
 DIGEST

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SB 200 Reengrossed

2023 Regular Session

Duplessis

Present law provides definitions relative to prohibited employment discrimination.

Proposed law retains present law and defines the terms "medically necessary" and "preventive cancer screening".

Proposed law requires an employer to grant an employee a day's leave of absence from work to obtain genetic testing or a preventive cancer screening. Proposed law further requires an employee to provide documentation confirming the performance of such genetic testing or cancer screening upon an employer's request.

Proposed law requires an employee to provide a 15-days notice to an employer prior to requesting leave of absence from work to obtain genetic testing or a preventative cancer screening. Proposed law requires the employee to provide documentation confirming the performance of such genetic testing or cancer screening when requested by the employer.

Proposed law provides that employers, employment agencies, or labor organizations are not required to provide paid time off to an employee who is absent from work due to genetic testing or a medically necessary cancer screening.

Proposed law permits an employee to disclose the results of genetic testing or a medically necessary cancer screening.

Effective August 1, 2023.

(Amends R.S. 23:302(7) and (8); adds R.S. 23:302(9) and (10) and R.S. 23:370)

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Labor and Industrial Relations to the original bill

1. Remove civil remedies.
2. Make technical changes.

Senate Floor Amendments to engrossed bill

1. Removes discrimination or retaliation by employers against employees who are absent from work due to genetic testing or medically necessary cancer screening.
2. Makes technical changes.

Summary of Amendments Adopted by House

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

1. Make technical changes.