



**Fiscal Estimate Narratives**  
**PERS 12/20/01**

LRR Number <b>01-4311/1</b>	Introduction Number <b>SB-354</b>	Estimate Type <b>Original</b>
<b>Subject</b> Medical leave for prenatal checkups		

**Assumptions Used in Arriving at Fiscal Estimate**

This bill would add specific provisions regarding prenatal health care check-ups to the Family/Medical Leave Act (FMLA). Employees of the State of Wisconsin who feel 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 initiate 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. The estimate 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 under the provisions of the bill with the Commission would be no more than 25% of the number of claims now filed with the Commission under the current version of the FMLA.

During the 3 year period from 1998 through 2000, 38 of the 627 complaints filed with and processed by the Commission included claims alleging violation of the FMLA. Twenty-four of those 38 cases included claims of other forms of discrimination/retaliation, such as age or disability. During this 3 year period, an average of 5 FMLA claims were filed annually that did not include a claim under another statutory provision.

The Commission assumes there would be no more than 2 more cases filed with the Commission annually, due to the language in the bill, that would rely solely on a FMLA claim. Existing staff would be able to absorb this nominal estimated increase in caseload without additional expenditures.

**Long-Range Fiscal Implications**

## Fiscal Estimate Worksheet - 2001 Session

Detailed Estimate of Annual Fiscal Effect

Original
  Updated
  Corrected
  Supplemental

<b>LRB Number</b> 01-4311/1		<b>Introduction Number</b> SB-354	
<b>Subject</b>			
Medical leave for prenatal checkups			
<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>	<b>Date</b>
PERS/ Kurt Stege (608) 266-9570		Laurie McCallum (608) 266-9571	12/20/01