

<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-475 --LRB-2988/2 Amendment No. if Applicable
FISCAL ESTIMATE DOA-2048 N(R10/94)	

Subject
 EQUAL RIGHTS - 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

<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 type="checkbox"/> Increase Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	3. <input type="checkbox"/> Increase Revenues <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	5. Types of Local Government Units Affected <input checked="" type="checkbox"/> Towns <input checked="" type="checkbox"/> Villages <input checked="" type="checkbox"/> Cities <input checked="" type="checkbox"/> Counties <input type="checkbox"/> Others <input checked="" type="checkbox"/> School Districts <input checked="" type="checkbox"/> WTCS Districts
2. <input type="checkbox"/> Decrease Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	4. <input type="checkbox"/> Decrease Revenues <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	

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) and 445(2)(a)
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Assumptions Used in Arriving at Fiscal Estimate

This bill extends the time period for filing family and medical leave cases with the Equal Rights Division of the department from 30 to 300 days. Over the past four years, the division received an average of 160 cases per year under this law. Passage of this bill may cause a small increase of about 10% in caseload but not significant enough to require increased staff, since an Equal Rights Officer is expected to complete 132 cases per year. Informational brochures on the law that are published by the Equal Rights Division will need to be reprinted at an estimated cost of \$1,000 (GPR funded). This cost will be absorbed within the Equal Rights Division's budget.

The bill also creates an appeal to the Labor Industry Review Commission (LIRC), that does not now exist. It is estimated that up to 10 new cases per year may be appealed to LIRC if this bill is passed. The overall increase in workload is not considered to be a significant increase. Therefore, it is anticipated that the additional cost to process up to 10 new cases/year could be absorbed within LIRC's current budget authority.

While this bill is unlikely to have a significant impact on local government costs, it is possible that local governments and school districts may see a small increase in the number of cases filed, due to the extension of the time limit for the filing of a complaint. However, because of the small number of Family and Medical Leave cases filed each year, it is not likely that there will be a significant growth in cases that can be attributable to the increase in the time limit.

Long-Range Fiscal Implications

There are no long range fiscal implications.

Agency/Prepared by:(Name & Phone No.) DWD / LeAnna Ware (No Available) 266-1997	Authorized Signature/Telephone No. 	Date 9/24/99
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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. AB-475 / LRB-2988/2	Amendment No.
	<input type="checkbox"/> Corrected	<input type="checkbox"/> Supplemental		

Subject
EQUAL RIGHTS - 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):
 There will be a one time cost of \$1,000 for reprinting educational materials about the law.

II. Annualized Costs:	Annualized Fiscal Impact on State funds from:	
A. State Costs by Category	Increased Costs	Decreased Costs
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
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

	STATE	LOCAL
Net Change in Costs:	\$0	\$0
Net Change in Revenues:	\$0	\$0

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