

Fiscal Estimate Narratives

DWD 6/26/2015

LRB Number	15-1411/1	Introduction Number	SB-166	Estimate Type	Original
Description Employment discrimination based on employment status					

Assumptions Used in Arriving at Fiscal Estimate

Current law prohibits employment discrimination based on race, creed, color, disability, age, marital status, sex, national origin, ancestry, sexual orientation, arrest or conviction record, military service, use or nonuse of products off an employer's premises outside of work hours, and the failure to attend or participate in political or religious matters. Current law defines an act of employment discrimination as a refusal to hire or employ an individual because of the previously stated bases or the act of printing or circulating of any statement, advertisement, or publication, use of any form of an employment application, or the act of making an inquiry relating to prospective employment which implies or expresses discrimination based on these protected classes.

Senate Bill 166 would prohibit discrimination based on employment status, defined as the status of being employed or unemployed. Employment discrimination due to employment status would occur when an employer, employment agency, or other person refuses to hire or employ an individual because they are unemployed; those entities print, circulate, or cause to be printed or circulated statements, advertisements, publications, that explicitly state or suggest a job qualification that includes being presently employed or that the agency will not consider or review applications unless an individual is employed.

Administratively, this legislation would create 300 complaints annually that cannot be absorbed at current staffing levels. To meet this increased workload, two Equal Rights Officers and one attorney would need to be hired at an added annual cost of \$230,000. Additional one-time costs of \$2,000 are needed to update and reprint existing documentation relating to discrimination law.

Long-Range Fiscal Implications

Fiscal Estimate Worksheet - 2015 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
 Supplemental

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Description Employment discrimination based on employment status		
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect): One-time costs of \$2,000 are needed to update and reprint existing publications relating to employment discrimination.		
II. Annualized Costs:		
Annualized Fiscal Impact on funds from:		
	Increased Costs	Decreased Costs
A. State Costs by Category		
State Operations - Salaries and Fringes	\$230,000	\$
(FTE Position Changes)	(3.0 FTE)	
State Operations - Other Costs		
Local Assistance		
Aids to Individuals or Organizations		
TOTAL State Costs by Category	\$230,000	\$
B. State Costs by Source of Funds		
GPR	230,000	
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	\$230,000	\$
NET CHANGE IN REVENUE	\$	\$
Agency/Prepared By Authorized Signature Date		
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