

Original Updated
 Corrected Supplemental

1999 Session

LRB or Bill No. -- Adm. Rule No.
AB-510 --LRB-0851/3

Amendment No. if Applicable

FISCAL ESTIMATE
 DOA-2048 N(R10/94)

Subject
 FAMILY AND MEDICAL LEAVE LAW

Fiscal Effect

State: No State Fiscal Effect

Check columns below only if bill makes a direct appropriation or affects a sum sufficient appropriation

Increase Costs - May be possible to Absorb
 Within Agency's Budget Yes No

- Increase Existing Appropriation Increase Existing Revenues
 Decrease Existing Appropriation Decrease Existing Revenues
 Create New Appropriation

Decrease Costs

Local: No local government costs

1. Increase Costs
 Permissive Mandatory
 2. Decrease Costs
 Permissive Mandatory

3. Increase Revenues
 Permissive Mandatory
 4. Decrease Revenues
 Permissive Mandatory

5. Types of Local Government Units Affected
- Towns Villages Cities
 Counties Others
 School Districts WTCS Districts

Fund Sources Affected:

- GPR FED PRO PRS SEG SEG-S

Affected Ch. 20 Appropriations:

445(1)(a)

Assumptions Used in Arriving at Fiscal Estimate

State Costs:

This bill amends the Wisconsin Family and Medical Leave Act by requiring employers to provide up to 16 hours leave per year for school conferences or activities. Expanding the law to provide school activities leave may result in a small increase in cases filed with the Equal Rights Division of the department. The current law and the proposed law both cover approximately 7,000 employers, since this statute applies only to employers with 50 or more employees. Under the current law, the division receives 180 cases per year, including disputes as to all types of leave. It is therefore unlikely that the disputes as to school leave would be sufficient in number to require the addition of staff at this time.

If the legislation is enacted, the department will have to reprint educational materials at an estimated cost of \$1,000.00

Local Costs:

It appears local government costs will be incurred in the provision for up to 16 hours of school conference and activities leave (paid or unpaid) each year for all employees. Per the 1997 Public Employment Data for Local Governments - Wisconsin, there were 201,633 full-time employees in local government. (About half of these employees are employed by local public school districts.) Assuming 5% of all employees would request 4 hours of the 16 hour maximum allowable for school conference/activities leave, at an average wage of \$12.50/hour, and assuming those employees work in positions requiring 100% coverage (e.g., schools, nursing homes, law enforcement etc.), local costs statewide would be approximately \$504,100 per year. These costs, however, are difficult to estimate since it is not known how many employees will actually request the leave and how many employees are already granted leave by their employers for these purposes.

Long-Range Fiscal Implications

If the number of cases filed increases by over 130 cases per year, it will be necessary to hire an additional Equal Rights Officer (\$58,900 annualized cost and \$7,150 one-time cost) in order to keep current with the caseload.

Agency/Prepared by:(Name & Phone No.)

DWD / Ware, LeAnna (Not Available) 266-1997

Authorized Signature/Telephone No.

M. Reese

267-9543

Date

10-7-99

FISCAL ESTIMATE WORKSHEET

1999 Session

Detailed Estimate of Annual Fiscal Effect DOA-2047(R10/94)	<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Updated	LRB or Bill No./Adm Rule No. AB-510 / LRB-0851/3	Amendment No.
	<input type="checkbox"/> Corrected	<input type="checkbox"/> Supplemental		

Subject
FAMILY AND MEDICAL LEAVE LAW

I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):
\$1,000.00 for reprinting educational materials.

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

NET ANNUALIZED FISCAL IMPACT

	<u>STATE</u>	<u>LOCAL</u>
Net Change in Costs:	\$0	\$0
Net Change in Revenues:	\$0	\$0

Agency/Prepared by:(Name & Phone No.) DWD / Ware, LeAnna (Not Available) 266-1997	Authorized Signature/Telephone No. 267-9543	Date 10-7-99
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