

RÉSUMÉ DIGEST

ACT 146 (HB 130)

2025 Regular Session

Billings

Powers and Duties

Existing law provides that the office of the state Americans with Disabilities Act (ADA) coordinator shall have the following functions, powers, and duties relating to the ADA:

- (1) To serve as the coordinating body for ADA compliance for all state agencies within the executive branch of state government.
- (2) To provide reports and recommendation to the legislature for the adoption of legislation to facilitate compliance with the ADA.
- (3) To offer subject matter expertise for all matters relating to the ADA.
- (4) To conduct general and customized training on ADA topics for state agencies.
- (5) To provide informal technical assistance about the ADA to the general public and collaborate with local ADA support systems.
- (6) To increase public awareness of the ADA for the purpose of helping more citizens to understand the letter and the spirit of the law.

Prior law additionally required the ADA coordinator to assist state agencies in updating, strengthening, and enhancing the scope of self-evaluation and transition plans to ensure compliance with the ADA mandate. New law repeals prior law.

New law adds the following functions, powers, and duties:

- (1) To provide consultation on state employee accommodations, upon request, including review of applicable medical documentation.
- (2) To administer and ensure compliance by state agencies with the annual plans and reports required by this Chapter.
- (3) To design the transitional return to work program in conjunction with the office of risk management in accordance with new law.
- (4) To promulgate rules and regulations in accordance with the Administrative Procedure Act to ensure consistent administration of the ADA and related disability accommodations laws across state agencies.

Definitions

Existing law provides that "agency" means a department, office, division, agency, commission, board, committee, or other organizational unit of the executive branch of state government.

New law adds that the unit of government must have at least 15 employees.

Return to Work Program

Existing law provides for a return to work program created within the office of risk management. Provides as the goal of the program the safe and expedient return of state employees with job related injuries and illnesses to transitional or regular employment.

Prior law additionally provided that one of the components of the program was the transitional employment program.

New law provides for the transitional return to work program instead of the transitional employment program.

Prior law required the office of risk management to design the program in conjunction with the La. Dept. of Civil Service.

New law provides that the program shall be designed by the office of risk management in conjunction with the office of the state ADA coordinator instead of the La. Dept. of Civil Service. Provides that program procedures and forms shall be developed and agreed to by both offices.

Prior law required the office of risk management as part of the program to coordinate with state agencies, boards, and commissions to develop an activity analysis form to be used to communicate information to physicians making return-to-work decisions concerning state workers.

New law repeals prior law.

Effective upon signature of governor (June 8, 2025).

(Amends R.S. 39:1547(A)(1) and (B) and R.S. 46:2592(1) and 2593)