

### Fiscal Estimate - 2021 Session

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> <b>21-3794/1</b>	<b>Introduction Number</b> <b>SB-493</b>
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**Description**  
 requiring an employer to provide reasonable break time and accommodation for an employee who is breast-feeding the employee's child to express breast milk for the child

**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  
     Permissive  Mandatory     
     Permissive  Mandatory  
 2.  Decrease Costs      4.  Decrease Revenue  
     Permissive  Mandatory     
     Permissive  Mandatory

5. Types of Local Government Units Affected  
 Towns       Village       Cities  
 Counties       Others  
 School Districts       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>
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## Fiscal Estimate Narratives

DWD 8/6/2021

LRB Number	<b>21-3794/1</b>	Introduction Number	<b>SB-493</b>	Estimate Type	<b>Original</b>
<b>Description</b> requiring an employer to provide reasonable break time and accommodation for an employee who is breast-feeding the employee's child to express breast milk for the child					

### Assumptions Used in Arriving at Fiscal Estimate

This bill codifies into state law the requirements under the Fair Labor Standards Act that an employer provide reasonable break time for employees to express breast milk for their children under one year of age and a private place, other than a bathroom, for employees to express breast milk. In addition, this bill requires the employer to provide access to an electrical outlet, running water, and a refrigerator for the storage of breast milk and provides that if an employee's eligibility for employer contribution toward health care coverage is dependent on the number of worked hours, the employer must treat any break time taken by the employee to express breast milk as paid work time. The bill expands these requirements to include all employers including the state but includes exceptions for some employers with fewer than 50 employees.

If enacted, the Department of Workforce Development Equal Rights Division does not anticipate a significant workload increase in additional complaints as a result of this bill. A one-time cost of \$6,000 is needed to reprint and revise existing publications.

Local governments, as employers, may incur costs related to provisions in the bill. Local government counterparts to the DWD Equal Rights Division may experience an increase in complaints and may need to update publications. These costs are indeterminate at this time.

### Long-Range Fiscal Implications