

Fiscal Estimate Narratives

UWS 4/24/2017

LRB Number	17-2183/2	Introduction Number	SB-142	Estimate Type	Original
Description prohibiting an employer from relying on or inquiring about a prospective employee's current or prior compensation and from restricting an employee's right to disclose compensation information and providing a penalty					

Assumptions Used in Arriving at Fiscal Estimate

Wisconsin Statute §111.322 provides a list of discriminatory actions prohibited by employers. This bill would add to the list of prohibited discriminatory actions an employer relying on or inquiring about a prospective employee's current or prior compensation and from restricting an employee's right to disclose compensation information.

At this time we cannot estimate the fiscal impact of this bill, but many potential costs could be accrued.

First, it is important to note that placing restrictions on the disclosure of an employee's compensation without their consent may prove to be difficult since state salaries are public. However, if the bill is passed there will be a cost associated with maintaining "consent" as identified in 103.135(2)(d). We do not know how much this maintenance will cost since each institution may implement a different procedure and has various employees who are responsible for ensuring this requirement is followed.

Requiring notice to prospective employees regarding their rights under this section would not be onerous, but would require changes to the electronic recruitment systems at each of the University of Wisconsin institutions. Additionally, more words on job postings have associated costs.

Long-Range Fiscal Implications