

Fiscal Estimate Narratives

DWD 10/16/2019

LRB Number	19-0953/1	Introduction Number	AB-0506	Estimate Type	Original
Description requiring an employer to provide reasonable break time for an employee who is breast-feeding the employee's child to express breast milk for the child					

Assumptions Used in Arriving at Fiscal Estimate

This bill codifies into state law the requirements under the Fair Labor Standards Act that an employer provide reasonable break time for employees to express breast milk for their children under one year of age and a private place, other than a bathroom, for employees to express breast milk. In addition, this bill requires the employer to provide access to an electrical outlet, running water, and a refrigerator for the storage of breast milk and provides that if an employee's eligibility for employer contribution toward health care coverage is dependent on the number of worked hours, the employer must treat any break time taken by the employee to express breast milk as paid work time. The bill expands these requirements to include all employers including the state but includes exceptions for some employers with fewer than 50 employees.

If enacted, the Department of Workforce Development Equal Rights Division does not anticipate a significant workload increase in additional complaints as a result of this bill. A one-time cost of \$6,000 is needed to reprint and revise existing publications.

Local governments, as employers, may incur costs related to provisions in the bill. Local government counterparts to the DWD Equal Rights Division may experience an increase in complaints and may need to update publications. These costs are indeterminate at this time.

Long-Range Fiscal Implications