

Fiscal Estimate - 2009 Session

Original
 Updated
 Corrected
 Supplemental

LRB Number 09-3951/1	Introduction Number SB-585
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Description

Prohibiting discrimination against an employee who declines to attend an employer-sponsored meeting or to participate in any communication with the employer or with an agent, representative, or designee of the employer, the primary purpose of which is to communicate the opinion of the employer about religious or political matters

Fiscal Effect

State:

- No State Fiscal Effect
- Indeterminate
 - Increase Existing Appropriations
 - Decrease Existing Appropriations
 - Create New Appropriations
 - Increase Existing Revenues
 - Decrease Existing Revenues
 - Increase Costs - May be possible to absorb within agency's budget
 - Yes No
 - Decrease Costs

Local:

- No Local Government Costs
- Indeterminate
 - 1. Increase Costs
 - Permissive Mandatory
 - 2. Decrease Costs
 - Permissive Mandatory
 - 3. Increase Revenue
 - Permissive Mandatory
 - 4. Decrease Revenue
 - Permissive Mandatory
- 5. Types of Local Government Units Affected
 - Towns Village Cities
 - Counties Others
 - School Districts WTCS Districts

Fund Sources Affected

- GPR FED PRO PRS SEG SEGS

Affected Ch. 20 Appropriations

Agency/Prepared By

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Date

3/12/2010

Fiscal Estimate Narratives

DOJ 3/12/2010

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Assumptions Used in Arriving at Fiscal Estimate

Under current law, no employer may engage in any act of employment discrimination against any individual on the basis of age, race, creed, color, disability, marital status, sex, national origin, ancestry, arrest record, conviction record, military service, or use or nonuse of lawful products off the employer's premises during nonworking hours. 2009 Senate Bill 585 would also prohibit an employer from engaging in any act of employment discrimination against any individual on the basis of declining to attend a meeting or to participate in any communication about religious matters or political matters.

The Department of Justice has a Civil Litigation Unit in its Division of Legal Services. Among other things, the Civil Litigation Unit represents state agencies and the University of Wisconsin in a variety of employment law matters. This unit provides the legal defense to the state when it is sued as an employer under state or federal law.

If SB 585 becomes law, the Department of Justice will defend the state when it is sued as an employer for discrimination violations relating to attending a meeting or participating in any communication about religious matters or political matters. While the annual number of such suits is difficult to predict, DOJ estimates that the number of such suits will be small and that the Civil Litigation Unit will be able to absorb the increased workload. However, if the number of suits is larger than anticipated, DOJ will require additional resources to handle the increased workload.

Long-Range Fiscal Implications