

LEGISLATIVE FISCAL OFFICE
Fiscal Note



Fiscal Note On: **HB 289** HLS 19RS 474

Bill Text Version: **ORIGINAL**

Opp. Chamb. Action:

Proposed Amd.:

Sub. Bill For.:

Date: May 6, 2019	12:44 PM	Author: NORTON
Dept./Agy.: Statewide		Analyst: Tanesha Morgan
Subject: Equal pay for women		

EMPLOYMENT

OR SEE FISC NOTE GF EX

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Provides relative to equal pay for women

Present law provides that women employed by the state shall be entitled to the same compensation as men employed by the state. Proposed law extends present law to provide that pay equality shall also apply to women employed by an employer that has fifteen or more employees within the state.

EXPENDITURES	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>	<u>5 -YEAR TOTAL</u>
State Gen. Fd.	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	
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	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	
Annual Total						
REVENUES	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>	<u>5 -YEAR TOTAL</u>
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>	<u>\$0</u>
Annual Total	\$0	\$0	\$0	\$0	\$0	\$0

EXPENDITURE EXPLANATION

This proposed law may increase state and judiciary expenditures by an indeterminable amount as a result of complaints filed with the LA Commission on Human Rights and/or civil suits filed in district courts by employees towards an employer alleging pay inequality and seeking monetary damages under this measure. The magnitude of the proposed legislation is dependent upon the number of employees that actually file complaints and/or civil suits, which is indeterminable. To the extent that the proposed law increases the number of pay inequality lawsuits filed in district courts, judicial workload, time and attendance (presence of judges, clerks, bailiffs, counsel, etc.) costs may increase.

REVENUE EXPLANATION

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

Senate

Dual Referral Rules

13.5.1 >= \$100,000 Annual Fiscal Cost {S & H}

13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H}

House

6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S}

6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S}

Evan Brasseaux

Evan Brasseaux
Staff Director