

Fiscal Estimate Narratives

DWD 2/12/2016

LRB Number	15-3285/1	Introduction Number	AB-0882	Estimate Type	Original
Description Requiring an employer to provide reasonable break time for an employee who is breast-feeding her child to express breast milk for the child					

Assumptions Used in Arriving at Fiscal Estimate

Assembly Bill 882 codifies into state law the requirements under the Fair Labor Standards Act that an employer provide a reasonable break time and a private place for an employee breast-feeding her child to express breast milk for the child. AB 882 expands this requirement to include all employers, and the State of Wisconsin. In addition, AB 882 requires employers to provide an electrical outlet, running water, and a refrigerator to store breast milk and also requires that if an employee's eligibility for employer contributions toward health care coverage depends on the number of hours worked, that the employer treat unpaid break time taken by an employee to express breast milk as paid work time.

Administratively, DWD would be able to investigate, and resolve, new discrimination cases without new added ongoing annual costs. A one-time cost of \$5,000 is needed to reprint and revise existing Fair Labor Standards Act publications. This cost cannot be absorbed within the current operating budget.

Long-Range Fiscal Implications

Fiscal Estimate Worksheet - 2015 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
 Supplemental

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Description Requiring an employer to provide reasonable break time for an employee who is breast-feeding her child to express breast milk for the child		
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect): A one-time cost of \$5,000 is needed to reprint revised Fair Labor Standards Act publications.		
II. Annualized Costs:	Annualized Fiscal Impact on funds from:	
	Increased Costs Decreased Costs	
A. State Costs by Category		
State Operations - Salaries and Fringes	\$	\$
(FTE Position Changes)		
State Operations - Other Costs		
Local Assistance		
Aids to Individuals or Organizations		
TOTAL State Costs by Category	\$	\$
B. State Costs by Source of Funds		
GPR		
FED		
PRO/PRS		
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	\$	\$
GPR Earned		
FED		
PRO/PRS		
SEG/SEG-S		
TOTAL State Revenues	\$	\$
NET ANNUALIZED FISCAL IMPACT		
	<u>State</u>	<u>Local</u>
NET CHANGE IN COSTS	\$	\$
NET CHANGE IN REVENUE	\$	\$
Agency/Prepared By Authorized Signature Date		
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