

Fiscal Estimate - 2017 Session

Original Updated Corrected Supplemental

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

Fiscal Effect

State:

No State Fiscal Effect

Indeterminate

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

Local:

No Local Government Costs

Indeterminate

1. <input type="checkbox"/> Increase Costs	3. <input type="checkbox"/> Increase Revenue	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
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	
2. <input type="checkbox"/> Decrease Costs	4. <input type="checkbox"/> Decrease Revenue	
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	

Fund Sources Affected	Affected Ch. 20 Appropriations
<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)	

Agency/Prepared By	Authorized Signature	Date
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Fiscal Estimate Narratives

DWD 12/21/2017

LRB Number	17-2015/1	Introduction Number	SB-490	Estimate Type	Original
Description 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