



## Fiscal Estimate Narratives

DWD 1/29/2016

LRB Number	<b>15-3864/1</b>	Introduction Number	<b>SB-424</b>	Estimate Type	<b>Original</b>
<b>Description</b> Leave from employment for the purpose of serving as an organ donor					

### 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.

Senate Bill 424 allows employees to take up to six weeks of leave in a year for the purpose of serving as a donor of an organ. Employees are eligible to do so if they are having a procedure which requires a continuous circulation of blood to remain useful for transplantation (organ) purposes. SB 424 requires employees provide to employers written verification that the employee will serve as an organ donor prior to the procedure. Unlike family or medical leave, SB 424 applies to any employee who has worked for the employer. This bill does not apply to state employees, who are already entitled to take up to a thirty day leave of absence to serve as an organ donor. When this leave is taken, employees are not entitled to receive wages or salary, but may substitute for portions of that leave, other paid or unpaid leave types.

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 documentation relating to the Family Medical Leave publications.

### Long-Range Fiscal Implications

## Fiscal Estimate Worksheet - 2015 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

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<b>Description</b> Leave from employment for the purpose of serving as an organ donor		
<b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b>  A one-time cost of \$5,000 is needed to reprint existing documentation relating to the Family Medical Leave publications.		
<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	\$	\$
(FTE Position Changes)		
State Operations - Other Costs		
Local Assistance		
Aids to Individuals or Organizations		
<b>TOTAL State Costs by Category</b>	<b>\$</b>	<b>\$</b>
<b>B. State Costs by Source of Funds</b>		
GPR		
FED		
PRO/PRS		
SEG/SEG-S		
<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	\$	\$
GPR Earned		
FED		
PRO/PRS		
SEG/SEG-S		
<b>TOTAL State Revenues</b>	<b>\$</b>	<b>\$</b>
<b>NET ANNUALIZED FISCAL IMPACT</b>		
	<u>State</u>	<u>Local</u>
NET CHANGE IN COSTS	\$	\$
NET CHANGE IN REVENUE	\$	\$
<b>Agency/Prepared By</b>		
<b>Authorized Signature</b>		<b>Date</b>
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		1/29/2016