

Fiscal Estimate Narratives
OSER 5/20/2005

LRB Number 05-0666/1	Introduction Number AB-369	Estimate Type Original
Subject Collective bargaining for legislative employees		

Assumptions Used in Arriving at Fiscal Estimate

AB 369 grants collective bargaining rights to certain legislative employees. Under the bill, legislative employees would be integrated into existing bargaining units in accordance with their occupations.

Implementing the bill would likely increase the workload of compensation, classification, and labor relations staff at the Office of State Employment Relations. However, it is not possible to estimate the impact in terms of employee hours without further study comparing the existing compensation and classification structure of legislative employees with comparable represented employees in the relevant bargaining units. Conducting such a study would be the first stage of implementing the bill. Much of the increased workload would be short term as the employees were integrated into the bargaining units. Depending on the effective date of the legislation in relation to the collective bargaining cycle, it may be necessary to hire temporary or project staff to assist in implementing the changes. The bill would also likely increase OSER's workload over the long term in the form of classification surveys conducted pursuant to collective bargaining, and a proportionate increase in the number of employee grievance arbitrations. It is anticipated that these longer term impacts could be absorbed with existing staff.

Long-Range Fiscal Implications