



**LEGISLATIVE FISCAL OFFICE
Fiscal Note**

Fiscal Note On: **HB 313** HLS 23RS 504
 Bill Text Version: **ORIGINAL**
 Opp. Chamb. Action:
 Proposed Amd.:
 Sub. Bill For.:

| | | |
|---|---------|-----------------------------|
| Date: April 3, 2023 | 3:54 PM | Author: LARVADAIN |
| Dept./Agy.: Louisiana Workforce Commission | | |
| Subject: Workplace Violence in Commercial Settings | | Analyst: Noah O'Dell |

EMPLOYMENT OR +\$103,939 GF EX See Note Page 1 of 1
 Provides relative to workplace violence in certain commercial settings

Proposed law requires a commercial entity to display, at its premises, specified signage stating that workplace violence against an employee will not be tolerated and could result in a conviction under applicable present law. Proposed law requires a commercial entity to establish, implement, and maintain an efficient workplace violence prevention plan, herein referred to as the "plan". Proposed law further requires the plan to be available to all employees at all times. Proposed law allows the commercial entity to work with the Louisiana Workforce Commission (LWC) in order to develop a plan. Proposed law requires LWC to develop, publish, and maintain public information regarding the issue of workplace violence on its website and update changes to such information annually. Proposed law requires the commercial entity to complete a workplace violence incident form, herein referred to as the form, for each workplace violence incident. Proposed law requires LWC to promulgate all rules as necessary to implement the use of the form. Proposed law requires the commercial entity to maintain a copy of each form for a minimum of five years and report statistics to LWC annually.

| EXPENDITURES | 2023-24 | 2024-25 | 2025-26 | 2026-27 | 2027-28 | 5 -YEAR TOTAL |
|---------------------|------------------|-----------------|-----------------|------------------|------------------|----------------------|
| State Gen. Fd. | \$103,939 | \$97,772 | \$99,427 | \$101,116 | \$102,838 | \$505,092 |
| Agy. Self-Gen. | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Ded./Other | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Federal Funds | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Local Funds | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | \$0 |
| Annual Total | \$103,939 | \$97,772 | \$99,427 | \$101,116 | \$102,838 | \$505,092 |

| REVENUES | 2023-24 | 2024-25 | 2025-26 | 2026-27 | 2027-28 | 5 -YEAR TOTAL |
|---------------------|----------------|----------------|----------------|----------------|----------------|----------------------|
| State Gen. Fd. | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Agy. Self-Gen. | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Ded./Other | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Federal Funds | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Local Funds | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | \$0 |
| Annual Total | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |

EXPENDITURE EXPLANATION

Proposed law will increase expenditures by \$103,939 SGF and one (1) T.O. position in the LA Workforce Commission (LWC). Proposed law has one-time startup personnel costs of \$6,690 associated with the creation of the website development and design for the workplace violence form. One employee will be utilized to assist employers in the development of a workplace violence prevention plan at a cost of \$81,149 including salaries and benefits. The employee will require one (1) laptop for travel at a cost of \$1,100. The continuing costs are the salaries and related benefits of the employee, as well as operational resources of \$15,000 for promotional material supplies and travel.

Proposed law requires corporations and business entities that globally employ 20 or more employees whose main functional purpose is to provide a retail service or product to post signage and develop plans to address workplace violence. The LWC is charged with the responsibility to develop, publish, and maintain public information regarding the issue of workplace violence and to assist employers in the development of a workplace violence prevention plan. It further requires LWC to update its website to reflect any changes in resources, statistics, and information regarding workplace violence.

There are approximately 9,600 employers in the state of Louisiana that fit the description noted in the bill. In order to carry out the stipulations in this bill for each of the employers, the LWC estimates one (1) additional full-time employee and operational resources will be required. In subsequent fiscal years, an average of a 2% pay increase each year is assumed.

| State Costs | FY 24 | FY 25 | FY 26 | FY 27 | FY 28 |
|--------------------|------------------|-----------------|-----------------|------------------|------------------|
| Personal Services | \$87,839 | \$82,772 | \$84,427 | \$86,116 | \$87,838 |
| Operating Expenses | \$15,000 | \$15,000 | \$15,000 | \$15,000 | \$15,000 |
| Equipment | <u>\$1,100</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> |
| Total | \$103,939 | \$97,772 | \$99,427 | \$101,116 | \$102,838 |

REVENUE EXPLANATION

There is no anticipated material effect on governmental revenues as a result of this measure.

| <u>Senate</u> | <u>Dual Referral Rules</u> | <u>House</u> |
|--|----------------------------|--|
| <input checked="" type="checkbox"/> 13.5.1 >= \$100,000 Annual Fiscal Cost {S & H} | | <input checked="" type="checkbox"/> 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S} |
| <input type="checkbox"/> 13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H} | | <input type="checkbox"/> 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S} |

Evan Brasseaux

Evan Brasseaux
 Interim Deputy Fiscal Officer