

### Fiscal Estimate - 2001 Session

Original     
  Updated     
  Corrected     
  Supplemental

LRB Number **01-0232/1**      Introduction Number **AB-257**

**Subject**  
 School conference and activities leave

**Fiscal Effect**

**State:**

No State Fiscal Effect     
  Indeterminate

Increase Existing Appropriations     
  Increase Existing Revenues     
  Increase Costs - May be possible to absorb within agency's budget

Decrease Existing Appropriations     
  Decrease Existing Revenues     
  Yes     
  No

Create New Appropriations     
  Decrease Costs

**Local:**

No Local Government Costs     
  Indeterminate

1.  Increase Costs     
 3.  Increase Revenue

Permissive  Mandatory     
 Permissive  Mandatory

2.  Decrease Costs     
 4.  Decrease Revenue

Permissive  Mandatory     
 Permissive  Mandatory

**5. Types of Local Government Units Affected**

Towns     
 Village     
 Cities

Counties     
 Others

School Districts     
 WTCS Districts

**Fund Sources Affected**     
**Affected Ch. 20 Appropriations**

GPR   
 FED   
 PRO   
 PRS   
 SEG   
 SEGS   
 20.547(1)(a)

<b>Agency/Prepared By</b>	<b>Authorized Signature</b>	<b>Date</b>
PERS/ Kurt Stege (608) 266-9570	Laurie McCallum (608) 266-9571	3/30/01

**Fiscal Estimate Narratives**  
**PERS 3/30/01**

LRB Number <b>01-0232/1</b>	Introduction Number <b>AB-257</b>	Estimate Type <b>Original</b>
<b>Subject</b> School conference and activities leave		

**Assumptions Used in Arriving at Fiscal Estimate**

This bill would grant employees of certain employers the right to take leave from work to participate in day care, preschool or school (K through 12) activities involving the employee's child. The employee could substitute their existing leave, paid or unpaid, for the unpaid leave provided by the bill.

Employees of the State of Wisconsin who felt their rights under the bill had been violated could seek enforcement of those rights by filing a complaint with the Personnel Commission. Employees of other employers in Wisconsin would file their enforcement proceedings with the Department of Workforce Development.

This estimate only addresses the fiscal consequences on the Personnel Commission of the enforcement procedure before the Commission. It does not attempt to discern any possible consequences on the productivity of persons employed by the State of Wisconsin who would be eligible for leave under the bill. This estimate also does not reflect the costs to state agencies associated with defending the claims permitted by the bill.

The Commission assumes that the number of complaints filed would be no larger than the number of claims now filed under the Family Medical Leave Act (FMLA). In 1998, 1999 and 2000, 38 of the 617 complaints filed with and processed by the Commission included claims alleging a violation of the FMLA. Of those 38 cases, all but 13 included claims of other forms of discrimination/retaliation, such as age or sex. For purposes of this fiscal estimate, the Commission assumes that all 25 of those cases would have been filed even if there had been no allegation of a violation of the FMLA.

The Commission assumes there would be no more than 4 additional cases filed with the Commission annually due to the proposal in the bill to establish a right to school activities leave. Existing staff would be able to absorb this nominal estimated increase in caseload without additional expenditures.

**One time costs**

Passage of this bill would require no more than 20 hours of staff time for making changes to the Personnel Commission's website and to existing printed materials relating to the Commission's authority.

**Long-Range Fiscal Implications**

## Fiscal Estimate Worksheet - 2001 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> 01-0232/1		<b>Introduction Number</b> AB-257	
<b>Subject</b> School conference and activities leave			
<b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b>			
<b>II. Annualized Costs:</b>		<b>Annualized Fiscal Impact on funds from:</b>	
		Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>			
State Operations - Salaries and Fringes		\$	
(FTE Position Changes)		(0.0 FTE)	
State Operations - Other Costs			
Local Assistance			
Aids to Individuals or Organizations			
<b>TOTAL State Costs by Category</b>		<b>\$</b>	<b>\$</b>
<b>B. State Costs by Source of Funds</b>			
GPR		0	
FED			
PRO/PRS			
SEG/SEG-S			
<b>III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)</b>			
		Increased Rev	Decreased Rev
GPR Taxes		\$	\$
GPR Earned			
FED			
PRO/PRS			
SEG/SEG-S			
<b>TOTAL State Revenues</b>		<b>\$</b>	<b>\$</b>
<b>NET ANNUALIZED FISCAL IMPACT</b>			
		State	Local
NET CHANGE IN COSTS		\$	\$0
NET CHANGE IN REVENUE		\$	\$0
<b>Agency/Prepared By</b>		<b>Authorized Signature</b>	
PERS/ Kurt Stege (608) 266-9570		Laurie McCallum (608) 266-9571	
		<b>Date</b>	
		3/30/01	