

SENATE SUMMARY OF HOUSE AMENDMENTS

SB 200

2023 Regular Session

Duplessis

KEYWORD AND SUMMARY AS RETURNED TO THE SENATE

EMPLOYMENT. Provides that retaliation against an employee for an absence from work due to genetic testing or a medically necessary cancer screening shall be an unlawful employment practice. (8/1/23)

SUMMARY OF HOUSE AMENDMENTS TO THE SENATE BILL

1. Makes technical amendments.

DIGEST OF THE SENATE BILL AS RETURNED TO THE SENATE

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 further provides a list of services that must be deemed reasonably necessary in order to be considered medically necessary.

Proposed law requires an employer to grant an employee a day's leave of absence from work to obtain genetic testing or a preventative 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)

Yoursheka D. Butler
Attorney