

FISCAL ESTIMATE

DOA-2048 N(R10/94)

- ORIGINAL
 CORRECTED
 UPDATED
 SUPPLEMENTAL

LRB or Bill No/Adm. Rule No.
01-LRB 1017/1 AB 181
 Amendment No. If Applicable

Subject

State Employee Labor Relations Act Extension to Limited Term Employees

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

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

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 Governmental Units Affected:
<input type="checkbox"/> Towns <input type="checkbox"/> Village <input type="checkbox"/> Cities
<input type="checkbox"/> Counties <input type="checkbox"/> Others _____
<input type="checkbox"/> School Districts <input 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

- GPR FED PRU PRS SEG SEG-S

Affected Ch. 20 Appropriations

Assumptions Used in Arriving at Fiscal Estimate

LRB 1017/1 would extend coverage of the State Employment Labor Relations Act (SELRA) to certain limited term employees (LTE's), those employees who work less than 1044 hours in a year in a single appointment. Under this bill, these employees would be represented by collective bargaining agents.

The bill does not create an additional bargaining unit for LTE's. Instead, the employees would be represented by the bargaining unit(s) that represent permanent employees whose work is most similar to theirs.

There are over 12,000 state LTE's in a year including those employed by the U. W. system

In implementing this bill, there would be one time costs in additional bargaining time to negotiate language and pay systems appropriate to these short term employees with the bargaining agent(s).

This bill would also require additional contract administration time for agencies to ensure that supervisors and short term employees were fully aware of their rights and responsibilities under the contract(s).

There would be additional costs to agencies to release union stewards from work to advise these new members.

Since the number of employees covered by labor agreements increases the number eligible to file grievances under those agreements, we can expect an increase in grievances and arbitrations.

We cannot quantify these costs.

Long-Range Fiscal Implications

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Date

3/28/01