

<input checked="" type="checkbox"/> Original <input type="checkbox"/> Updated <input type="checkbox"/> Corrected <input type="checkbox"/> Supplemental	1999 Session LRB or Bill No. -- Adm. Rule No. AB-379 --2793/2
FISCAL ESTIMATE DOA-2048 N(R10/94)	Amendment No. if Applicable

Subject
 DISCHARGE OR OTHER RETALIATION OR DISCRIMINATION AGAINST AN EMPLOYEE OF A HEALTH CARE FACILITY OR A HEALTH CARE PROVIDER WHO REPORTS A VIOLATION OF THE LAW OR A VIOLATION OF A CLINICAL OR ETHICAL STANDARD BY THE HEALTH CARE FACILITY OR HEALTH CARE PROVIDER OR BY AN EMPLOYEE OF THE HEALTH CARE FACILITY OR HEALTH CARE PROVIDER AND PROVIDING A PENALTY.

Fiscal Effect

State: No State Fiscal Effect

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

<input type="checkbox"/> Increase Existing Appropriation <input type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Decrease Existing Appropriation <input type="checkbox"/> Decrease Existing Revenues <input type="checkbox"/> Create New Appropriation	<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"/> Decrease Costs
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Local: No local government costs

1. <input checked="" type="checkbox"/> Increase Costs <input type="checkbox"/> Permissive <input checked="" type="checkbox"/> Mandatory 2. <input type="checkbox"/> Decrease Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	3. <input type="checkbox"/> Increase Revenues <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 4. <input type="checkbox"/> Decrease Revenues <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	5. Types of Local Government Units Affected <input type="checkbox"/> Towns <input type="checkbox"/> Villages <input type="checkbox"/> Cities <input checked="" type="checkbox"/> Counties <input type="checkbox"/> Others <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts
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Fund Sources Affected: <input checked="" type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEG-S	Affected Ch. 20 Appropriations: 445(1)(a)
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Assumptions Used in Arriving at Fiscal Estimate

This bill provides retaliation protection for employees of health care providers who report violations of laws or clinical or ethical standards in the facility to any law enforcement organization. Passage of this legislation is likely to result in approximately the same number of complaints per year as are currently received under the elder abuse retaliation provisions of the law. In each of the last three fiscal years, the Equal Rights Division received less than ten (10) cases alleging retaliation because of a report of elder abuse. The number of employers covered under this retaliation provision is larger, however it is still likely that the Division will receive less than 20 cases per year under this statute. Since each Equal Rights Officer is expected to handle 132 cases per year, passage of this legislation is not likely to have a significant enough impact on the workload of the Division to necessitate the addition of staff.

The Division estimates a one-time cost of \$2,000 for printing and reprinting of educational materials about the change in the law.

Private employers and local governments who operate health care facilities will have a cost of notifying employees of their rights and remedies, as required in the law. In addition, local governments who violate the law may be subject to awards of back pay, attorney's fees and fines. The fines are not more than \$1,000 for a first violation, \$5,000 for a second violation within twelve months and \$10,000 if more than two violations within twelve months.

Long-Range Fiscal Implications No long range fiscal effect anticipated, except for the costs discussed above.		
Agency/Prepared by:(Name & Phone No.) DWD / Ware, LeAnna (Not Available)	Authorized Signature/Telephone No. 	Date 6-16-99

FISCAL ESTIMATE WORKSHEET

1999 Session

Detailed Estimate of Annual Fiscal Effect 00A-2047(R10/94)	<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Updated	LRB or Bill No./Adm Rule No. AB-379 / 2793/2	Amendment No.
	<input type="checkbox"/> Corrected	<input type="checkbox"/> Supplemental		

Subject
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One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):
 \$2,000 for printing and reprinting of materials explaining the law.

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

NET ANNUALIZED FISCAL IMPACT

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

Agency/Prepared by:(Name & Phone No.) DWD / Ware, LeAnna (Not Available)	Authorized Signature/Telephone No. 	Date 6-16-99
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