

Fiscal Estimate - 2017 Session

Original
 Updated
 Corrected
 Supplemental

LRB Number 17-4052/1	Introduction Number SB-634
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	
Fiscal Effect State: <input type="checkbox"/> No State Fiscal Effect <input checked="" type="checkbox"/> 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: <input type="checkbox"/> No Local Government Costs <input checked="" type="checkbox"/> Indeterminate 1. <input type="checkbox"/> Increase Costs 3. <input type="checkbox"/> Increase Revenue 5. Types of Local Government Units Affected <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Towns <input type="checkbox"/> Village <input type="checkbox"/> Cities 2. <input type="checkbox"/> Decrease Costs 4. <input type="checkbox"/> Decrease Revenue <input type="checkbox"/> Counties <input type="checkbox"/> Others <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts	
Fund Sources Affected Affected Ch. 20 Appropriations <input type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS	
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Date 2/7/2018	

Fiscal Estimate Narratives

DOA 2/7/2018

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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

This bill requires uniform enforcement at the state, county and municipal levels for: regulations related to employment discrimination, wage claims and collections, employment benefits, and employer solicitation of employee salary history. Under the proposed bill, local governments may not enact or enforce an ordinance related to any of these matters. Under the bill, state and local governments cannot enact any condition that requires any person to accept any provision that is a subject of collective bargaining under state or federal laws.

This proposed bill prohibits the state and local governments and their employees, from requiring any person to waive their rights under state or federal labor laws as a condition of any other approval by the state or local government, and violators would be subject to the penalties equal to a Class A misdemeanor, including a fine not to exceed 10,000 or imprisonment not to exceed 9 months, or both.

There is no known fiscal impact as it pertains to Statewide Department of Administration (DOA) -provisioned human resource management and services for addressing the prohibition of enacting the noted conditions at the state level.

DOA is not able to identify the fiscal impact at the local level as it pertains to the uniform enforcement of state law, and the resulting potential local impact due to the replacement of any ordinances to meet these conditions and requirements.

Long-Range Fiscal Implications