

Original       Updated  
 Corrected       Supplemental

**1999 Session**

LRB or Bill No. -- Adm. Rule No.  
AB-199 --2003/1

Amendment No. if Applicable

**FISCAL ESTIMATE**  
DOA-2048 N(R10/94)

**Subject**  
ASSEMBLY BILL

**Fiscal Effect**

**State:**  No State Fiscal Effect

Check columns below only if bill makes a direct appropriation or affects a sum sufficient appropriation

- Increase Existing Appropriation     Increase Existing Revenues  
 Decrease Existing Appropriation     Decrease Existing Revenues  
 Create New Appropriation

Increase Costs - May be possible to Absorb Within Agency's Budget  Yes  No

Decrease Costs

Local:  No local government costs

1.  Increase Costs  
     Permissive  Mandatory  
2.  Decrease Costs  
     Permissive  Mandatory

3.  Increase Revenues  
     Permissive  Mandatory  
4.  Decrease Revenues  
     Permissive  Mandatory

5. Types of Local Government Units Affected  
 Towns       Villages       Cities  
 Counties     Others  
 School Districts     WTCS Districts

**Fund Sources Affected:**

GPR     FED     PRO     PRS     SEG     SEG-S

**Affected Ch. 20 Appropriations:**

445(1)(a)

**Assumptions Used in Arriving at Fiscal Estimate**

This bill will likely result in an increased number of cases filed with the Department. In SFY1998, 142 complaints of discrimination based on pregnancy were filed. It is anticipated that the same number of complaints would be filed regarding reasonable accommodation of pregnant or breast-feeding women, since issues surrounding reasonable accommodation responsibilities are often complex and result in considerable litigation.

An Equal Rights Officer is expected to complete 132 cases per year. An increase of 142 cases would therefore require an additional Senior Equal Rights Officer to handle complaint investigations, at an annual cost of \$58,800 (\$47,400 for salary and fringe benefits, \$11,400 for supplies and services). An associated one-time supplies and services cost of \$7,300 is anticipated for office setup and equipment furnishings. An additional one-time cost of \$1,500 is estimated for reprinting publications related to pregnancy rights and responsibilities.

This proposal will also result in some increased costs to all local governments who employ people, in order to provide accommodations for pregnant or breast feeding employees. However, it is not possible to quantify those costs at this time.

**Long-Range Fiscal Implications**

The long range implications for caseloads are dependent on the level of employer compliance with the provisions. It is likely that complaints in this area will continue for a number of years, based on experience with pregnancy discrimination, which has been prohibited for over 20 years.

Agency/Prepared by:(Name & Phone No.)

DWD / Ware, LeAnna (Not Available)

Authorized Signature/Telephone No.



Date

3/19/99

**FISCAL ESTIMATE WORKSHEET**

**1999 Session**

Detailed Estimate of Annual Fiscal Effect DOA-2047(R10/94)	<input checked="" type="checkbox"/> Original <input type="checkbox"/> Updated <input type="checkbox"/> Corrected <input type="checkbox"/> Supplemental	LRB or Bill No./Adm Rule No. AB-199 / 2003/1	Amendment No.
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Subject  
ASSEMBLY BILL

I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):  
 There will be a one-time cost of \$1,500 for reprinting of publications related to pregnancy rights and responsibilities, as well as a one-time cost of \$7,300 for supplies and services associated with the additional Equal Rights Officer position.

II. Annualized Costs:	Annualized Fiscal Impact on State funds from:	
A. State Costs by Category	Increased Costs	Decreased Costs
State Operations - Salaries and Fringes	\$47,400	- \$0
(FTE Position Changes)	(1.00FTE)	(- FTE)
State Operations - Other Costs	\$11,400	- \$0
Local Assistance	\$0	- \$0
Aids to Individuals or Organizations	\$0	- \$0
<b>TOTAL State Costs by Category</b>	<b>\$58,800</b>	<b>- \$0</b>
B. State Costs by Source of Funds	Increased Costs	Decreased Costs
GPR	\$58,800	- \$0
FED	\$0	- \$0
PRO/PRS	\$0	- \$0
SEG/SEG-S	\$0	- \$0
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	\$0	- \$0
GPR Earned	\$0	- \$0
FED	\$0	- \$0
PRO/PRS	\$0	- \$0
SEG/SEG-S	\$0	- \$0
<b>TOTAL State Revenues:</b>	<b>\$0</b>	<b>- \$0</b>

**NET ANNUALIZED FISCAL IMPACT**

	<u>STATE</u>	<u>LOCAL</u>
Net Change in Costs:	\$58,800	\$0
Net Change in Revenues:	\$0	\$0

Agency/Prepared by: (Name & Phone No.) DWD / Ware, LeAnna (Not Available)	Authorized Signature/Telephone No. 	Date 3/19/99
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