

2018 Regular Session

HOUSE BILL NO. 578

BY REPRESENTATIVES JOHNSON AND HUNTER

EMPLOYMENT/DISCRIMINATION: Prohibits forced arbitration in certain discrimination disputes

1 AN ACT

2 To enact R.S. 23:333, relative to sexual harassment and to the discrimination against
3 veterans contrary to the public policy of this state; to prohibit forced arbitration in
4 employment contracts; and to provide for related matters.

5 Be it enacted by the Legislature of Louisiana:

6 Section 1. R.S. 23:333 is hereby enacted to read as follows:

7 §333. Forced arbitration; prohibition; sexual harassment; prohibited discrimination
8 against a veteran

9 No employer shall require any employee to sign a predispute arbitration
10 agreement or any other contract which includes any provision that would mandate
11 arbitration in the instance of a sexual harassment accusation, claim, dispute, or a
12 dispute resulting from the unlawful discrimination against a veteran of the armed
13 forces of the United States.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HB 578 Engrossed

2018 Regular Session

Johnson

Abstract: Prohibits an employer from mandating forced arbitration in sexual harassment or veteran discrimination claims.

Present law prohibits intentional discrimination in employment against a veteran, intentional discrimination due to race, color, religion, sex, or national origin and provides for penalties for violations.

Proposed law prohibits an employer from requiring an employee to sign a contract that would force arbitration in the instance of a sexual harassment claim or a claim of discrimination against a veteran. Proposed law otherwise retains present law.

(Adds R.S. 23:333)

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Labor and Industrial Relations to the original bill:

1. Prohibit any employer from including a clause in any employment contract that would force arbitration in a dispute for discrimination brought by a veteran for unlawful discrimination in employment because of the employee's veteran status.