
The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Mary Dozier O'Brien.

DIGEST

Morrell (SB 412)

Present law protects an employee from reprisal in specific situations relative to information given by an employee regarding any violation of labor laws.

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

Present law defines "discriminatory practice in connection with employment" to include employment practices prohibited by Title 23 of the La. R.S., 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 Chapter 3-A of Title 23 of the La. R.S., which would add veterans, pregnancy, childbirth, and related medical conditions, sickle cell traits, and genetic information.

Proposed law clarifies that the procedures in present law shall be used in the investigation and complaint process for all employment discrimination laws, including the power of the Louisiana Commission on Human Rights to investigate issues of employer retaliation.

Effective August 1, 2014.

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