

Fiscal Estimate - 2015 Session

Original
 Updated
 Corrected
 Supplemental

LRB Number 15-1410/1	Introduction Number SB-350
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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

Fiscal Effect

State:

<input type="checkbox"/> No State Fiscal Effect	<input type="checkbox"/> Increase Existing Revenues	<input checked="" type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Indeterminate	<input type="checkbox"/> Decrease Existing Revenues	
<input type="checkbox"/> Increase Existing Appropriations		<input type="checkbox"/> Decrease Costs
<input type="checkbox"/> Decrease Existing Appropriations		
<input type="checkbox"/> Create New Appropriations		

Local:

<input type="checkbox"/> No Local Government Costs	3. <input type="checkbox"/> Increase Revenue	5. Types of Local Government Units Affected <input type="checkbox"/> Towns <input type="checkbox"/> Village <input type="checkbox"/> Cities <input type="checkbox"/> Counties <input type="checkbox"/> Others <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts
<input checked="" type="checkbox"/> Indeterminate	4. <input type="checkbox"/> Decrease Revenue	
1. <input type="checkbox"/> Increase Costs	<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	
2. <input type="checkbox"/> Decrease Costs	<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	

Fund Sources Affected	Affected Ch. 20 Appropriations
<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 20.445 (1)(a)	

Agency/Prepared By DWD/ Joe Dvorak (608) 267-6969	Authorized Signature Georgia Maxwell (608) 266-2284	Date 12/8/2015
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Fiscal Estimate Narratives

DWD 12/8/2015

LRB Number	15-1410/1	Introduction Number	SB-350	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

Current law declares Veterans Day, November 11, a legal holiday. Senate Bill 350 would require every Wisconsin public and private employer to grant veterans a paid leave of absence the entire workday on November 11th regardless of if they are scheduled to work. If Veterans Day falls on a Saturday or Sunday, SB 350 requires public and private employers to give individuals the following Monday off. Under SB 350, employees covered under collective bargaining agreements would be granted leave if it was agreed upon, and contained within, their respective collective bargaining agreement.

SB 350 would also prohibit the following; employers from discharging or discriminating against an employee, in terms of promotion, compensation, or employment conditions or privileges for taking leave on this day; opposing a discharge or discrimination in violation of SB 350; filing a complaint or attempting to enforce a right under the bill; or assisting in any action or proceeding to enforce SB 350 as a right.

Finally, SB 350 establishes a process for Veteran's to file a complaint with the Department of Workforce Development (DWD) which requires DWD to investigate complaints under the employment discrimination process documented in current law. This processing would allow DWD to order back pay, reinstatement with the employer, compensation in lieu of reinstatement, as well as attorney fees and costs.

Administratively, DWD would be able to investigate, and resolve, new discrimination cases without new additional costs. For example, granting DWD Veterans this day of leave would create a cost of approximately \$12,550 annually.

Long-Range Fiscal Implications