

Fiscal Estimate Narratives

DWD 5/22/01

LRB Number 01-2420/1	Introduction Number AB-409	Estimate Type Original
Subject Discrimination against employee who discloses compensation		

Assumptions Used in Arriving at Fiscal Estimate

This bill prohibits an employer from discharging or discriminating against an employee in promotion, compensation, or in terms, conditions, or privileges of employment for disclosing the employee's compensation to anyone, opposing a discharge or discrimination in violation of the bill, filing a complaint or attempting to enforce a right under the bill, or testifying or assisting in any action or proceeding.

Current law prohibits an employer from retaliating against an employee because the employee filed a complaint or attempted to enforce a right under the state's labor laws or testified or assisted in any proceeding to enforce such a right.

There is an increased cost to the department for enforcing new legislation of this type when it results in an increase in cases to be handled by the Equal Rights Division of the department. Currently the division receives approximately 600 cases per year that allege one of the various forms of retaliation. This bill is likely to result in an increase of approximately 25 cases per year. An Equal Rights Officer is expected to complete 132 cases per year. Passage of this legislation would therefore not have a significant enough impact on the workload of the division to result in an immediate need for increased staff. Informational brochures on the law that are published by the Equal Rights Division will need to be reprinted at an estimated cost of \$2,000 (GPR funded). This cost will be absorbed within the Equal Rights Division's budget.

This bill is also unlikely to have any significant impact on local government costs since only a small number of local governments that have a related case would have costs.

Long-Range Fiscal Implications

It is possible that long range increases in case load will result in increased enforcement costs.

Fiscal Estimate Worksheet - 2001 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
 Supplemental

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Subject			
Discrimination against employee who discloses compensation			
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):			
There will be a one-time cost of \$2,000 for reprinting information materials.			
II. Annualized Costs:		Annualized Fiscal Impact on funds from:	
		Increased Costs	Decreased Costs
A. State Costs by Category			
	State Operations - Salaries and Fringes	\$0	
	(FTE Position Changes)	(0.0 FTE)	
	State Operations - Other Costs	0	
	Local Assistance	0	
	Aids to Individuals or Organizations	0	
	TOTAL State Costs by Category	\$0	\$
B. State Costs by Source of Funds			
	GPR		
	FED		
	PRO/PRS		
	SEG/SEG-S		
III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, ets.)			
		Increased Rev	Decreased Rev
	GPR Taxes	\$	\$
	GPR Earned		
	FED		
	PRO/PRS		
	SEG/SEG-S		
	TOTAL State Revenues	\$	\$
NET ANNUALIZED FISCAL IMPACT			
		State	Local
	NET CHANGE IN COSTS	\$0	\$
	NET CHANGE IN REVENUE	\$	\$
Agency/Prepared By		Authorized Signature	Date
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