

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

- ORIGINAL       UPDATED  
 CORRECTED       SUPPLEMENTAL

LRB or Bill No/Adm. Rule No.  
**AB 510 LRB-0851/3**  
Amendment No. If Applicable

**Subject**

Leave under Family and Medical Leave Law for School Activities

**Fiscal Effect**

**State:**  No State Fiscal Effect

Check columns below only if bill makes a direct appropriation or affects a sum certain 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 Governmental Units Affected:  
 Towns       Village       Cities  
 Counties       Others \_\_\_\_\_  
 School Districts       WTCS Districts

**Fund Sources Affected**

- GPR    FED    PRO    PRS    SEG    SEG-S

**Affected Ch. 20 Appropriations**

**Assumptions Used in Arriving at Fiscal Estimate**

This bill amends the state Family and Medical Leave Law (FMLA) to allow employes to take up to sixteen hours of leave per year for school conferences or classroom activities involving their children, ly under the same conditions as other leave under the Act, that is without pay but with ability to substitute paid leave.

This fiscal estimate addresses the fiscal impact on state government as an employer. The various changes in this bill could either increase or decrease costs for state agencies. However, it is impossible to determine the overall fiscal impact.

We have no data on the number of employes who have children making them eligible under this provision.

We have no estimate of the number of employes currently using paid leave for these purposes who might prefer unpaid leave.

**Long-Range Fiscal Implications**

Agency/Prepared by: (Name & Phone No.)  
Department of Employment Relations  
Elizabeth Reinwald/266-5316

Authorized Signature/Telephone No.  
*Robert Andersen* 267-1003

Date  
10-11-99