to care for an immediate family member with a serious health condition. The expenditure impact of this bill is pending, contingent upon a response from the Department of Administration (Admin).

Explanation of Fiscal Impact

Introduced on February 16, 2022

State Expenditure

This bill allows employees who earn sick leave annually to use an additional sixty days of accrued sick leave to care for an immediate family member with a serious health condition as recognized by the Family Medical Leave Act (FMLA). Serious health conditions under the FMLA include conditions which require overnight hospitalization or continuing treatment, as well as Alzheimer's disease, cancer, diabetes, severe depression, pregnancy, and so forth. Currently, employees can use up to ten days of accrued sick leave annually to care for ill members of their immediate families, which include an employee's spouse, children, mother, father, brother, sister, grandparent, legal guardian, and grandchildren. This bill allows sixty days of accrued sick leave to be taken in addition to the ten days of accrued sick leave allowed under current law.

The expenditure impact of this bill is pending, contingent upon a response from Admin.

State Revenue

N/A

Local Expenditure

N/A

Local Revenue

N/A

Frank A. Rainwater, Executive Director