



Vote NO on HB 1221 – Mandating Expanded Leave Policies on CO Businesses

Sponsors: Rep. Buckner & Sen. Kerr

Background: In 2009, HB 1057 was adopted requiring private sector employers with 50 or more employees to allow for 18 hours of leave per academic year to workers who are parents to attend parent-teacher conferences, or meetings related to special education, dropout prevention, attendance, truancy, disciplinary issues, or in response to intervention. The passage of the bill involved considerable efforts by CACI and NFIB to reach a consensus on HB 1057 which expires September 1, 2015.

HB 1221 continues current law; however, it also broadly expands the types of activities that a worker could take time off from work to attend. HB 1221 also does not include a sunset provision which was included in the current law for the purpose of evaluating its usage during the time the law has been in effect.

Do Colorado Employers Provide Leave Benefits to Their Employees?

Colorado employers recognize that parental involvement in a child's education is critical. In a survey of CACI's member companies, as well as survey conducted by Mountain States Employers Council, virtually **ALL** of the companies provide leave for employees for school activities. According to their human resource representatives, employees who want to participate in school activities are not denied leave by their employers, nor is their employment jeopardized.

Concerns with HB 1221:

- Expanding current law to state "other activities" creates a very broad interpretation of the law and will allow for potential abuse by employees seeking to leave work;
- The bill goes far beyond the consensus reached between business groups and the proponents in 2009;
- No empirical data has been provided showing that workers have been using the current law, nor that employers are refusing workers the option of leaving work to tend to their child's needs;
- A broadly, undefined expansion of the current law affects productivity of a business and creates an undue burden on other workers;
- This legislation creates two classes of employees: those with children, and those without. Employers would be viewed as offering added benefits to workers simply for having children.

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