

Fiscal Estimate - 2009 Session

Original
 Updated
 Corrected
 Supplemental

LRB Number 09-1340/1	Introduction Number AB-0132
Description A requirement that an employer grant an unpaid leave of absence to allow an employee to participate in an emergency service operation of the Civil Air Patrol and prohibiting discrimination in employment based on Civil Air Patrol membership	
Fiscal Effect	
State:	
<input type="checkbox"/> No State Fiscal Effect <input checked="" type="checkbox"/> Indeterminate	
<input type="checkbox"/> Increase Existing Appropriations <input type="checkbox"/> Decrease Existing Appropriations <input type="checkbox"/> Create New Appropriations	<input type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Decrease Existing Revenues <input type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Decrease Costs
Local:	
<input type="checkbox"/> No Local Government Costs <input checked="" type="checkbox"/> Indeterminate	
1. <input type="checkbox"/> Increase Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 2. <input type="checkbox"/> Decrease Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	3. <input type="checkbox"/> Increase Revenue <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 4. <input type="checkbox"/> Decrease Revenue <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	
Fund Sources Affected	
<input type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS	
Affected Ch. 20 Appropriations	
Agency/Prepared By	Authorized Signature
OSER/ Paul Hanks (608) 266-1729	Yer Vang (608) 266-9820
	Date
	3/13/2009

Fiscal Estimate Narratives
OSER 3/13/2009

LRB Number	09-1340/1	Introduction Number	AB-0132	Estimate Type	Original
Description A requirement that an employer grant an unpaid leave of absence to allow an employee to participate in an emergency service operation of the Civil Air Patrol and prohibiting discrimination in employment based on Civil Air Patrol membership					

Assumptions Used in Arriving at Fiscal Estimate

This bill requires an employer with at least 11 individuals on a permanent basis to grant an unpaid leave of absence of not more than five consecutive workdays or more than 15 workdays in a year to an employee who is a member of the Civil Air Patrol (CAP), upon proper employer notification and for specified emergency service operations.

This bill also prohibits specific acts of employment discrimination on the basis of membership in the CAP, including interfering with, restraining, or denying the exercise of the right of an employee to take a leave of absence to participate in permitted emergency service operations of the CAP.

Finally, the bill provides for the filing of discrimination complaints with the Department of Workforce Development, which department must process the complaint in the same manner that other employment discrimination complaints are processed under current law, as well as provides for remedies and penalties.

Fiscal effects of this bill are indeterminate because the Office of State Employment Relations (OSER) does not collect or maintain such information on what state or local employees, if any, belong to the Civil Air Patrol. Furthermore, OSER has no information as to how often the CAP has participated in emergency service operations in prior years, or how often similar events might occur in the future.

State and/or local costs resulting from enactment of this bill would likely be negligible in the context of other discrimination-related laws already in effect.

Long-Range Fiscal Implications

Unknown