Wisconsin Department of Administration Division of Executive Budget and Finance DOA-2048 (R07/2000)

## Fiscal Estimate - 2001 Session

X	Original		Updated		Corrected		Supple	mental
LRB	Number	01-4311/1		Introd	uction Number	er SI	B-354	
<b>Subjec</b> Medica		renatal checkup	6					
Fiscal	Effect						·	
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DER/ E	Elizabeth Rei	nwald (608) 266	-5316	Elizabeth Reir	12/20/01			

## Fiscal Estimate Narratives DER 12/20/01

LRB Number <b>01-4311/1</b>	Introduction Number	SB-354	Estimate Type	Original						
Subject				,						
Medical leave for prenatal checkups										

## **Assumptions Used in Arriving at Fiscal Estimate**

SB 354 would add up to 72 hours of unpaid medical leave for pre-natal care to medical leave required under current law.

The extra hours would only have a fiscal impact on state agencies if they were used by pregnant state employees in positions that would have to be covered by another employee for up to 8 hours a month.

Since the leave is unpaid, it can be assumed that most pregnant state employees would opt to substitute various kinds of paid leave before requesting unpaid leave. The number of pregnant state employees who would opt for unpaid medical leave for pre-natal care each year cannot be determined from any data that we can gather from payroll or personnel records.

If a state employee did opt for all 72 hours of the proposed leave, and her position needed to be covered by a fellow employee who would be paid premium overtime to work those hours, we can assume an average of \$7.50 per hour, extra salary for the overtime for the 72 hours or \$540 for each employee taking the maximum of this leave whose job must be back-filled.

**Long-Range Fiscal Implications**