

### Fiscal Estimate - 2017 Session

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> 17-2015/1		<b>Introduction Number</b> SB-490	
<b>Description</b> exempting from the state family and medical leave law an employer that is covered under the federal family and medical leave law			
<b>Fiscal Effect</b>			
<b>State:</b>			
<input type="checkbox"/> No State Fiscal Effect <input checked="" type="checkbox"/> Indeterminate			
<input 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 type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Decrease Costs	
<b>Local:</b>			
<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"/> Villages <input type="checkbox"/> Cities <input type="checkbox"/> Counties <input type="checkbox"/> Others <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts			
<b>Fund Sources Affected</b>		<b>Affected Ch. 20 Appropriations</b>	
<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)			
<b>Agency/Prepared By</b>		<b>Authorized Signature</b>	<b>Date</b>
DWD/ Thomas Goodwyn (608) 267-9058		David Anderson (608) 266-2284	12/21/2017

## Fiscal Estimate Narratives

DWD 12/21/2017

LRB Number	17-2015/1	Introduction Number	SB-490	Estimate Type	Original
<b>Description</b> exempting from the state family and medical leave law an employer that is covered under the federal family and medical leave law					

### Assumptions Used in Arriving at Fiscal Estimate

This bill provides an exemption from state family and medical leave law for an employer that is covered under the federal family and medical leave law.

The bill provides that the state family and medical leave law does not apply to any of the following:

1. An employer that is required to provide leave under the federal family and medical leave law.
2. An employer that opts to provide leave under the federal family and medical leave law to an employee who is not an eligible employee, so long as the employer provides leave to such an employee in the same manner as the employer provides leave to an eligible employee.

The bill, however, does not prohibit any of the following:

1. An employee from taking leave under the state family and medical leave law to care for a spouse, child, parent, domestic partner, or parent-in-law who has a serious health condition.
2. An employee of the state who has a serious health condition that makes the employee unable to perform his or her employment duties from taking medical leave under the state family and medical leave law.

Although the number may vary from year to year, on average, the Department of Workforce Development (DWD) Equal Rights Division currently accepts about 150 Wisconsin FMLA complaints annually. Most of these types of complaints are settled before hearing, therefore the actual number of FMLA hearings that DWD conducts annually is limited. In addition, the FMLA investigation process is not relatively time-consuming with respect to work load. As a result, upon passage of the bill, there may be some marginal reduction in future caseload, however cost savings, if any, are estimated to be minimal with any projected long-term fiscal effects to be indeterminate.

In addition, DWD Equal Rights Division estimates a one-time cost of \$5,000 to review, revise, and reprint existing publications relating to the changes in FMLA provisions. This cost may be absorbed within normal business operations.

### Long-Range Fiscal Implications