

Fiscal Estimate Narratives

DWD 9/25/2023

LRB Number	23-0672/1	Introduction Number	AB-0436	Estimate Type	Original
Description requiring an employer to provide reasonable break time and accommodations for an employee who is breastfeeding the employee's child to express breast milk for the child					

Assumptions Used in Arriving at Fiscal Estimate

This bill adds to Wisconsin law federal labor standards enacted under the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act). The PUMP Act requires an employer to provide reasonable break time for employees to express breast milk for their children who are at or under one year of age, in a private place other than a bathroom. This bill further requires an employer to provide access to an electrical outlet, running water, and a refrigerator for the storage of breast milk; and requires an employer to treat unpaid break time taken by the employee to express breast milk as paid work time, if an employee's eligibility for employer contribution toward health care coverage is dependent on the number of worked hours.

The department does not anticipate that the bill's provisions for business premise requirements or compensation will produce a materially significant increase in labor standards complaints. At this time ongoing costs to the department from the bill are indeterminate and estimated to be minimal and absorbable. A one-time cost of \$6,000 is anticipated to reprint and revise existing labor standards publications.

The department does not anticipate costs for building modifications to its occupied spaces due to this bill.

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