FY 2014

CONGRESSIONAL BUDGET JUSTIFICATION

EMPLOYMENT AND TRAINING ADMINISTRATION

State Paid Leave Fund

EMPLOYMENT AND TRAINING ADMINISTRATION
STATE PAID LEAVE FUND

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APPROPRIATION LANGUAGE

For grants and contracts to assist in the start-up of new paid leave programs in the States, $5,000,000.

STATE PAID LEAVE FUND

EXPLANATION OF LANGUAGE CHANGE

This is a new appropriation. Under this new initiative, grants would assist states in planning and start-up activities relating to paid leave programs.

STATE PAID LEAVE FUND

ANALYSIS OF APPROPRIATION LANGUAGE

Not applicable.

STATE PAID LEAVE FUND

AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2012 Revised Enacted		FY 2013 Full Year C.R.		FY 2014 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	**0**	**$0**	**0**	**$0**	**0**	**$5,000**
Other Supplementals and Rescissions	0	$0	0	$0	0	$0
Appropriation, Revised	0	$0	0	$0	0	$5,000
Subtotal Appropriation	*0*	*$0*	*0*	*$0*	*0*	*$5,000*
Comparative Transfer To:	0	$0	0	$0	0	$0
Comparative Transfer From:	0	$0	0	$0	0	$0
Offsetting Collections From:						
Reimbursements	0	$0	0	$0	0	$0
Advances	0	$0	0	$0	0	$0
Fees	0	$0	0	$0	0	$0
Subtotal Offsetting Collections From:	*0*	*$0*	*0*	*$0*	*0*	*$0*
B. Gross Budget Authority	**0**	**$0**	**0**	**$0**	**0**	**$5,000**
Offsetting Collections						
Deduction	0	$0	0	$0	0	$0
Reimbursements	0	$0	0	$0	0	$0
Advances	0	$0	0	$0	0	$0
Subtotal Offsetting Collections	*0*	*$0*	*0*	*$0*	*0*	*$0*
C. Budget Authority Before Committee	**0**	**$0**	**0**	**$0**	**0**	**$5,000**
Legislative Proposal	0	$0	0	$0	0	$0
Offsetting Collections From:						
Reimbursements	0	$0	0	$0	0	$0
Advances	0	$0	0	$0	0	$0
Adjustment for Appropriated	0	$0	0	$0	0	$0
Subtotal Budget Authority	*0*	*$0*	*0*	*$0*	*0*	*$5,000*
D. Total Budgetary Resources	**0**	**$0**	**0**	**$0**	**0**	**$5,000**
Other Unobligated Balances	0	$0	0	$0	0	$0
Unobligated Balance Expiring	0	$0	0	$0	0	$0
E. Total, Estimated Obligations	**0**	**$0**	**0**	**$0**	**0**	**$5,000**

STATE PAID LEAVE FUND

SUMMARY OF CHANGES
(Dollars in Thousands)

	FY 2012 Revised Enacted	FY 2014 Request	Net Change
Budget Authority			
General Funds	$0	$5,000	+$5,000
Total	$0	$5,000	+$5,000
Full Time Equivalents			
General Funds	0	0	0
Total	0	0	0

Explanation of Change	FY 2012 Base		Trust Funds		FY 2014 Change General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	0	$0	0	$0	0	$0	0	$0
Personnel benefits	0	$0	0	$0	0	$0	0	$0
One day more of pay	0	$0	0	$0	0	$0	0	$0
Federal Employees' Compensation Act (FECA)	0	$0	0	$0	0	$0	0	$0
Grants, subsidies, and contributions	0	$0	0	$0	0	$0	0	$0
Built-Ins Subtotal	**0**	**$0**	**0**	**$0**	**0**	**$0**	**0**	**$0**
B. Programs:								
State Paid Leave Program	0	$0	0	$0	0	$5,000	0	$5,000
Programs Subtotal			**0**	**$0**	**0**	**+$5,000**	**0**	**+$5,000**
Total Increase	**0**	**$0**	**0**	**$0**	**0**	**+$5,000**	**0**	**+$5,000**
Decreases:								
A. Built-Ins:								
To Provide For:								
Built-Ins Subtotal	**0**	**$0**	**0**	**$0**	**0**	**$0**	**0**	**$0**
B. Programs:								
Programs Subtotal			**0**	**$0**	**0**	**$0**	**0**	**$0**
Total Decrease	**0**	**$0**	**0**	**$0**	**0**	**$0**	**0**	**$0**
Total Change	**0**	**$0**	**0**	**$0**	**0**	**+$5,000**	**0**	**+$5,000**

EMPLOYMENT AND TRAINING ADMINISTRATION
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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2012 Revised Enacted		FY 2013 Full Year C.R.		FY 2014 Request		Diff. FY 14 Request / FY 12 Rev. Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
State Paid Leave Fund	**0**	**0**	**0**	**0**	**0**	**5,000**	**0**	**5,000**
General Funds	0	0	0	0	0	5,000	0	5,000
Operations	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Administration	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Total	**0**	**0**	**0**	**0**	**0**	**5,000**	**0**	**5,000**
General Funds	**0**	**0**	**0**	**0**	**0**	**5,000**	**0**	**5,000**

EMPLOYMENT AND TRAINING ADMINISTRATION
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		FY 2012 Revised Enacted	FY 2013 Full Year C.R.	FY 2014 Request	Diff. FY14 Request / FY 12 Rev. Enacted
	BUDGET AUTHORITY BY OBJECT CLASS (Dollars in Thousands)				
	Full-Time Equivalent				
	Total	0	0	0	0
	Average ES Salary	$0	$0	$0	$0
	Average GM/GS Grade	0	0	0	0
	Average GM/GS Salary	$0	$0	$0	$0
	Average Salary of Ungraded Positions	0	0	0	0
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	5,000	5,000
	Total	**0**	**0**	**5,000**	**5,000**

EMPLOYMENT AND TRAINING ADMINISTRATION
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	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
APPROPRIATION HISTORY (Dollars in Thousands)					
2004					
2005					
2006					
2007					
2008					
2009					
2010					
2011	$50,000	$0	$0	$0	0
2012	$23,000	$0	$0	$0	0
2013	$5,000	$0	$0	$0	0
2014	$5,000	$0	$0	$0	0

STATE PAID LEAVE FUND

Introduction

The State Paid Leave Fund provides grants to assist states that wish to establish paid leave programs. California and New Jersey currently offer such programs, which they call family leave insurance. In these two States, the programs are State-run insurance programs financed by employer and/or employee contributions, and offer up to six weeks of benefits to workers for reasons covered under the Family Medical Leave Act who must take time off to care for a seriously ill child, spouse, parent, or bond with a newborn or recently adopted child. Washington State has enacted, but not yet implemented, a similar program. Research suggests that these programs may enhance job retention for many workers or help workers stay on career paths.

Grants are provided to assist States in planning and start-up activities relating to state family paid leave programs. These funds will be provided to States primarily for pre-implementation planning activities, but could also be used to implement programs. Pre-implementation planning activities may include research and analysis, program design, modeling and identifying financing structures, defining family eligibility and benefits requirements, developing outreach strategies that will support program participation by employers and workers, and other activities designed to help position the state for program implementation. A key deliverable for these planning grants will be an implementation plan.

Implementation grants are designed to support the administrative costs associated with ramping up a new or substantially expanded programs. Implementation grant funds may be used for activities such as project management, staff or contract support to implement new business processes, technology investments to support program operations, development of reporting and performance accountability processes, and the development and dissemination of explanatory materials to eligible workers.

Five-Year Budget Activity History

Fiscal Year	Funding	FTE
	(Dollars in Thousands)	
2009	$0	0
2010	$0	0
2011	$0	0
2012	$0	0
2013	$0	0

STATE PAID LEAVE FUND

Funding Mechanism

Between 2 and 10 States may receive grants, depending on the number of States that need funds for pre-implementation planning or implementation activities (grant amounts are estimated to range from approximately $500,000 - $1,500,000 depending on where the State is in the process of establishing a program). Technical assistance contracts may also be awarded.

FY 2014

The Budget requests $5,000,000 for the State Paid Leave Fund. These funds will be used for grants and for technical assistance to help planning and start-up activities in multiple States.

FY 2013

Not Applicable

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		FY 2012 Revised Enacted	FY 2013 Full Year C.R.	FY 2014 Request	Diff. FY14 Request / FY 12 Rev. Enacted
	BUDGET ACTIVITY BY OBJECT CLASS (Dollars in Thousands)				
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	5,000	5,000
	Total	**0**	**0**	**5,000**	**5,000**

STATE PAID LEAVE FUND

CHANGES IN FY 2014
(Dollars in Thousands)

Activity Changes
  Built-In
    To Provide For:
    Costs of pay adjustments $0
    Personnel benefits 0
    One day more of pay 0
    Federal Employees' Compensation Act (FECA) 0
    Grants, subsidies, and contributions 0
  Built-Ins Subtotal **$0**

  Net Program **$5,000**
    Direct FTE **0**

	Estimate	FTE
Base	**$0**	**0**
Program Increase	**$5,000**	**0**