

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

Prior law defined "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.

New law retains prior 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.

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

Prior law made 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.

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

Prior law provisions of the Louisiana Employment Discrimination Law defined "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. Provided 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)