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## DIGEST

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HB 130 Original

2025 Regular Session

Billings

**Abstract:** Provides for duties and responsibilities of the office of the state Americans with Disabilities Act coordinator, provides for certain definitions, and for the return to work program.

### Definitions

Present law provides that for the purposes of present law, "agency" means a department, office, division, agency, commission, board, committee, or other organizational unit of the executive branch of state government.

Proposed law adds that the unit of government must have at least 15 employees.

### Powers and Duties

Present law provides that the office of the state Americans with Disabilities Act (ADA) coordinator shall have the following functions, powers, and duties relating to the ADA:

- (1) To serve as the coordinating body for ADA compliance for all state agencies within the executive branch of state government.
- (2) To provide reports and recommendation to the legislature for the adoption of legislation to facilitate compliance with the ADA.
- (3) To offer subject matter expertise for all matters relating to the ADA.
- (4) To conduct general and customized training on ADA topics for state agencies.
- (5) To provide informal technical assistance about the ADA to the general public and collaborate with local ADA support systems.
- (6) To increase public awareness of the ADA for the purpose of helping more citizens to understand the letter and the spirit of the law.

Proposed law retains present law.

Present law additionally requires the ADA coordinator to assist state agencies in updating,

strengthening, and enhancing the scope of self-evaluation and transition plans to ensure compliance with the ADA mandate. Proposed law repeals present law.

Proposed law adds the following functions, powers, and duties:

- (1) To provide consultation on state employee accommodations, upon request, including review of applicable medical documentation.
- (2) To administer and ensure compliance by state agencies with the annual plans and reports required by this Chapter.
- (3) To design the transitional return to work program in conjunction with the office of risk management in accordance with proposed law.
- (4) To promulgate rules and regulations in accordance with the Administrative Procedure Act to ensure consistent administration of the ADA and related disability accommodations laws across state agencies.

### **Return to Work Program**

Present law provides for a return to work program created within the office of risk management. Provides as the goal of the program the safe and expedient return of state employees with job related injuries and illnesses to transitional or regular employment. Proposed law retains present law.

Present law additionally provides that one of the components of the program is the transitional employment program.

Proposed law provides for the transitional return to work program instead of the transitional employment program.

Present law requires the office of risk management to design the program in conjunction with the La. Dept. of Civil Service.

Proposed law provides that the program shall be designed by the office of risk management in conjunction with the office of the state ADA coordinator instead of the La. Dept. of Civil Service. Provides that program procedures and forms shall be developed and agreed to by both offices.

Present law requires the office of risk management as part of the program to coordinate with state agencies, boards, and commissions to develop an activity analysis form to be used to communicate information to physicians making return-to-work decisions concerning state workers.

Proposed law repeals present law.

Effective upon signature of governor or lapse of time for gubernatorial action.

(Amends R.S. 39:1547(A)(1) and (B) and R.S. 46:2592(1) and 2593)