

### Fiscal Estimate - 2009 Session

Original     
  Updated     
  Corrected     
  Supplemental

|   |  |                          |
|---|--|--------------------------|
| <b>LRB Number</b> <b>09-1197/1</b>  | <b>Introduction Number</b> <b>AB-0009</b>                  |                          |
| <b>Description</b><br>A requirement that all employers in this state grant a paid leave of absence on Veterans Day to employees who are veterans  |  |                          |
| <b>Fiscal Effect</b>  |  |                          |
| <b>State:</b><br><input type="checkbox"/> No State Fiscal Effect<br><input type="checkbox"/> Indeterminate<br><input type="checkbox"/> Increase Existing Appropriations <input type="checkbox"/> Increase Existing Revenues <input checked="" type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget<br><input type="checkbox"/> Decrease Existing Appropriations <input type="checkbox"/> Decrease Existing Revenues <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input type="checkbox"/> Create New Appropriations <input type="checkbox"/> Decrease Costs  |  |                          |
| <b>Local:</b><br><input type="checkbox"/> No Local Government Costs<br><input type="checkbox"/> Indeterminate<br>1. <input checked="" type="checkbox"/> Increase Costs      3. <input type="checkbox"/> Increase Revenue      5.Types of Local Government Units Affected<br><input type="checkbox"/> Permissive <input checked="" type="checkbox"/> Mandatory <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input checked="" type="checkbox"/> Towns <input checked="" type="checkbox"/> Village <input checked="" type="checkbox"/> Cities<br>2. <input type="checkbox"/> Decrease Costs      4. <input type="checkbox"/> Decrease Revenue <input checked="" type="checkbox"/> Counties <input type="checkbox"/> Others<br><input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input checked="" type="checkbox"/> School Districts <input checked="" type="checkbox"/> WTCS Districts |  |                          |
| <b>Fund Sources Affected</b> <b>Affected Ch. 20 Appropriations</b><br><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 20.445(1)(a)  |  |                          |
| <b>Agency/Prepared By</b><br>DWD/ Robert Anderson (608) 266-3345  | <b>Authorized Signature</b><br>Hector Colon (608) 266-2284 | <b>Date</b><br>1/29/2009 |

## Fiscal Estimate Narratives

DWD 1/29/2009

|  |           |                     |         |               |          |
|--|-----------|---------------------|---------|---------------|----------|
| LRB Number   | 09-1197/1 | Introduction Number | AB-0009 | Estimate Type | Original |
| <b>Description</b><br>A requirement that all employers in this state grant a paid leave of absence on Veterans Day to employees who are veterans |           |                     |         |               |          |

### Assumptions Used in Arriving at Fiscal Estimate

This bill requires every public and private employer to grant veterans a paid leave on November 11 and prohibits retaliation for enforcing a right under this bill. Complaints concerning retaliation are to be processed in the same manner as under the Fair Employment Law ss. 111.39.

The cost to this department in terms of an expected increase in case load will be minimal, since that increase is expected to be less than ten retaliation cases per year. Additionally the department anticipates individuals denied the opportunity to use a paid leave day on November 11 may file up to 50 complaints in the initial year after passage of this bill. These complaints will be processed as an unpaid wage claim under ss. 109.09 of the statutes. The department anticipates it can absorb this additional work within the current budget authority. A one-time cost of approximately \$2,000 is estimated for the reprinting of informational materials.

#### Local Costs:

It appears local government costs will definitely be incurred. According to 2003 data from the U. S. Department of Labor, there were 275,664 employees of Wisconsin local governments. (About half of these employees are veterans employed by local school districts) Approximately 10% of all local government employees are veterans (27,566 persons). If those veterans have the average wage for local government employees of approximately \$15.00 per hour, local costs to provide 8 hours of leave would be approximately \$3,307,920.00 per year for all local units of government in the state. In some instances, local employers would also have additional costs to hire back-up staff (e.g. substitute teachers to fill in for the regular teach while on leave).

### Long-Range Fiscal Implications

No long range fiscal implications for the department in terms of case load.

## Fiscal Estimate Worksheet - 2009 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

|  |               |  |                 |
|--|---------------|--|-----------------|
| <b>LRB Number</b> <b>09-1197/1</b>   |               | <b>Introduction Number</b> <b>AB-0009</b>      |                 |
| <b>Description</b><br>A requirement that all employers in this state grant a paid leave of absence on Veterans Day to employees who are veterans   |               |  |                 |
| <b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b><br><br>The department expects a one-time cost of approximately \$2,000 for printing informational materials. |               |  |                 |
| <b>II. Annualized Costs:</b>   |               | <b>Annualized Fiscal Impact on funds from:</b> |                 |
|  |               | Increased Costs                                | Decreased Costs |
| <b>A. State Costs by Category</b>  |               |  |                 |
| State Operations - Salaries and Fringes  | \$0           |  | \$0             |
| (FTE Position Changes)   | (0.0 FTE)     |  | (0.0 FTE)       |
| State Operations - Other Costs   | 0             |  | 0               |
| Local Assistance   | 0             |  | 0               |
| Aids to Individuals or Organizations   | 0             |  | 0               |
| <b>TOTAL State Costs by Category</b>   | <b>\$0</b>    |  | <b>\$0</b>      |
| <b>B. State Costs by Source of Funds</b>   |               |  |                 |
| GPR  | 0             |  | 0               |
| FED  | 0             |  | 0               |
| PRO/PRS  | 0             |  | 0               |
| SEG/SEG-S  | 0             |  | 0               |
| <b>III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)</b>   |               |  |                 |
|  | Increased Rev |  | Decreased Rev   |
| GPR Taxes  | \$0           |  | \$0             |
| GPR Earned   | 0             |  | 0               |
| FED  | 0             |  | 0               |
| PRO/PRS  | 0             |  | 0               |
| SEG/SEG-S  | 0             |  | 0               |
| <b>TOTAL State Revenues</b>  | <b>\$0</b>    |  | <b>\$0</b>      |
| <b>NET ANNUALIZED FISCAL IMPACT</b>  |               |  |                 |
|  |               | State  | Local           |
| NET CHANGE IN COSTS  |               | \$0  | \$              |
| NET CHANGE IN REVENUE  |               | \$0  | \$              |
| <b>Agency/Prepared By</b>  |               | <b>Authorized Signature</b>                    | <b>Date</b>     |
| DWD/ Robert Anderson (608) 266-3345  |               | Hector Colon (608) 266-2284                    | 1/29/2009       |