
DIGEST

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Moreno

HB No. 744

Abstract: Provides protection from employer retaliation for information given by an employee regarding any violation of labor laws.

Present law (R.S. 23:967) protects an employee from reprisal when the employee, in good faith, and after advising the employer of the violation of law, discloses or threatens to disclose the violation of state law, provides information during an investigation of the violation, or objects or refuses to participate in the violation of law.

Proposed law creates a provision regarding protection from retaliation in employment to the Chapter in which the discrimination statutes exist.

Proposed law (R.S. 23:665(B)) clarifies that the Louisiana Commission on Human Rights has authority to investigate and enforce the provisions of the Louisiana Equal Pay for Women Act.

Present law (R.S. 51:2232(12)) defines "discriminatory practice in connection with employment" to include employment practices prohibited by Title 23, including age, disability, race, color, religion, sex, or national origin.

Proposed law retains present law and extends the definition of "discriminatory practice in connection with employment" to include all of the discrimination statutes in present law (Chapter 3-A of Title 23), which would add veterans, pregnancy, childbirth, and related medical conditions, sickle cell trait, and genetic information.

Present law provides that the Louisiana Commission on Human Rights has the authority to receive, initiate, investigate, seek to conciliate, hold hearings on, and pass upon complaints alleging violations involving discrimination in employment.

Proposed law clarifies that the procedures in present law shall be used in the investigation and complaint process for all employment discrimination laws.

(Amends R.S. 23:665(B), R.S. 51:2231(C), 2232(12) and (13), 2235(intro. para.) and (9), 2237(1), and 2256; Adds R.S. 23:304)