

Fiscal Estimate - 2017 Session

Original
 Updated
 Corrected
 Supplemental

LRB Number 17-4583/1	Introduction Number AB-0866
------------------------------------	---

Description
 Rights of employees to request and receive work schedule changes; predictable work schedules for retail, food service, and cleaning employees; granting rule-making authority; and providing a penalty

Fiscal Effect

State:

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

Local:

- | | | |
|---|--|---|
| <input type="checkbox"/> No Local Government Costs
<input checked="" type="checkbox"/> Indeterminate
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 | 3. <input type="checkbox"/> Increase Revenue
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory
4. <input type="checkbox"/> Decrease Revenue
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory | 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 |
|---|--|---|

Fund Sources Affected **Affected Ch. 20 Appropriations**

GPR
 FED
 PRO
 PRS
 SEG
 SEGS 20.445(1)(a)

Agency/Prepared By	Authorized Signature	Date
DWD/ Thomas Goodwyn (608) 267-9058	BJ Dernbach (608) 261-4599	2/9/2018

Fiscal Estimate Narratives

DWD 2/9/2018

LRB Number	17-4583/1	Introduction Number	AB-0866	Estimate Type	Original
Description Rights of employees to request and receive work schedule changes; predictable work schedules for retail, food service, and cleaning employees; granting rule-making authority; and providing a penalty					

Assumptions Used in Arriving at Fiscal Estimate

This bill provides that an employee who works for an employer, that employs at least 15 employees, has the right to request and receive changes to the employee's work schedule under certain circumstances including 1) a serious health condition of the employee; 2) responsibilities of the employee as a caregiver for a child or other family member; 3) enrollment of the employee in an educational or training program that leads to a postsecondary credential; and 4) work scheduling conflicts of an employee who is part time with employee's other employment. Unless an employer has a bona fide business reason for denying the request, the employer must approve the request.

The bill also provides that an employer that employs an employee in certain retail, food service, or cleaning occupations must provide the employee with a written copy of the employee's work schedule on or before the employee's first day of work. With certain exceptions, if an employer changes a work schedule, the employer must provide the new schedule no later than 14 days in advance.

The bill authorizes the Department of Workforce Development to promulgate rules to apply the protections afforded under the bill to additional occupations if DWD determines that at least 10 percent of the individuals employed in an occupation either typically receive notice of changes to their work schedules less than 14 days before the change takes effect.

The bill provides that an employer may not interfere with, restrain, discharge or discriminate against an employee for enforcing the employee's rights under the bill. An employee whose rights are violated may file a complaint with DWD. DWD or an employee whose rights are violated may bring an action in circuit court against the employer without regard to exhaustion of any administrative remedy.

The DWD Equal Rights Division estimates receiving between 500 to 800 more complaints under this bill, annually. The increased complaint workload would require 4.0 FTE positions (three Equal Rights Officers and one Administrative Law Judge) to be added to the division at a cost of \$345,000 GPR. There would be one-time costs of \$14,000 to staff the four positions and \$20,000 for education and publications.

Long-Range Fiscal Implications

The increased complaint workload would require 4.0 FTE positions (three Equal Rights Officers and one Administrative Law Judge) to be added to the division at a cost of \$345,000 GPR.

Fiscal Estimate Worksheet - 2017 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
 Supplemental

LRB Number 17-4583/1	Introduction Number AB-0866	
Description Rights of employees to request and receive work schedule changes; predictable work schedules for retail, food service, and cleaning employees; granting rule-making authority; and providing a penalty		
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect): One-time absorbable start-up costs of \$14,000 to staff four FTE positions and \$20,000 for education and publications.		
II. Annualized Costs:		
Annualized Fiscal Impact on funds from:		
	Increased Costs	Decreased Costs
A. State Costs by Category		
State Operations - Salaries and Fringes	\$268,600	\$
(FTE Position Changes)	(4.0 FTE)	
State Operations - Other Costs	76,400	
Local Assistance		
Aids to Individuals or Organizations		
TOTAL State Costs by Category	\$345,000	\$
B. State Costs by Source of Funds		
GPR	345,000	
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	\$345,000	\$
NET CHANGE IN REVENUE	\$	\$
Agency/Prepared By		
Authorized Signature		Date
DWD/ Thomas Goodwyn (608) 267-9058		BJ Dernbach (608) 261-4599
		2/9/2018