

Fiscal Estimate - 2021 Session

Original
 Updated
 Corrected
 Supplemental

LRB Number 21-3895/1	Introduction Number AB-0499
Description prohibiting abusive work environments and creating a cause of action	
Fiscal Effect	
State: <input type="checkbox"/> No State Fiscal Effect <input checked="" type="checkbox"/> Indeterminate <div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> <input type="checkbox"/> Increase Existing Appropriations <input type="checkbox"/> Decrease Existing Appropriations <input type="checkbox"/> Create New Appropriations </div> <div style="width: 30%;"> <input type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Decrease Existing Revenues </div> <div style="width: 30%;"> <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 </div> </div>	
Local: <input type="checkbox"/> No Local Government Costs <input type="checkbox"/> Indeterminate <div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> 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 </div> <div style="width: 30%;"> 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 </div> <div style="width: 30%;"> 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 </div> </div>	
Fund Sources Affected Affected Ch. 20 Appropriations <input type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS	
Agency/Prepared By DWD/ Thomas Goodwyn (608) 267-9058	Authorized Signature Danielle Williams (608) 266-2284
Date 9/1/2021	

Fiscal Estimate Narratives

DWD 9/1/2021

LRB Number	21-3895/1	Introduction Number	AB-0499	Estimate Type	Original
Description prohibiting abusive work environments and creating a cause of action					

Assumptions Used in Arriving at Fiscal Estimate

Under current law, worker's compensation is generally the exclusive remedy of an employee against his, her, or their employer, a co-employee, or the employer's worker's compensation insurer for an injury sustained while performing services growing out of and incidental to employment. This bill amends language in Chapter 102, Worker's Compensation, to create an exception to the exclusive remedy provision under s. 102.03 (2) to allow an individual who has been subjected to an abusive work environment to bring a civil action in circuit court against the employer or employee who allegedly engaged in the abuse.

The bill creates language in Chapter 103, Employment Regulations that defines an abusive work environment and its prohibition. The existing statutory powers, duties, and jurisdiction in this chapter, concerning the Department of Workforce Development (DWD), apply to this provision.

Because the bill does not identify specific responsibilities or roles for the department's Equal Rights and Worker's Compensation Divisions to enforce the provisions of this legislation, the department is unable to predict the administrative requirements and potential costs of the bill. Therefore, the fiscal impact is indeterminate.

Long-Range Fiscal Implications