

**AGENCY FISCAL ESTIMATE OF PROPOSED REGULATION**

**Agency Submitting Regulation:** Department of Labor   **Date:** March 3, 2014

**Subject Matter of Regulation:**     C.G.S. § 31-51rr, FMLA for School Paraprofessionals

**Regulation Section Nos.:** (NEW) 31-51rr-1 *et seq.*

**Statutory Authority:** C.G.S. § 31-51rr

**Other Agencies Affected:** Municipal Governments

**Effective Date Used In Cost Estimate:** 10/12/12

**Estimate Prepared By:** Jennifer Devine   **Telephone No.:**(860) 263-6755

**ESTIMATE OF COST OR REVENUE IMPACT OF PROPOSED REGULATION**

**Agency -** Department of Labor     **Fund Affected -** None

	First Year	Second Year	Full Operation
Number of Positions	0	0	0
Personal Services	0	0	0
Other Expenses	0	0	0
Equipment	0	0	0
Grants	0	0	0
Total State Cost or (Savings)	0	0	0
Estimated Revenue Gain or (Loss)	0	0	0
Total Net State Cost or (Savings)	0	0	0

**Explanation of State Impact of Regulation:** None

**Explanation of Municipal Impact of Regulation:**

The law and proposed regulations provide Family and Medical Leave Act (FMLA) benefits to school paraprofessionals in an educational setting who have worked 12 months and at least 950 hours during that 12-month period. This results in a potential minimal cost to municipalities. It is estimated there are 37,000 school paraprofessionals currently working in Connecticut. Of that number, approximately 12,000 are already eligible for FMLA benefits, leaving approximately 25,000 school paraprofessionals affected by the bill. (Based on data from a study by the Office of Program Review and Investigations, it is estimated that paraprofessionals earn approximately \$10 to \$12 per hour in wages.) To the extent that any of these school paraprofessionals experience

qualifying FMLA events, there is a potential cost to municipalities to provide coverage for those shifts, these costs are anticipated to be minimal.

**Explanation of Small Business Impact of Regulation:** No small business impact.

**Is a regulatory flexibility analysis required pursuant to C.G.S. 4-168a?** No