

Fiscal Estimate Narratives

DWD 1/9/2018

LRB Number	17-4827/1	Introduction Number	AB-0748	Estimate Type	Original
Description preventing the state or local governments from requiring any person to accept certain collective bargaining provisions or waive its rights under the National Labor Relations Act or state labor law; prohibiting local regulation of employee hours and overtime, employment benefits, wage claims and collections, an employer's right to solicit salary information of prospective employees, employment discrimination, and professions regulated by the state; and providing a criminal penalty					

Assumptions Used in Arriving at Fiscal Estimate

Under current constitutional and statutory home rule provisions, a city or village may determine its own local affairs subject only to the Wisconsin Constitution and to any enactment of the legislature that is of statewide concern and that affects every city or village with uniformity. This bill states that all of the following matters are matters of statewide concern requiring uniform enforcement at the state, county, and municipal levels:

1. Regulations related to employment discrimination.
2. Regulations related to wage claims and collections.
3. Regulation of employee hours and overtime, including scheduling of employee work hours or shifts.
4. The employment benefits an employer may be required to provide to its employees.
5. An employer's right to solicit information regarding the salary history of prospective employees.

The bill prohibits any city, village, town, or county (political subdivision) from enacting or enforcing an ordinance regarding any of those matters.

The DWD Equal Rights Division does not anticipate receiving many more complaints resulting from the proposed bill. There is no fiscal effect for the Equal Rights Division.

Long-Range Fiscal Implications