



LEGISLATIVE FISCAL OFFICE
Fiscal Note

Fiscal Note On: **SB 412** SLS 14RS 716

Bill Text Version: **ENGROSSED**

Opp. Chamb. Action:

Proposed Amd.:

Sub. Bill For.:

Date: April 23, 2014	1:03 PM	Author: MORRELL
Dept./Agy.:		Analyst: Patrice Thomas
Subject: Retaliation in Employment		

EMPLOYMENT

EG SEE FISC NOTE See Note

Provides with respect to retaliation in employment. (8/1/14)

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Proposed law creates a provision regarding protection for retaliation in employment to the Chapter in which the discrimination statutes exist. 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. Proposed law is effective 08/01/2014.

EXPENDITURES	2014-15	2015-16	2016-17	2017-18	2018-19	5 -YEAR TOTAL
State Gen. Fd.	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0	\$0	\$0
Local Funds	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	
Annual Total						

REVENUES	2014-15	2015-16	2016-17	2017-18	2018-19	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	\$0
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0	\$0	\$0
Local Funds	\$0	\$0	\$0	\$0	\$0	\$0
Annual Total	\$0	\$0	\$0	\$0	\$0	\$0

EXPENDITURE EXPLANATION

This proposed legislation may result in an increase in governmental expenditures as a result of prohibiting retaliation by an employer towards an employee that has filed a discrimination complaint; however the exact fiscal impact of this legislation on courts as well with the Louisiana Commission on Human Rights (LCHR) and state agencies is indeterminable. In addition, the proposed legislation expands the types of discrimination. To the extent the proposed legislation increases the number of lawsuits filed in district courts in these matters, an indeterminable increase in court costs may result. If the proposed legislation increases lawsuits filed against state and local governments, an indeterminable increase may result in governmental expenditures as a result.

REVENUE EXPLANATION

There is no anticipated direct material effect on governmental revenues as a result of this measure.