

## Fiscal Estimate - 2001 Session

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> <b>01-3836/2</b>	<b>Introduction Number</b> <b>AB-568</b>	
<b>Subject</b> Display of American flag by employees at workplace		
<b>Fiscal Effect</b>		
<b>State:</b>		
<input type="checkbox"/> No State Fiscal Effect <input type="checkbox"/> Indeterminate <input checked="" type="checkbox"/> Increase Existing Appropriations <input type="checkbox"/> Increase Existing Revenues <input checked="" 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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Create New Appropriations <input type="checkbox"/> Decrease Costs		
<b>Local:</b>		
<input type="checkbox"/> No Local Government Costs <input type="checkbox"/> Indeterminate 1. <input type="checkbox"/> Increase Costs      3. <input type="checkbox"/> Increase Revenue <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 2. <input type="checkbox"/> Decrease Costs      4. <input type="checkbox"/> Decrease Revenue <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory		
5. Types of Local Government Units Affected <input type="checkbox"/> Towns <input type="checkbox"/> Village <input type="checkbox"/> Cities <input type="checkbox"/> Counties <input type="checkbox"/> Others <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts		
<b>Fund Sources Affected</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 20.547(1)(a)		
<b>Affected Ch. 20 Appropriations</b>		
<b>Agency/Prepared By</b> PERS/ Kurt Stege (608) 266-9570	<b>Authorized Signature</b> Laurie McCallum (608) 266-9571	<b>Date</b> 10/22/01

## Fiscal Estimate Narratives

PERS 10/22/01

LRB Number <b>01-3836/2</b>	Introduction Number <b>AB-568</b>	Estimate Type <b>Original</b>
<b>Subject</b> Display of American flag by employees at workplace		

### Assumptions Used in Arriving at Fiscal Estimate

This bill would require employers to permit their employees to display the U.S. flag and prohibits employers from discriminating against an employee who has displayed a U.S. flag or has otherwise engaged in a related protected activity. Employees of the State of Wisconsin who feel their rights under the bill had been violated could seek enforcement of those rights by filing a complaint with the Personnel Commission. Employees of other employers in Wisconsin would initiate their enforcement proceedings with the Department of Workforce Development.

This estimate only addresses the fiscal consequences on the Personnel Commission of the enforcement procedure before the Commission. The estimate does not reflect the costs to state agencies associated with defending the claims permitted by the bill.

The Commission assumes that the number of complaints filed would approximate the number of claims now filed under that portion of the Wisconsin Fair Employment Act (subch. II, ch. 111, Wis. Stats.) prohibiting discrimination for use or nonuse of lawful products.

During the 4 year period from 1997 through 2000, 8 of the 836 complaints filed with and processed by the Commission included claims alleging discrimination for use or nonuse of lawful products. All of those 8 cases included claims of other forms of discrimination/retaliation, such as age or sex.

The Commission assumes there would be no more than 2 additional cases filed with the Commission annually due to the language in the bill. Existing staff would be able to absorb this nominal estimated increase in caseload without additional expenditures.

### Long-Range Fiscal Implications

## Fiscal Estimate Worksheet - 2001 Session

Detailed Estimate of Annual Fiscal Effect

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LRB Number <b>01-3836/2</b>		Introduction Number <b>AB-568</b>	
<b>Subject</b>			
Display of American flag by employees at workplace			
<b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b>			
<b>II. Annualized Costs:</b>		<b>Annualized Fiscal Impact on funds from:</b>	
		Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>			
State Operations - Salaries and Fringes		\$	
(FTE Position Changes)		(0.0 FTE)	
State Operations - Other Costs			
Local Assistance			
Aids to Individuals or Organizations			
<b>TOTAL State Costs by Category</b>		<b>\$</b>	<b>\$</b>
<b>B. State Costs by Source of Funds</b>			
GPR		0	
FED			
PRO/PRS			
SEG/SEG-S			
<b>III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)</b>			
		Increased Rev	Decreased Rev
GPR Taxes		\$	\$
GPR Earned			
FED			
PRO/PRS			
SEG/SEG-S			
<b>TOTAL State Revenues</b>		<b>\$</b>	<b>\$</b>
<b>NET ANNUALIZED FISCAL IMPACT</b>			
		<u>State</u>	<u>Local</u>
NET CHANGE IN COSTS		\$	\$0
NET CHANGE IN REVENUE		\$	\$0
<b>Agency/Prepared By</b>		<b>Authorized Signature</b>	<b>Date</b>
PERS/ Kurt Stege (608) 266-9570		Laurie McCallum (608) 266-9571	10/22/01