

Fiscal Estimate Narratives

DWD 4/12/2013

LRB Number 13-1514/1	Introduction Number SB-123	Estimate Type Original
Description Requirement that all employers in this state grant a paid leave of absence on Veterans Day to employees who are veterans		

Assumptions Used in Arriving at Fiscal Estimate

This bill requires every public and private employer to grant veterans a paid leave on November 11 and prohibits retaliation for enforcing rights under the bill. Complaints concerning retaliation are to be processed in the same manner as under the Fair Employment Law, s. 111.39.

The cost to this department in terms of an expected increase in caseload will be minimal, likely generating fewer than ten retaliation complaints per year. Additionally the department anticipates individuals denied the opportunity to use a paid leave day on November 11 may file up to 50 complaints in the initial year after passage of the bill. These complaints will be processed as an unpaid wage claim under s. 109.09 of the statutes. The department anticipates it can absorb this additional work within current budget authority. A one-time cost of approximately \$2,000 is estimated for the reprinting of informational materials.

Local Costs:

Local government costs would definitely be incurred with passage of this bill. According to 2012 data from the Quarterly Census of Employment and Wages, there are approximately 246,000 employees of Wisconsin local governments (about half of these employees are employed by local school districts). Based on veterans' employment data, we estimate that approximately 10% of all local government employees are veterans. If those veterans have the average wage for local government employees of approximately \$17.65 per hour, local costs to provide 8 hours of leave would be approximately \$3,473,520.00 per year for all local units of government in the state. In some instances, local employers would also have additional costs to hire back-up staff (e.g. substitute teachers to fill in for the regular teach while on leave).

Long-Range Fiscal Implications

No long range fiscal implications for the department in terms of case load.

Fiscal Estimate Worksheet - 2013 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
 Supplemental

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Description Requirement that all employers in this state grant a paid leave of absence on Veterans Day to employees who are veterans		
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect): The department expects a one-time cost of approximately \$2,000 for printing informational materials.		
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	\$
NET CHANGE IN REVENUE	\$0	\$
Agency/Prepared By	Authorized Signature	Date
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