

### Fiscal Estimate - 2015 Session

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> <b>15-3682/1</b>	<b>Introduction Number</b> <b>SB-489</b>	
<b>Description</b> Inclusion of recovery from bone marrow or organ donation surgery as a serious health condition for which an employee may take leave from employment under the family and medical leave law and prohibiting certain insurance practices on the basis of a person being a living organ donor or bone marrow donor		
<b>Fiscal Effect</b>  <b>State:</b> <input type="checkbox"/> No State Fiscal Effect <input checked="" type="checkbox"/> Indeterminate <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 <input type="checkbox"/> Decrease Existing Appropriations <input type="checkbox"/> Decrease Existing Revenues <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Create New Appropriations <input type="checkbox"/> Decrease Costs		
<b>Local:</b> <input type="checkbox"/> No Local Government Costs <input checked="" type="checkbox"/> Indeterminate 1. <input type="checkbox"/> Increase Costs      3. <input type="checkbox"/> Increase Revenue <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 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		
<b>Fund Sources Affected</b> <b>Affected Ch. 20 Appropriations</b> <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>	<b>Authorized Signature</b>	<b>Date</b>
DWD/ Joe Dvorak (608) 267-6969	Georgia Maxwell (608) 266-2284	1/19/2016

## Fiscal Estimate Narratives

DWD 1/19/2016

LRB Number	15-3682/1	Introduction Number	SB-489	Estimate Type	Original
<b>Description</b> Inclusion of recovery from bone marrow or organ donation surgery as a serious health condition for which an employee may take leave from employment under the family and medical leave law and prohibiting certain insurance practices on the basis of a person being a living organ donor or bone marrow 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. Current law defines a serious health condition as a disabling physical or mental illness, injury, impairment, or condition that involves one-time or ongoing inpatient hospital, nursing home, hospice, or outpatient care.

Senate Bill 489 includes recovery from bone marrow or organ donation surgery as a serious health condition for which employees may take leave from employment under family and medical leave law. SB 489 also permits an individual to take leave to care for a child, spouse, domestic partner, or parent recovering from human organ or bone marrow donation surgery. This bill also prohibits insurers from refusing to provide, renew, cancel coverage, set rates, or discriminate against person's having the status as having been a bone marrow or living organ donor when setting life, long-term care, or income continuation insurance rates and terms.

This bill would have no 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

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<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, ets.)</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>		
DWD/ Joe Dvorak (608) 267-6969	Georgia Maxwell (608) 266-2284	1/19/2016