The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Yoursheka Butler.

DIGEST 2022 Regular Session

Cathey

Present law provides definitions relative to prohibited employment discrimination.

<u>Proposed law</u> retains <u>present law</u> and defines the term "protected medical information".

<u>Present law</u> protects qualified persons from employment discrimination on the basis of protected genetic information and prohibits employers, labor organizations, and employment agencies from engaging in certain discriminatory practices in the workplace.

<u>Proposed law</u> retains <u>present law</u> and further forbids discrimination against qualified persons on the basis of protected medical information.

<u>Present law</u> provides certain exceptions to the nondiscrimination requirements by allowing employers, labor organizations, or employment agencies to request or require protected genetic information with respect to applicants who have been given a conditional offer of employment or to employees if the information obtained is to be used exclusively to assess whether further medical evaluations are needed to diagnose a current disease or medical condition or disorder.

<u>Proposed law</u> retains <u>present law</u> and adds protected medical information to the list of nondiscrimination requirement exceptions.

Effective August 1, 2022.

SB 92 Engrossed

(Amends R.S. 23:368(A) - (D), (E)(1)(intro para), and (E)(2)(intro para), and (E)(2)(b) and (c); adds R.S. 23:302(9))