Wisconsin Department of Administration Division of Executive Budget and Finance DOA-2048 (R07/2000)

Fiscal Estimate - 2001 Session

X	Original	3	Updated	⊠ C	orrected	33	Supplemental
LRB	Number	01-2420/1		Introdu	ction Numb	er AE	3-409
Subje	et				***************************************		
Discrin	nination agai	nst employee wi	no discloses cor	mpensation			
Fiscal	Effect						
=	No State Fisc ndeterminate Increase I Appropria Decrease Appropria Create Ne	e Existing Itions Existing	Revenu Decreas Revenu	se Existing	absorb v	vithin age Yes	May be possible to ncy's budget ☐ No
Local:	1.1			e e e			the second of the second
	Indeterminat 1. Increas Permiss 2. Decrea	e Costs sive Mandato	4. Decreas	ive Mandato	Coun □Scho	ected is [] ties []	vernment Village Cities Others WTCS Districts
	Sources Affe			parinting.	Affected Ch.	20 Appro	priations
⊠ GF	PR FED	PRO [PRS SI	EG 🔲 SEG	S 445 (1) (a)		·
Agenc	y/Prepared	Ву	А	uthorized Sig	nature		Date
DWD/	LeAnna War	re (608) 266-199	7 K	imberly Markh	am (608) 267-32	200	5/21/01

Fiscal Estimate Narratives DWD 5/22/01

LRB Number	01-2420/1	Introduction Number	AB-409	Estimate Type	Original		
Subject		* **					
Discrimination against employee who discloses compensation							

Assumptions Used in Arriving at Fiscal Estimate

This bill prohibits an employer from discharging or discriminating against an employee in promotion, compensation, or in terms, conditions, or privileges of employment for disclosing the employee's compensation to anyone, opposing a discharge or discrimination in violation of the bill, filing a complaint or attempting to enforce a right under the bill, or testifying or assisting in any action or proceeding.

Current law prohibits an employer from retaliating against an employee because the employee filed a complaint or attempted to enforce a right under the state's labor laws or testified or assisted in any proceeding to enforce such a right.

There is an increased cost to the department for enforcing new legislation of this type when it results in an increase in cases to be handled by the Equal Rights Division of the department. Currently the division receives approximately 600 cases per year that allege one of the various forms of retaliation. This bill is likely to result in an increase of approximately 25 cases per year. An Equal Rights Officer is expected to complete 132 cases per year. Passage of this legislation would therefore not have a significant enough impact on the workload of the division to result in an immediate need for increased staff. Informational brochures on the law that are published by the Equal Rights Division will need to be reprinted at an estimated cost of \$2,000 (GPR funded). This cost will be absorbed within the Equal Rights Division's budget.

This bill is also unlikely to have any significant impact on local government costs since only a small number of local governments that have a related case would have costs.

Long-Range Fiscal Implications

It is possible that long range increases in case load will result in increased enforcement costs.

Wisconsin Department of Administration Division of Executive Budget and Finance DOA-2047 (R07/2000)

Fiscal Estimate Worksheet - 2001 Session

Detailed Estimate of Annual Fiscal Effect

Original Upda	ated Corrected	Supplemental				
LRB Number 01-2420/1	er AB-409					
Subject						
Discrimination against employee who di	iscloses compensation					
I. One-time Costs or Revenue Impacts	s for State and/or Local Government	(do not include in				
annualized fiscal effect):		•				
There will be a one-time cost of \$2,000	for reprinting information materials.					
II. Annualized Costs:	Annualized Fisc	Annualized Fiscal Impact on funds from:				
	Increased Costs	Decreased Costs				
A. State Costs by Category						
State Operations - Salaries and Fring						
(FTE Position Changes)	(0.0 FTE)					
State Operations - Other Costs	0	· · · · · · · · · · · · · · · · · · ·				
Local Assistance	0					
Aids to Individuals or Organizations	0					
TOTAL State Costs by Category	\$0	\$				
B. State Costs by Source of Funds	and the state of t					
GPR.		The Arman State of the Control of th				
FED						
PRO/PRS						
SEG/SEG-S						
III. State Revenues - Complete this or (e.g., tax increase, decrease in licens	nly when proposal will increase or de	crease state revenues				
(e.g., tax increase, decrease in neone	Increased Rev	Decreased Rev				
GPR Taxes	\$	\$				
GPR Earned						
FED						
PRO/PRS						
SEG/SEG-S						
TOTAL State Revenues	\$	\$				
NET A	ANNUALIZED FISCAL IMPACT					
	<u>State</u>	<u>Local</u>				
NET CHANGE IN COSTS	\$0	\$				
NET CHANGE IN REVENUE	\$	\$				
Agency/Prepared By	Authorized Signature	Date				
DWD/ LeAnna Ware (608) 266-1997	Kimberly Markham (608) 267-32	200 5/21/01				