

Fiscal Estimate - 2007 Session

Original
 Updated
 Corrected
 Supplemental

LRB Number 07-4141/1	Introduction Number AB-0926	
Description mandatory overtime hours worked by health care workers employed by health care facilities and providing penalties.		
Fiscal Effect		
State:		
<input type="checkbox"/> No State Fiscal Effect <input checked="" type="checkbox"/> Indeterminate		
<input type="checkbox"/> Increase Existing Appropriations <input type="checkbox"/> Decrease Existing Appropriations <input type="checkbox"/> Create New Appropriations	<input type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Decrease Existing Revenues <input type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Decrease Costs	
Local:		
<input type="checkbox"/> No Local Government Costs <input checked="" type="checkbox"/> Indeterminate		
1. <input type="checkbox"/> Increase Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 2. <input type="checkbox"/> Decrease Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	3. <input type="checkbox"/> Increase Revenue <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 4. <input type="checkbox"/> Decrease Revenue <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 5. Types of Local Government Units Affected <input type="checkbox"/> Towns <input type="checkbox"/> Village <input type="checkbox"/> Cities <input type="checkbox"/> Counties <input type="checkbox"/> Others <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts	
Fund Sources Affected		
<input checked="" type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS		
Affected Ch. 20 Appropriations		
Agency/Prepared By	Authorized Signature	Date
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Fiscal Estimate Narratives

OSER 3/20/2008

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Description mandatory overtime hours worked by health care workers employed by health care facilities and providing penalties.		

Assumptions Used in Arriving at Fiscal Estimate

AB 926 prohibits mandating overtime for direct patient health care workers except in unforeseen emergencies after all other options have been exhausted, or in cases where the affected worker consents. The bill does not define the term 'unforeseeable emergency.' The bill also does not specify what other options must first be exhausted before overtime may be mandated. Depending on the different interpretations of these situations, it may lead to varied fiscal outcomes.

Some potential costs are: (1) Agencies will need to secure additional positions and funding authority to be able to avoid mandatory overtime for patient care in emergencies or to provide adequate staffing during other circumstances where overtime is currently mandated; (2) the availability of skilled workers can and will vary for each affected facility. Increased demand from limited pools of candidates could cause an increase in wages and benefit costs needed to attract and retain qualified candidates; and (3) Agencies will need to increase contracting for services for the following occupational groups - nurse clinician, licensed practical nurse, and certified nurse assistants, among others. Again, each facility will experience different compensation costs due to the availability of providers with qualified staff.

The Office of State Employment Relations cannot predict how various state agencies will comply with this regulation so the potential costs are indeterminate.

Long-Range Fiscal Implications