

### Fiscal Estimate - 2023 Session

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> <b>23-4245/1</b>	<b>Introduction Number</b> <b>AB-0484</b>
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**Description**  
 state preemption of local employment regulations

**Fiscal Effect**

**State:**

- No State Fiscal Effect
- Indeterminate
  - Increase Existing Appropriations
  - Decrease Existing Appropriations
  - Create New Appropriations
- Increase Existing Revenues
- Decrease Existing Revenues
- Increase Costs - May be possible to absorb within agency's budget
  - Yes
  - No
- Decrease Costs

**Local:**

- No Local Government Costs
- Indeterminate
  - 1.  Increase Costs
  - 2.  Decrease Costs
  - 3.  Increase Revenue
  - 4.  Decrease Revenue
- Permissive  Mandatory
  - Permissive  Mandatory
  - Permissive  Mandatory
  - Permissive  Mandatory
- 5. Types of Local Government Units Affected
  - Towns       Village       Cities
  - Counties       Others
  - School Districts       WTCS Districts

**Fund Sources Affected**      **Affected Ch. 20 Appropriations**

GPR   
  FED   
  PRO   
  PRS   
  SEG   
  SEGS

<b>Agency/Prepared By</b>	<b>Authorized Signature</b>	<b>Date</b>
DWD/ Erin Blair (608) 405-4657	Jennifer Sereno (608) 267-9692	10/31/2023

## Fiscal Estimate Narratives

DWD 10/31/2023

LRB Number	23-4245/1	Introduction Number	AB-0484	Estimate Type	Original
<b>Description</b> state preemption of local employment regulations					

### Assumptions Used in Arriving at Fiscal Estimate

Under this bill, a city, village, town, or county would be permitted to enact, administer, and enforce a local ordinance regulating hours of labor, overtime, and wage claims between employers and employees in their municipalities, provided their ordinances also meet the minimum threshold described by state and federal labor standards.

The fiscal effect for the Department of Workforce Development and local governments is currently indeterminate.

The bill does not remove or change current state law relating to hours of work, overtime, or wage claims between employees and employers. State and federal laws would remain in place and provide a minimum standard, under which local governments could enact an ordinance to create a higher standard. During investigations of complaints, the department could encounter minimal additional costs due to the need to identify local ordinances related to the complaint, but the department is unable to estimate the number of complaints that would result from local ordinances. Therefore, the fiscal effect is currently indeterminate.

The number of local governments that would enact ordinances under this bill to establish higher labor standards in their respective municipalities related to hours of labor, overtime, and wage disputes between employers and employees, and the costs of those local ordinances, cannot be determined by the department at this time. Therefore, the fiscal effect for local governments is currently indeterminate.

### Long-Range Fiscal Implications