

### Fiscal Estimate - 2013 Session

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> 13-4163/1	<b>Introduction Number</b> AB-0898
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**Description**  
 Paid sick leave

**Fiscal Effect**

**State:**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> No State Fiscal Effect<br><input type="checkbox"/> Indeterminate<br><input checked="" type="checkbox"/> Increase Existing Appropriations<br><input type="checkbox"/> Decrease Existing Appropriations<br><input type="checkbox"/> Create New Appropriations | <input type="checkbox"/> Increase Existing Revenues<br><input type="checkbox"/> Decrease Existing Revenues | <input checked="" type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Decrease Costs |
|--|--|---|

**Local:**

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> No Local Government Costs<br><input checked="" type="checkbox"/> Indeterminate<br>1. <input type="checkbox"/> Increase Costs<br><input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory<br>2. <input type="checkbox"/> Decrease Costs<br><input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory | 3. <input type="checkbox"/> Increase Revenue<br><input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory<br>4. <input type="checkbox"/> Decrease Revenue<br><input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory | 5. Types of Local Government Units Affected<br><input type="checkbox"/> Towns <input type="checkbox"/> Village <input type="checkbox"/> Cities<br><input type="checkbox"/> Counties <input type="checkbox"/> Others<br><input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts |
|---|--|--|

**Fund Sources Affected**

**Affected Ch. 20 Appropriations**

- GPR     FED     PRO     PRS     SEG     SEGS 20.445(1)(a)

**Agency/Prepared By**

**Authorized Signature**

**Date**

DWD/ Jean Culbert (608) 266-6898

David Anderson (608) 266-2284

4/30/2014

## Fiscal Estimate Narratives

DWD 4/30/2014

LRB Number	13-4163/1	Introduction Number	AB-0898	Estimate Type	Original
<b>Description</b> Paid sick leave					

### Assumptions Used in Arriving at Fiscal Estimate

Under current law, an employer that employs at least 50 individuals on a permanent basis must permit an employee who has been employed by the employer for more than 52 consecutive weeks and who has worked for the employer for at least 1,000 hours during the preceding 52 weeks to take six weeks of family leave in a 12-month period and two weeks of medical leave in a 12-month period. Family leave may be taken for the birth or adoptive placement of a new child or to care for a child, spouse, or parent who has a serious health condition. Medical leave may be taken when the employee has a serious health condition that makes the employee unable to perform the employee's employment duties. An employee is not entitled to receive wages or salary while taking family or medical leave, but may substitute, for portions of family or medical leave, other types of paid or unpaid leave provided by the employer.

This bill requires an employer, including the state, that employs at least 1 individual full-time or part-time on a permanent or temporary basis to provide an employee who has been employed by the employer for at least 90 consecutive calendar days with paid sick leave at the employee's regular rate or pay that the employee may use for the following reasons: (1) the employee's health conditions, including diagnosis, care, treatment and preventive medical care; and (2) the employee to care for a family member (including an extended definition to cover any blood relative or domestic partner and any of that persons's blood relatives; and (3) seek medical attention, counseling or preparations for abuse related civil or criminal actions or proceedings for any of the above defined relatives.

The bill outlines prohibited acts by the employer and also provides under employee rights, the right to file a complaint with the Department of Workforce Development. The bill also requires the employer to post notices in the workplace and provide copies to the individual workers. The DWD Equal Rights Division projects this bill would increase the division's workload by 300-500 complaints per year. An additional two Equal Rights Officer positions would be needed at an annual cost of \$128,200 GPR to cover salary, fringe and administrative expenses. There would also be a one-time set up cost of \$5,800 GPR to cover desks, chairs, computers, monitors, file cabinets and miscellaneous office supplies. The Equal Rights Division would also incur \$5,000 GPR in printing costs to update/create new printed materials regarding this law change.

### Long-Range Fiscal Implications

## Fiscal Estimate Worksheet - 2013 Session

Detailed Estimate of Annual Fiscal Effect

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  Updated     
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LRB Number **13-4163/1**      Introduction Number **AB-0898**

**Description**  
 Paid sick leave

**I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):**

One-time start up costs for two Equal Rights Officer positions totalling \$5,800 would be needed to cover a desk, chair, computer/monitor, file cabinet and miscellaneous office supplies. There would also be a one time \$5,000 GPR cost for updating/creating printed materials for this law change.

**II. Annualized Costs:**

	Annualized Fiscal Impact on funds from:	
	Increased Costs	Decreased Costs

**A. State Costs by Category**

	Increased Costs	Decreased Costs
State Operations - Salaries and Fringes	\$90,200	\$
(FTE Position Changes)	(2.0 FTE)	
State Operations - Other Costs	38,000	
Local Assistance		
Aids to Individuals or Organizations		
<b>TOTAL State Costs by Category</b>	<b>\$128,200</b>	<b>\$</b>

**B. State Costs by Source of Funds**

	Increased Costs	Decreased Costs
GPR	128,200	
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	\$	\$
<b>TOTAL State Revenues</b>	<b>\$</b>	<b>\$</b>

**NET ANNUALIZED FISCAL IMPACT**

	State	Local
NET CHANGE IN COSTS	\$128,200	\$
NET CHANGE IN REVENUE	\$	\$

<b>Agency/Prepared By</b> DWD/ Jean Culbert (608) 266-6898	<b>Authorized Signature</b> David Anderson (608) 266-2284	<b>Date</b> 4/30/2014
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