

Fiscal Estimate - 2015 Session

Original
 Updated
 Corrected
 Supplemental

LRB Number 15-2376/1	Introduction Number SB-517
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Description
 Leave from employment for the purpose of serving as a bone marrow or organ donor and providing a penalty

Fiscal Effect

State:

<input type="checkbox"/> No State Fiscal Effect	<input type="checkbox"/> Increase Existing Revenues	<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"/> Indeterminate	<input type="checkbox"/> Decrease Existing Revenues	
<input type="checkbox"/> Increase Existing Appropriations	<input type="checkbox"/> Decrease Existing Revenues	<input type="checkbox"/> Decrease Costs
<input type="checkbox"/> Decrease Existing Appropriations		
<input type="checkbox"/> Create New Appropriations		

Local:

<input type="checkbox"/> No Local Government Costs	3. <input type="checkbox"/> Increase Revenue	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
<input checked="" type="checkbox"/> Indeterminate	<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	
1. <input type="checkbox"/> Increase Costs	<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	
2. <input type="checkbox"/> Decrease Costs	4. <input type="checkbox"/> Decrease Revenue	
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	

Fund Sources Affected	Affected Ch. 20 Appropriations
<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)	

Agency/Prepared By DWD/ Joe Dvorak (608) 267-6969	Authorized Signature Georgia Maxwell (608) 266-2284	Date 1/19/2016
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Fiscal Estimate Narratives

DWD 1/19/2016

LRB Number	15-2376/1	Introduction Number	SB-517	Estimate Type	Original
Description Leave from employment for the purpose of serving as a bone marrow or organ donor and providing a penalty					

Assumptions Used in Arriving at Fiscal Estimate

Current law states employers employing at least 50 individuals on a permanent basis must permit employees meeting a certain threshold to take up to eight weeks of family leave and two weeks of medical leave in a year. Family leave can be taken for the birth or adoptive placement of a child, or to care for a child, spouse, domestic partner, or parent with a serious health condition. Medical leave can be taken when employees have a significant health condition that causes an employee to be unable to perform their duties of employment. Under each leave type, employees are not entitled to receive wages or salary, but can substitute other types of paid leave provided by the employer. In each case, employees must make reasonable efforts to schedule procedures around their existing schedules, and alert employers, when possible, prior to taking the leave.

Under current law, employees who believe their employer violated family and medical leave law may file a complaint with the Department of Workforce Development (DWD). If DWD finds employers have violated the law, DWD can order employers to take action to remedy a violation. This may include providing the requested leave, reinstating an employee, providing back pay, and reasonable actual attorney's fees. The employee, as well as DWD, can also bring actions against an employer in circuit court to recover damages.

Senate Bill 517 allows employees to take up to six weeks of leave in a year for the purpose of serving as a donor of an organ or bone marrow if written verification is provided to the employer. Under SB517, employees may take leave for the period necessary to undergo the procedure and recover. This leave would be subject to existing family and medical leave requirements that include requiring employers to place employees in the same or equivalent positions upon returning from leave; the leave being unpaid; existing procedures for administrative proceedings and civil actions for violations; as well as those stated above. Finally, current law allows state civil service system employees to take this leave for bone marrow or organ donation already. SB 517 would not apply to those employees.

It is projected that this bill would have no significant ongoing fiscal effect on the Wisconsin Department of Workforce Development. DWD could absorb complaints arising from the changes without hiring added Equal Rights officers to investigate them. A one-time cost of \$5,000 is needed to reprint existing discrimination documentation.

Long-Range Fiscal Implications

Fiscal Estimate Worksheet - 2015 Session

Detailed Estimate of Annual Fiscal Effect

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

A one-time cost of \$5,000 is needed to reprint existing documentation relating to the Family Medical Leave Act.

II. Annualized Costs:	Annualized Fiscal Impact on funds from:	
	Increased Costs	Decreased Costs

A. State Costs by Category

State Operations - Salaries and Fringes	\$	\$
(FTE Position Changes)		
State Operations - Other Costs		
Local Assistance		
Aids to Individuals or Organizations		
TOTAL State Costs by Category	\$	\$

B. State Costs by Source of Funds

GPR		
FED		
PRO/PRS		
SEG/SEG-S		

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	\$	\$
GPR Earned		
FED		
PRO/PRS		
SEG/SEG-S		
TOTAL State Revenues	\$	\$

NET ANNUALIZED FISCAL IMPACT		
	<u>State</u>	<u>Local</u>
NET CHANGE IN COSTS	\$	\$
NET CHANGE IN REVENUE	\$	\$

Agency/Prepared By	Authorized Signature	Date
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