

SENATE SUMMARY OF HOUSE AMENDMENTS

**SB 412 By Senator Morrell**

**KEYWORD AND SUMMARY AS RETURNED TO THE SENATE**

EMPLOYMENT. Provide for employment discrimination. (8/1/14)

**SUMMARY OF HOUSE AMENDMENTS TO THE SENATE BILL**

1. As to violations of the Louisiana Commission on Human Rights law, limits enforcement by the Commission to unlawful practices by an employer as defined in R.S. 23:302(2) - the Louisiana Employment Discrimination Law - instead of actions by a person or two or more persons.

**DIGEST OF THE SENATE BILL AS RETURNED TO THE SENATE**

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.

Present law makes it an unlawful practice for a person or two or more persons to conspire to do certain enumerated practices under the Louisiana Commission on Human Rights law.

Proposed law limits these violations to practices performed by an "employer" as defined R.S. 23:302(2) - the Louisiana Employment Discrimination Law.

Present law provisions of the Louisiana Employment Discrimination Law defines "employer" to include a person, association, legal or commercial entity, the state, or any state agency, board, commission, or political subdivision of the state receiving services from an employee and, in return, giving compensation of any kind to an employee. Provides that "employer" applies only to an employer who employs 20 or more employees within this state for each working day in each of 20 or more calendar weeks in the current or preceding calendar year and includes an insurer with respect to appointment of agents, regardless of the character of the agent's employment.

Effective August 1, 2014.

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

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