

Fiscal Estimate - 2017 Session

Original Updated Corrected Supplemental

LRB Number **17-2287/1** Introduction Number **AB-0286**

Description
the establishment of a family and medical leave insurance program; family leave to care for a grandparent, grandchild, or sibling and for the active duty of a family member; the employers that are required to permit an employee to take family or medical leave; providing an exemption from emergency rule procedures; providing an exemption from rule-making procedures; granting rule-making authority; making an appropriation; and providing a penalty

Fiscal Effect

State:
 No State Fiscal Effect
 Indeterminate
 Increase Existing Appropriations Increase Existing Revenues Increase Costs - May be possible to absorb within agency's budget
 Decrease Existing Appropriations Decrease Existing Revenues Yes No
 Create New Appropriations Decrease Costs

Local:
 No Local Government Costs
 Indeterminate
 1. Increase Costs 3. Increase Revenue 5. Types of Local Government Units Affected
 Permissive Mandatory Permissive Mandatory Towns Village Cities
 2. Decrease Costs 4. Decrease Revenue Counties Others
 Permissive Mandatory Permissive Mandatory School Districts WTCS Districts

Fund Sources Affected **Affected Ch. 20 Appropriations**
 GPR FED PRO PRS SEG SEGS

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Fiscal Estimate Narratives

UWS 5/10/2017

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Assumptions Used in Arriving at Fiscal Estimate

This bill expands the family and medical leave law to permit an employee covered under that law to take family leave to care for a grandparent, grandchild, or sibling and for the active duty of a family member, lowers the threshold number of employees above which an employer must permit an employee to take family or medical leave, and establishes a family and medical leave insurance program under which certain individuals may receive benefits while taking family or medical leave.

This bill will not have a direct fiscal impact on the University of Wisconsin Institutions (UW). The insurance program will impact approximately 41,288 UW employees based on hours worked in 2016. This is the number of individuals who exceeded the 680 hour eligibility threshold for the insurance program. The eligibility change to include more family members as a reason to take family leave may result in additional time off that is covered under sick leave. Using previously accumulated sick leave will not have an additional cost for UW. If employees take unpaid leave it may impact other benefits, but it is impossible to estimate what these costs to employees might be at this time. There may be some cost associated with the loss of productivity, but the loss of productivity is also impossible to quantify at this time since it is unknown how many employees may take advantage of the provisions under this bill.

Long-Range Fiscal Implications