Fiscal Estimate - 2007 Session

⊠ Or	riginal		Jpdated		Correct	ed		Supple	mental
LRB Nu	mber 07-	1596/1		Intro	ductior	n Number	^ A	B-016	0
Descriptio Relating to breast-feed		mployer to	reasonably acc	commoda	te an em	ployee who	is preg	gnant or	who is
Fiscal Effe	ect								
Indet	state Fiscal Effe terminate ncrease Existing ppropriations decrease Existin ppropriations create New App	g g	Increase Revenue Decrease Revenue	s e Existing	Ľ	Increase to absorb	within Yes	agency	
⊠Inde 1.⊠	ocal Governme terminate Increase Costs Permissive Decrease Cos Permissive	s Mandator <u>y</u> ts	4. Decrease	∕e ∏ Mar Revenu	ndatory e	5.Types of L Governme \(\infty\) Towns \(\infty\) Count \(\infty\) Schoo Distric	ent Unit s S ies S	ts Affect Village Others WTCS District	Cities
Fund Sources Affected Affected Ch. 20 Appropriations GPR FED PRO PRS SEG SEGS 20.445 (1) (a)									
Agency/Pr	epared By		Aut	horized (Signatur	е			Date
DWD/ LeAnna Ware (608) 266-1997 JoA				Anna Richard (608) 267-3200				3/30/2007	

Fiscal Estimate Narratives DWD 3/30/2007

LRB Number 07-1596/1	Introduction Number	AB-0160	Estimate Type	Original		
Description Relating to: requiring an employer to reasonably accommodate an employee who is pregnant or who is breast-feeding her child						

Assumptions Used in Arriving at Fiscal Estimate

This bill adds reasonable accommodation requirements for pregnant and breast-feeding women to Chapter 103 and specifies that complaints will be processed by the Equal Rights Division in the same manner as complaints under the Fair Employment Law (sec.111.31-111.395). The bill provides an undue hardship exception for the employer.

There is a cost to the department when legislation involves an expected increase in case load. The Equal Rights Division received an average of 145 complaints based on pregnancy for each of the last five years. The division expects to receive at least 145 additional complaints per year as a result of these additions to the law. Since a Senior Equal Rights Officer is expected to investigate 132 complaints per year, at least one additional Equal Rights Officer will be needed in order to keep current with case loads, at an annual cost of \$68,100 in salary, fringes benefits and supplies/services.

Passage of this legislation will also cause an increase in workload for Administrative Law Judges of approximately 36 cases per year. The division will attempt to absorb this increase.

The division will also incur a one-time cost of approximately \$2,000.00 for the reprinting of informational materials and \$6,500 for equipping an office for an Equal Rights Officer.

Local governments may have costs related to providing accommodations. They will also be likely to receive complaints filed against them under this law, which will cause an increase in costs.

Long-Range Fiscal Implications

The increase in case load for the Equal Rights Division is likely to continue into the foreseeable future.

Fiscal Estimate Worksheet - 2007 Session

Detailed Estimate of Annual Fiscal Effect

☑ Original ☐ Updated	Corrected	Supplemental
LRB Number 07-1596/1	Introduction Num	ber AB-0160
Description Relating to: requiring an employer to reasonal is breast-feeding her child		
I. One-time Costs or Revenue Impacts for annualized fiscal effect):	State and/or Local Governm	ent (do not include in
The division will also incur a one-time cost of informational materials and \$6,500 for equipp time cost of \$8,500.	approximately \$2,000.00 for to an equal Righ	he reprinting of hts Officer for a total one-
II. Annualized Costs:	Annualized Fisc	cal Impact on funds from:
	Increased Costs	Decreased Costs
A. State Costs by Category		
State Operations - Salaries and Fringes	\$55,900	\$
(FTE Position Changes)		
State Operations - Other Costs	12,200	
Local Assistance		
Aids to Individuals or Organizations		
TOTAL State Costs by Category	\$68,100	\$
B. State Costs by Source of Funds		
GPR	68,100	0
FED	0	0
PRO/PRS	0	0
SEG/SEG-S		
III. State Revenues - Complete this only wherevenues (e.g., tax increase, decrease in li		r decrease state
	Increased Rev	Decreased Rev
GPR Taxes	\$0	\$0
GPR Earned	0	0
FED	0	0
PRO/PRS	0	0
SEG/SEG-S		
TOTAL State Revenues	\$0	\$0
NET ANNUA	LIZED FISCAL IMPACT	
	State	Local
NET CHANGE IN COSTS	\$68,100	\$
NET CHANGE IN REVENUE	\$0	\$
Agency/Prepared By	Authorized Signature	Date
DWD/ LeAnna Ware (608) 266-1997	JoAnna Richard (608) 267-32	