

Fiscal Estimate - 2007 Session

Original Updated Corrected Supplemental

LRB Number 07-1600/1 **Introduction Number** SB-075

Description
Requiring an employer to reasonably accommodate an employee who is pregnant or who is breast-feeding her child

Fiscal Effect

State:

- No State Fiscal Effect
- Indeterminate
 - Increase Existing Appropriations
 - Decrease Existing Appropriations
 - Create New Appropriations
- Increase Existing Revenues
- Decrease Existing Revenues
- Increase Costs - May be possible to absorb within agency's budget
 - Yes
 - No
- Decrease Costs

Local:

- No Local Government Costs
 - Indeterminate
 - 1. Increase Costs
 - Permissive
 - Mandatory
 - 2. Decrease Costs
 - Permissive
 - Mandatory
 - 3. Increase Revenue
 - Permissive
 - Mandatory
 - 4. Decrease Revenue
 - 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 20.445 (1) (a)

Agency/Prepared By	Authorized Signature	Date
DWD/ LeAnna Ware (608) 266-1997	JoAnna Richard (608) 267-3200	3/12/2007

Fiscal Estimate Narratives
DWD 3/12/2007

LRB Number 07-1600/1	Introduction Number SB-075	Estimate Type Original
Description 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
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Description Requiring an employer to reasonably accommodate an employee who is pregnant or who is breast-feeding her child			
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect): 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 for a total one-time cost of \$8,500.			
II. Annualized Costs:		Annualized Fiscal Impact on funds from:	
		Increased Costs	Decreased Costs
A. State Costs by Category			
State Operations - Salaries and Fringes	\$55,900		\$
(FTE Position Changes)	(1.0 FTE)		
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 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			
TOTAL State Revenues	\$0		\$0
NET ANNUALIZED 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) 267-3200	3/12/2007