

COMMITTEE ON LEGISLATIVE RESEARCH  
OVERSIGHT DIVISION

**FISCAL NOTE**

L.R. No.: 0649-02  
Bill No.: SCS for SB 127  
Subject: Employees - Employers; Labor and Management  
Type: Original  
Date: April 24, 2015

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Bill Summary: This proposal bars employers from requiring employees to engage in or cease engaging in certain labor practices.

**FISCAL SUMMARY**

<b>ESTIMATED NET EFFECT ON GENERAL REVENUE FUND</b>			
<b>FUND AFFECTED</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Total Estimated Net Effect on General Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>ESTIMATED NET EFFECT ON OTHER STATE FUNDS</b>			
<b>FUND AFFECTED</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Total Estimated Net Effect on <u>Other</u> State Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Numbers within parentheses: ( ) indicate costs or losses.

This fiscal note contains 5 pages.

<b>ESTIMATED NET EFFECT ON FEDERAL FUNDS</b>			
<b>FUND AFFECTED</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Total Estimated Net Effect on <u>All</u> Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)</b>			
<b>FUND AFFECTED</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Total Estimated Net Effect on FTE</b>	<b>0</b>	<b>0</b>	<b>0</b>

Estimated Net Effect (expenditures or reduced revenues) expected to exceed \$100,000 in any of the three fiscal years after implementation of the act.

<b>ESTIMATED NET EFFECT ON LOCAL FUNDS</b>			
<b>FUND AFFECTED</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Local Government</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## FISCAL ANALYSIS

### ASSUMPTION

Officials from the **Department of Transportation**, the **Office of the Secretary of State**, the **Joint Committee on Administrative Rules**, the **Department of Public Safety - Missouri National Guard**, the **Missouri Veterans Commission** and the **State Emergency Management Agency**, the **Office of Administration - Division of Personnel**, the **Department of Social Services**, the **Department of Labor and Industrial Relations**, the **Missouri Department of Conservation**, the **Platte County Board of Elections**, the **St. Louis County Director of Elections**, the **St. Louis County**, the **City of Jefferson**, the **City of Kansas City** and the **City of Independence** each assume the proposal will have no fiscal impact on their respective organizations.

In response to a previous version, officials from the **Department of Transportation** assumed the proposal will have no fiscal impact on their organization.

Officials from the **Department of Health and Senior Services**, the **Department of Corrections**, and the **Missouri Highway Patrol** and the **Department of Mental Health** each defer to the Office of Administration to estimate the fiscal impact of the proposed legislation on their respective organization.

Officials from the **Office of Administration - General Services Division (OA)** assume that neither any state agency nor any state employee would violate the proposal. Therefore, it is assumed that no successful claims will be made against the Legal Expense Fund and the proposal would thus have no fiscal impact upon the Office of Administration-General Services. However, should that assumption prove incorrect, significant costs could be incurred by the Legal Expense Fund.

Officials from the **Attorney General's Office (AGO)** assume the proposal requires both the AGO and local prosecuting attorneys to investigate complaints of violations, including class C misdemeanors and civil damages, and to use "all means at their command" to ensure effective enforcement. The number of any reported or suspected violations would be unknown. Therefore, costs to AGO are unknown but could exceed \$100,000. If significant cases result from the proposal, AGO may seek an additional future appropriation.

**Oversight** assumes the State could absorb any impact caused by this proposal with existing resources. Additionally, the volume of new litigation is not known, therefore, Oversight assumes appropriation requests, if any, will be based on workload measures of affected agencies and not as a direct result of this proposal.

<u>FISCAL IMPACT - State Government</u>	FY 2016 (10 Mo.)	FY 2017	FY 2018
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

<u>FISCAL IMPACT - Local Government</u>	FY 2016 (10 Mo.)	FY 2017	FY 2018
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT - Small Business

No direct fiscal impact to small businesses would be expected as a result of this proposal.

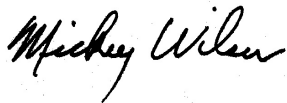
FISCAL DESCRIPTION

The proposed legislation appears to have no direct fiscal impact.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Department of Labor and Industrial Relations  
Office of the Secretary of State  
Office of Administration  
Department of Transportation  
Missouri Department of Conservation  
Joint Committee on Administrative Rules  
Department of Health and Senior Services  
Department of Social Services  
Department of Corrections  
Department of Public Safety  
Attorney General's Office  
Department of Mental Health



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April 24, 2015

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