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The original instrument was prepared by Mary Dozier O'Brien. The following digest, which does not constitute a part of the legislative instrument, was prepared by Nancy Vicknair.

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## 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.

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.

Effective August 1, 2014.

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

### Summary of Amendments Adopted by Senate

#### Senate Floor Amendments to engrossed bill

1. Removes language regarding retaliation from proposed law.