

Fiscal Estimate - 2009 Session

Original Updated Corrected Supplemental

LRB Number 09-2145/2	Introduction Number SB-108	
Description Mandatory overtime hours and on-call time worked by health care workers and providing penalties		
Fiscal Effect		
State:		
<input type="checkbox"/> No State Fiscal Effect <input checked="" type="checkbox"/> Indeterminate <input type="checkbox"/> Increase Existing Appropriations <input type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget <input type="checkbox"/> Decrease Existing Appropriations <input type="checkbox"/> Decrease Existing Revenues <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Create New Appropriations <input type="checkbox"/> Decrease Costs		
Local:		
<input type="checkbox"/> No Local Government Costs <input checked="" type="checkbox"/> Indeterminate 1. <input type="checkbox"/> Increase Costs 3. <input type="checkbox"/> Increase Revenue 5.Types of Local Government Units Affected <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Towns <input type="checkbox"/> Village <input type="checkbox"/> Cities 2. <input type="checkbox"/> Decrease Costs 4. <input type="checkbox"/> Decrease Revenue <input type="checkbox"/> Counties <input type="checkbox"/> Others <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts		
Fund Sources Affected		
<input checked="" type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS		
Affected Ch. 20 Appropriations		
Agency/Prepared By	Authorized Signature	Date
OSER/ Yer Vang (608) 266-9820	Yer Vang (608) 266-9820	3/27/2009

Fiscal Estimate Narratives

OSER 3/27/2009

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Description Mandatory overtime hours and on-call time worked by health care workers and providing penalties					

Assumptions Used in Arriving at Fiscal Estimate

SB 108 prohibits mandating overtime for direct patient health care workers except in unforeseen emergencies, as defined in the bill, or in cases where the affected worker consents. The bill's definition of "unforeseen emergencies" generally limits these circumstances to declared emergencies and specifically excludes situations where "...a health care facility has inadequate staff due to chronic short staffing or other foreseeable causes."

Agencies that will be fiscally impacted by the proposed bill are the Department of Corrections, Department of Health Services, Department of Veterans Affairs and any other state agencies that employ patient health care workers. The Office of State Employment Relations cannot predict what steps various state agencies would have to take in order to comply with the bill's provisions, therefore the potential costs are indeterminate.

Potential costs are:

- (1) Agencies will need to secure additional positions and funding authority to be able to avoid mandatory overtime for patient care in unforeseen emergencies or to provide adequate staffing during other circumstances where overtime is currently mandated, including scheduled vacations, leaves of absence, sick call-in's, etc.
- (2) The availability of skilled workers can and will vary for each affected facility. Increased demand from limited pools of candidates could cause an increase in wage and benefit costs needed to attract and retain qualified candidates.
- (3) Agencies will need to increase contracting for services for the following occupational groups - nurse clinician, licensed practical nurse, and certified nurse assistants, among others. Again, each facility will experience different compensation/contracting costs due to the availability of providers with qualified staff.

Long-Range Fiscal Implications

Indeterminate.