



## Fiscal Estimate Narratives

DWD 3/19/2010

LRB Number	<b>09-4399/1</b>	Introduction Number	<b>AB-0831</b>	Estimate Type	<b>Original</b>
<b>Description</b> Prohibiting discrimination against an employee who declines to attend an employer-sponsored meeting or to participate in any communication with the employer or with an agent, representative, or designee of the employer, the primary purpose of which is to communicate the opinion of the employer about religious or political matters					

### Assumptions Used in Arriving at Fiscal Estimate

In 2009 3,242 complainants filed employment discrimination complaints involving 5,165 separate bases. Of this total only 1% of the complaints involved the issue of religion or creed. Since this bill slightly expands the protections currently available under the protected categories of creed and religion the department anticipates that passage of this bill will result in less than five additional complaints filed each year alleging a violation of the protections included in this bill. The department anticipates it can absorb this increased workload.

### Long-Range Fiscal Implications

None.

## Fiscal Estimate Worksheet - 2009 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> 09-4399/1		<b>Introduction Number</b> AB-0831	
<b>Description</b> Prohibiting discrimination against an employee who declines to attend an employer-sponsored meeting or to participate in any communication with the employer or with an agent, representative, or designee of the employer, the primary purpose of which is to communicate the opinion of the employer about religious or political matters			
<b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b>  None.			
<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	\$0		\$
(FTE Position Changes)			
State Operations - Other Costs			
Local Assistance			
Aids to Individuals or Organizations			
<b>TOTAL State Costs by Category</b>	<b>\$0</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>			
	State		Local
NET CHANGE IN COSTS	\$0		\$
NET CHANGE IN REVENUE	\$		\$
<b>Agency/Prepared By</b> <b>Authorized Signature</b> <b>Date</b>			
DWD/ Robert Anderson (608) 266-3345		Andrew Feldman (608) 266-2284	3/19/2010