

**LEGISLATIVE FISCAL OFFICE**  
**Fiscal Note**



Fiscal Note On: **SB 215** SLS 21RS 236

Bill Text Version: **ENGROSSED**

Opp. Chamb. Action:

Proposed Amd.:

Sub. Bill For.:

<b>Date:</b> May 12, 2021	11:52 AM	<b>Author:</b> BARROW
<b>Dept./Agy.:</b> Statewide		<b>Analyst:</b> Monique Appeaning
<b>Subject:</b> Reasonable Accommodations for Certain Temporarily Disabled		

**DISCRIMINATION**

EG SEE FISC NOTE GF EX

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Provides for the reasonable accommodations of employees who become temporarily disabled due to certain medical conditions. (8/1/21)

Proposed law makes present law applicable to employers who employ more than 15 employees within the state. Present law provides that pregnancy, childbirth and related medical conditions are treated as any other temporary disability. Proposed law adds that pregnancy-related conditions need not meet any definition of disability for the purpose of RS 23:342. Proposed law defines "reasonable accommodations", "related medical condition" and "undue hardship". Proposed law delineates unlawful employment practices. Proposed law provides that an employer shall provide written notice of the right to be free from discrimination for medical needs arising from pregnancy, childbirth, or related medical conditions as provided in proposed law. Proposed law provides if an employee believes that a violation has occurred. The employee may file a complaint with the Louisiana Commission on Human Rights requesting an investigation of the complaint.

EXPENDITURES	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>	<u>2024-25</u>	<u>2025-26</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	<b>\$0</b>
Ded./Other	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Federal Funds	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Local Funds	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<b>\$0</b>
<b>Annual Total</b>						
REVENUES	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>	<u>2024-25</u>	<u>2025-26</u>	<u>5 -YEAR TOTAL</u>
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Federal Funds	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Local Funds	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<b>\$0</b>
<b>Annual Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**EXPENDITURE EXPLANATION**

Proposed law may result in an indeterminable impact in state governmental expenditures as a result of treating pregnancy-related conditions as a temporary disability. However, the exact fiscal impact of this legislation on courts, the Louisiana Commission on Human Rights (LCHR), as well as state departments and agencies is indeterminable. To the extent, the proposed legislation increases the number of lawsuits filed in district courts in these matters, an indeterminable increase in court costs may result. If the proposed law increases lawsuits filed against state and local governments, an indeterminable increase may result in governmental expenditures as a result, reflected in this fiscal note as SGF but the potential impact may cross all means of finance.

The Legislative Fiscal Office has requested additional information from the Office of Risk Management. This fiscal note will be updated upon any additional information provided by them.

**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}

*Alan M. Boxberger*

**Alan M. Boxberger**  
**Staff Director**