**152nd GENERAL ASSEMBLY**
**FISCAL NOTE**

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| **BILL:** | **HOUSE BILL NO. 65** |
| **SPONSOR:** | **Representative Heffernan** |
| **DESCRIPTION:** | **AN ACT TO AMEND TITLE 29 OF THE DELAWARE CODE RELATING TO BEREAVEMENT LEAVE.** |

## Assumptions:

1. This Act is effective upon signature by the Governor.

2. This Act provides that a full-time or part-time State employee is entitled to a maximum of five days of paid bereavement leave for the following occurrences:
   - A miscarriage, defined as a loss of pregnancy prior to 20 weeks gestation.
   - A stillbirth, defined as a loss of pregnancy from 20 weeks gestation or more.
   - Other loss, defined as a diagnosis that negatively impacts pregnancy and loss of pregnancy including termination of pregnancy, regardless of medical necessity.

3. The Statewide Benefits Office reports that there were 169 occurrences of state employee miscarriages, stillbirths and other terminations of pregnancy covered through the State Employee Group Health Insurance Program during Fiscal Year 2022.

4. Assuming an average state employee salary of $52,033 and other employment costs rate of 31.93%, the total value of the bereavement leave offered under this Act for occurrences of State employee miscarriages, stillbirths and other terminations of pregnancy is estimated to be $223,103.

5. Upon implementation, additional costs may be incurred due to overtime coverage in 24/7 programs and institutions and necessity of substitute teachers at school facilities; however, due to the lack of job-specific occurrence data, actual cost impacts are indeterminable.

## Cost:

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| Fiscal Year 2024: | Indeterminable |
| Fiscal Year 2025: | Indeterminable |
| Fiscal Year 2026: | Indeterminable |

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