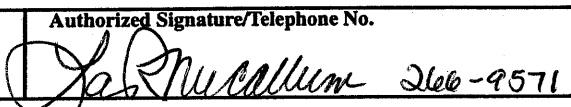


<b>FISCAL ESTIMATE</b> DOA-2048 N(R10/98)		<input checked="" type="checkbox"/> ORIGINAL <input type="checkbox"/> UPDATED <input type="checkbox"/> CORRECTED <input type="checkbox"/> SUPPLEMENTAL	<b>1999 Session</b> LRB or Bill No./Adm. Rule No. AB324 (99-0406/4) Amendment No. if Applicable
		<b>Subject</b>	
		Employment discrimination for refusing to engage in certain medical procedures	
<b>Fiscal Effect</b>			
State: <input type="checkbox"/> No State Fiscal Effect Check columns below only if bill makes a direct appropriation or affects a sum sufficient appropriation.		<input checked="" type="checkbox"/> Increase Costs – May be possible to Absorb Within Agency's Budget <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  <input type="checkbox"/> Decrease Costs	
<input type="checkbox"/> Increase Existing Appropriation <input type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Decrease Existing Appropriation <input type="checkbox"/> Decrease Existing Revenues <input type="checkbox"/> Create New Appropriation			
<b>Local:</b> <input type="checkbox"/> No local government costs			
1. Increase Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	3. <input type="checkbox"/> Increase Revenues <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	5. Types of Local Governmental Units Affected: <input type="checkbox"/> Towns <input type="checkbox"/> Villages <input type="checkbox"/> Cities <input type="checkbox"/> Counties <input type="checkbox"/> Others _____ <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts	
2. Decrease Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	4. <input type="checkbox"/> Decrease Revenues <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory		
<b>Fund Sources Affected</b> <input checked="" type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEG-S			
<b>Assumptions Used in Arriving at Fiscal Estimate</b>			
<p>This bill would amend the Fair Employment Act to prohibit employers from discriminating against an employe who is a "health care provider" and who refuses to engage in certain specified medical procedures. Under the bill, those employes of the State of Wisconsin who allege such discrimination could file a complaint of discrimination with the Personnel Commission. Health care providers in the State alleging such discrimination by an employer other than the State of Wisconsin would file their complaints with the Department of Workforce Development.</p> <p>The Personnel Commission assumes that it would receive 5 to 10 additional complaints per year for investigation and processing as a consequence of the bill. More than 200 complaints and 150 appeals are already filed with the Commission annually. Existing staff will be able to absorb this estimated increase in caseload without additional expenditures.</p> <p>This estimate does not reflect the costs to state agencies associated with defending the claims permitted by the bill.</p>			
<b>Long-Range Fiscal Implications</b>			
<b>Agency/Prepared by: (Name &amp; Phone No.)</b> Personnel Commission/ Kurt M Stege 266-9570		<b>Authorized Signature/Telephone No.</b>  266-9571	<b>Date</b> 5/14/99

**FISCAL ESTIMATE WORKSHEET**

**1999 Session**

Detailed Estimate of Annual Fiscal Effect DOA-2047 (R10/94)	<input checked="" type="checkbox"/> ORIGINAL <input type="checkbox"/> UPDATED  <input type="checkbox"/> CORRECTED <input type="checkbox"/> SUPPLEMENTAL	LRB or Bill No./Adm. Rule No. AB324	Amendment No.
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Subject  
Employment discrimination for refusing to engage in certain medical procedures

**I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):**

- 0 -

<b>II. Annualized Costs:</b>	<b>Annualized Fiscal impact on State funds from:</b>	
	<b>Increased Costs</b>	<b>Decreased Costs</b>
<b>A. State Costs by Category</b>	\$	\$ -
State Operations – Salaries and Fringes		
(FTE Position Changes)	( 0 FTE)	(- 0 FTE)
State Operations – Other Costs		-
Local Assistance		-
Aids to Individuals or Organizations		-
<b>TOTAL State Costs by Category</b>	\$	\$ -
<b>B. State Costs by Source of Funds</b>	<b>Increased Costs</b>	<b>Decreased Costs</b>
GPR	\$	\$ -
FED		-
PRO/PRS		-
SEG/SEG-S		-
<b>III. State Revenues –</b> Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)	<b>Increased Rev.</b>	<b>Decreased Rev.</b>
GPR Taxes	\$	\$ -
GPR Earned		-
FED		-
PRO/PRS		-
SEG/SEG-S		-
<b>TOTAL State Revenues</b>	\$	\$ -

**NET ANNUALIZED FISCAL IMPACT**

	<u>STATE</u>	<u>LOCAL</u>
NET CHANGE IN COSTS	\$ 0	\$ 0
NET CHANGE IN REVENUES	\$	\$

Agency/Prepared by: (Name & Phone No.) Personnel Commission/Kurt M Stege 266-9570	Authorized Signature/Telephone No.	Date
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