

ACT No. 146

2025 Regular Session

HOUSE BILL NO. 130

BY REPRESENTATIVE BILLINGS

1 AN ACT

2 To amend and reenact R.S. 39:1547(A)(1) and (B) and R.S. 46:2592(1) and 2593, relative
3 to executive branch compliance with the Americans with Disabilities Act; to provide
4 for the duties and responsibilities of the office of the state Americans with
5 Disabilities Act coordinator; to provide for definitions; to provide for the return to
6 work program within the office of risk management; to provide for an effective date;
7 and to provide for related matters.

8 Be it enacted by the Legislature of Louisiana:

9 Section 1. R.S. 39:1547(A)(1) and (B) are hereby amended and reenacted to read as
10 follows:

11 §1547. Return to work program

12 A. There is hereby created within the office of risk management the return
13 to work program. The goal of the program shall be the safe and expedient return of
14 state employees with job-related injuries and illnesses to transitional or regular
15 employment. The office of risk management shall, by rule, design a program that
16 returns workers to gainful employment as soon as is medically possible after a job-
17 related injury or illness. The program shall at a minimum include the following
18 components:

19 (1) A transitional ~~employment~~ return to work program.

20 * * *

21 B. The transitional ~~employment~~ return to work program shall be designed
22 by the office of risk management in conjunction with the ~~Louisiana Department of~~
23 ~~Civil Service~~ office of the state Americans with Disabilities Act coordinator, within

the office of the governor, division of administration. The program shall have as its objective the development of transitional job descriptions which allow an employee with a job-related injury or illness to return to work as soon as medically possible. The office of risk management, as a part of this program, shall coordinate with all state agencies, boards, and commissions the development of an activity analysis form to be used to summarize the tasks and associated demands of each position found in state government. The form is to be used to communicate the information to physicians to enable them to make return-to-work decisions concerning state workers under their care. Program procedures and forms shall be developed and agreed to by both offices.

* * *

Section 2. R.S. 46:2592(1) and 2593 are hereby amended and reenacted to read as follows:

§2592. Definitions

For purposes of this Chapter, the following terms have the meaning ascribed to them in this Section:

(1) "Agency" means a department, office, division, agency, commission, board, committee, or other organizational unit of the executive branch of state government that has fifteen or more employees.

* * *

§2593. Powers and duties

The office shall have the following functions, powers, and duties:

(1) To serve as the coordinating body for ADA compliance for all state agencies within the executive branch of state government.

(2) ~~To assist state agencies in updating, strengthening, and enhancing the scope of self-evaluation and transition plans to ensure compliance with the ADA mandate. 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.~~

1 (3) To provide consultation on state employee accommodations, upon
2 request, including review of applicable medical documentation.

3 (4) To administer and ensure compliance by state agencies with the annual
4 plans and reports required by this Chapter.

5 (5) To design the transitional return to work program in conjunction with the
6 office of risk management in accordance with R.S. 39:1547.

7 ~~(3)~~(6) To provide reports and recommendations to the legislature for the
8 adoption of legislation to facilitate compliance with the ADA.

9 ~~(4)~~(7) To offer subject matter expertise for all matters relating to the ADA.

10 ~~(5)~~(8) To conduct general and customized training on ADA topics for state
11 agencies.

12 ~~(6)~~(9) To provide informal technical assistance about the ADA to the general
13 public and collaborate with local ADA support systems.

14 ~~(7)~~(10) To increase public awareness of the ADA for the purpose of helping
15 more citizens to understand the letter and the spirit of the law.

16 Section 3. This Act shall become effective upon signature by the governor or, if not
17 signed by the governor, upon expiration of the time for bills to become law without signature
18 by the governor, as provided by Article III, Section 18 of the Constitution of Louisiana. If
19 vetoed by the governor and subsequently approved by the legislature, this Act shall become
20 effective on the day following such approval.

SPEAKER OF THE HOUSE OF REPRESENTATIVES

PRESIDENT OF THE SENATE

GOVERNOR OF THE STATE OF LOUISIANA

APPROVED: _____