



## Fiscal Estimate Narratives

DWD 4/5/2017

LRB Number	17-1141/1	Introduction Number	SB-117	Estimate Type	Original
<b>Description</b> a 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. This bill 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, the bill requires public and private employers to give individuals the following Monday off. Under the bill, employees covered under collective bargaining agreements would be granted leave if it was agreed upon, and contained within, their respective collective bargaining agreement.

This bill 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 the bill; filing a complaint or attempting to enforce a right under the bill; or assisting in any action or proceeding to enforce the bill as a right.

Finally, the bill 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 process 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 \$26,000 annually.

### Long-Range Fiscal Implications

## Fiscal Estimate Worksheet - 2017 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

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<b>Description</b> a requirement that all employers in this state grant a paid leave of absence on Veterans Day to employees who are veterans			
<b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b>			
<b>II. Annualized Costs:</b>		<b>Annualized Fiscal Impact on funds from:</b>	
		Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>			
State Operations - Salaries and Fringes	\$26,000		\$
(FTE Position Changes)			
State Operations - Other Costs			
Local Assistance			
Aids to Individuals or Organizations			
<b>TOTAL State Costs by Category</b>	<b>\$26,000</b>		<b>\$</b>
<b>B. State Costs by Source of Funds</b>			
GPR	26,000		
FED			
PRO/PRS			
SEG/SEG-S			
<b>III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)</b>			
	Increased Rev		Decreased Rev
GPR Taxes	\$		\$
GPR Earned			
FED			
PRO/PRS			
SEG/SEG-S			
<b>TOTAL State Revenues</b>	<b>\$</b>		<b>\$</b>
<b>NET ANNUALIZED FISCAL IMPACT</b>			
	<u>State</u>		<u>Local</u>
NET CHANGE IN COSTS	\$26,000		\$
NET CHANGE IN REVENUE	\$		\$
<b>Agency/Prepared By</b>		<b>Authorized Signature</b>	<b>Date</b>
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