

Fiscal Estimate Narratives

DWD 5/19/2003

LRB Number	03-2550/1	Introduction Number	AB-338	Estimate Type	Original
Subject					
Filing deadline for employment discrimination complaints and just cause for terminating employee over 40					

Assumptions Used in Arriving at Fiscal Estimate

This bill amends the age discrimination provisions of the Wisconsin Fair Employment Law and provides that it is not employment discrimination because of age to terminate the employment of an employee for just cause.

In addition, the bill excludes certain classes of employees from age discrimination coverage.

The bill also amends the time period for filing complaints under the Wisconsin Fair Employment Law to allow for 300 days after notification of a termination or the effective date of the termination, whichever is later.

Expanding the time period for filing complaints may cause a small increase in caseload for the equal rights division of the department 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.

Passage of this legislation is unlikely to have a significant impact on local government costs, since it will not increase their responsibilities or number of complaints.

Long-Range Fiscal Implications

No long term fiscal implications.

Fiscal Estimate Worksheet - 2003 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
 Supplemental

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Subject			
Filing deadline for employment discrimination complaints and just cause for terminating employee over 40			
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):			
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).			
II. Annualized Costs:		Annualized Fiscal Impact on funds from:	
		Increased Costs	Decreased Costs
A. State Costs by Category			
	State Operations - Salaries and Fringes	\$0	0
	(FTE Position Changes)	(0.0 FTE)	(0.0 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			
	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			
		<u>State</u>	<u>Local</u>
NET CHANGE IN COSTS		\$0	\$0
NET CHANGE IN REVENUE		\$0	\$0
Agency/Prepared By		Authorized Signature	
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		Date	
		5/18/2003	