

Original Updated
 Corrected Supplemental

1999 Session

LRB or Bill No. -- Adm. Rule No.
SB-247 --LRB-1237/1

Amendment No. if Applicable

FISCAL ESTIMATE
DOA-2048 N(R10/94)

Subject
FAMILY AND MEDICAL LEAVE LAW

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

State Costs for enforcing the law:

This bill amends the Wisconsin Family and Medical Leave Act by requiring ALL employers to provide up to 16 hours leave per year for school conferences or activities. Expanding the law to provide school activities leave to employees of all employers in the state may result in an increase in cases filed with the Equal Rights Division of the department. The current Family and Medical Leave Law applies only to employers with 50 or more employees and does not cover school activities leave. Approximately 7,000 employers are covered by the current Family and Medical Leave Law. There are 180 cases per year, including disputes as to all types of leave, that are generated under current law. Last year 18 of those cases included disputes as to birth or adoption of children.

By expanding this provision to all employers in Wisconsin, the number of complaints filed with the Equal Rights Division may increase substantially, since there are over 100,000 employers in the state. It is not likely that all or even most of them would have complaints filed against them for denying this type of leave to their employees. However, a conservative estimate, based on an analysis of the cases received under the current Family and Medical Leave Law and cases received under the Fair Employment Law, suggests that there could be an increase of as many as 140 cases per year, approximately the same number of disputes as are filed related to pregnancy discrimination. Since each Equal Rights Officer is expected to complete 132 cases per year, an increase of 140 cases would require an additional Equal Rights Officer to handle the increased workload at an annual cost of \$45,800 (\$25,300 salary, \$9,000 fringes and \$11,500 supplies and services) as well as \$7,150 (a one-time cost) for setting up a new position.

In addition, if the legislation is enacted, the department will have to reprint educational materials at an estimated one-time cost of \$1,000.00.

Local Costs:

It appears local government costs will be incurred in the provision for up to 16 hours of school conference and activities leave (paid or unpaid) each year for all employees. Per the 1997 Public Employment Data for Local Governments - Wisconsin, there were 201,633 full-time employees in local government. (About half of these employees are employed by local public school districts.) Assuming 5% of all employees would request 4 hours of the 16 hour maximum allowable for school conference/activities leave, at an average wage of \$12.50/hour, and assuming those employees work in positions requiring 100% coverage (e.g., schools, nursing homes, law enforcement etc.), local costs statewide would be approximately \$504,100 per year. These costs, however, are difficult to estimate since it is not known how many employees will actually request the leave and how many employees are already granted leave by their employers for these purposes.

Long-Range Fiscal Implications

If the number of cases filed increases by over 520 cases per year, it will also be necessary to hire an additional Administrative Law Judge to handle the increased workload at an annual cost of \$87,600.00 (\$56,200 salary, \$19,900 fringes and \$11,500 supplies and services) as well as a one time cost of \$7,150 for setting up a new position. In addition a caseload increase of this magnitude would also require three additional Equal Rights Officers at an annual cost of \$45,800 each, as described above.

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

DWD / Ware, LeAnna (Not Available) 266-1997

Authorized Signature/Telephone No.

M. Reed 267-9543

Date

10/13/99

FISCAL ESTIMATE WORKSHEET

1999 Session

Detailed Estimate of Annual Fiscal Effect DOA-2047(R10/94)	<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Updated	LRB or Bill No./Adm Rule No. SB-247 / LRB-1237/1	Amendment No.
	<input type="checkbox"/> Corrected	<input type="checkbox"/> Supplemental		

Subject
FAMILY AND MEDICAL LEAVE LAW

I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):
 \$1,000.00 for reprinting educational materials and \$7,150.00 for setting up a new 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	\$34,300	- \$0
(FTE Position Changes)	(1.00FTE)	(- FTE)
State Operations - Other Costs	\$11,500	- \$0
Local Assistance	\$0	- \$0
Aids to Individuals or Organizations	\$0	- \$0
TOTAL State Costs by Category	\$45,800	- \$0
B. State Costs by Source of Funds	Increased Costs	Decreased Costs
GPR	\$45,800	- \$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
TOTAL State Revenues:	\$0	- \$0

NET ANNUALIZED FISCAL IMPACT

	<u>STATE</u>	<u>LOCAL</u>
Net Change in Costs:	\$45,800	\$0
Net Change in Revenues:	\$0	\$0

Agency/Prepared by:(Name & Phone No.) DWD / Ware, LeAnna (Not Available) 266-1997	Authorized Signature/Telephone No. 267-9543	Date 10/13/99
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