

Estimated Budget To Add the Workplace Psychological Safety Act (WPSA) to the Massachusetts Commission Against Discrimination (MCAD)

Estimated costs of implementing the WPSA through MCAD:

\$348,495 increase in payroll, not including benefits

Range based on the overall workplace bullying rate, likely to include most cases of status-based harassment. But by preventing workplace bullying and mobbing, the Commonwealth will see a significant increase in revenues and decreased costs in health care, unemployment, litigation, and lost productivity.

FY22 MCAD Caseloads and Costs

Current MCAD Budget: [\\$6.8 million \(FY21 expenses\)](#) with 2,208 cases per year in employment (\$2,267/case, including fixed costs).

Investigative findings

- Probable cause:
207 cases (17%)
- Lack of probable cause:
1,001 cases (83%)
Predicted to decrease with the WPSA

Expenses

- Salaries of positions relevant to handling the additional caseload:
attorney, investigator, aide, senior compliance officer
- Benefits

Factors to increase costs

- More cases to investigate and adjudicate
- More outreach/education

Estimates of Additional Costs Based on Bullying and Reporting Rates

Estimated caseloads are kept the same for all roles to maintain the current average closure time of cases.

	Who's been targeted for workplace bullying and mobbing	Percent of employees not covered by anti-discrimination law	Percent of employees who file under anti-discrimination law
Percentage	67% of workers	75% of cases (Namie and Namie, 2009)	2,208 new complaints filed or .06% of MA labor force
Number of workers	3,566,000 employed individuals in MA labor force (Bureau of Labor Statistics) 2,389,220 bullied or mobbed	1,791,915 employees are currently targets of workplace bullying but not covered by current law	1,075 additional employees would file claims of workplace bullying or mobbing

Increased Cost Estimates

1,075 additional employment cases, bringing the total employment case count to around 3,283 cases of 3,897 total
 Employment cases: 78% of all MCAD cases now, moves to 84% of all MCAD cases
 6% difference = \$348,495 increase in payroll