

# STATE OF KANSAS

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GOVERNOR JEFF COLYER, M.D.  
LARRY L. CAMPBELL, CHIEF BUDGET OFFICER

February 7, 2018

The Honorable Les Mason, Chairperson  
House Committee on Commerce, Labor and Economic Development  
Statehouse, Room 521-E  
Topeka, Kansas 66612

Dear Representative Mason:

**SUBJECT:** Fiscal Note for HB 2586 by House Committee on Commerce, Labor and Economic Development

In accordance with KSA 75-3715a, the following fiscal note concerning HB 2586 is respectfully submitted to your committee.

HB 2586 would require each state agency to adopt a policy to prohibit workplace bullying. The policy must include:

1. A mechanism for reporting and correcting workplace bullying;
2. Protections for individuals reporting workplace bullying;
3. A defined, progressive discipline policy for repeat offenders;
4. A provision to prohibit bullying based on race, religion, color, sex, disability, national origin, ancestry, sexual orientation or gender identity; and
5. A requirement for agencies to report annually to the Office of Personnel Services of the Department of Administration and the Department of Labor.

The Office of Personnel Services of the Department of Administration and the Department of Labor would be required to draft and make sample policies available. State agencies or employees would be specifically prohibited from retaliating against another state employee who has reported or participated in an investigation of workplace bullying.

The Honorable Les Mason, Chairperson

February 7, 2018

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According to the Office of Personnel Services, the bill would have a fiscal effect on agencies in the form of additional staff time spent by human resource and legal staff drafting, administering, enforcing and training employees on the new policies. However, the fiscal effect cannot be estimated. The Office indicates the state currently has Professional and Workplace Violence policies and all state agencies are required to maintain grievance policies that address numerous aspects of employee conduct. While some agencies already have bullying policies in place, the bill contains specific requirements and definitions that would require modification of existing grievance or bullying policies.

The Department of Labor also anticipates additional staff time spent by its human resource and legal staff to draft sample policies. However, the Department anticipates any fiscal effect resulting from the bill would be negligible and handled within existing resources. Any fiscal effect associated with HB 2586 is not reflected in *The FY 2019 Governor's Budget Report*.

Sincerely,

A handwritten signature in black ink, appearing to read "L. Campbell", written in a cursive style.

Larry L. Campbell  
Chief Budget Officer

cc: Colleen Becker, Department of Administration  
Dawn Palmberg, Department of Labor