

RÉSUMÉ DIGEST

ACT 404 (HB 464)

2015 Regular Session

Talbot

Existing law provides for franchise agreements specifying that parties to a franchise may agree that the franchisor will refrain from selling, distributing, or granting additional franchises within defined geographic area and in return, the franchisee will refrain from competing with the franchisor, or other franchisees of the franchisor, for a period of up to 2 years following the severance of the franchise relationship.

New law provides that a franchisee's employees are not deemed employees of the franchisor unless the two entities share or co-determine those matters governing the essential terms and conditions of employment and directly and immediately control matters relating to the employment relationship such as hiring, firing, discipline, supervision, and direction.

New law clarifies that new law and existing law do not apply to the unemployment or workers' compensation Chapters.

Effective August 1, 2015.

(Amends R.S. 23:921(F)(2); Adds R.S. 23:921(F)(3) and (4))