

2024 Regular Session

HOUSE BILL NO. 118

BY REPRESENTATIVE NEWELL

1 AN ACT

2 To enact Part III of Chapter 8 of Title 23 of the Louisiana Revised Statutes of 1950, to be
3 comprised of R.S. 23:861, relative to pre-dispute arbitration agreements; to prohibit
4 pre-dispute arbitration agreements for claims or accusations of sexual harassment in
5 the workplace; to provide for an exception; and to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. Part III of Chapter 8 of Title 23 of the Louisiana Revised Statutes of 1950,
8 comprised of R.S. 23:861, is hereby enacted to read as follows:

9 PART III. MEDIATION AND ARBITRATION OF LABOR DISPUTES

10 §861. Pre-dispute arbitration agreements; sexual harassment; prohibited

11 A. It shall be an unlawful employment practice for an employer to require,
12 as a condition of employment or continued employment, a prospective employee or
13 employee to enter into a pre-dispute arbitration agreement that includes a provision
14 requiring arbitration for any claim or accusation of workplace sexual harassment.

15 B. The provisions of this Section shall not prohibit an employer and
16 employee from consenting to arbitrating such claims pursuant to Subsection A of this
17 Section after the claim arises.

SPEAKER OF THE HOUSE OF REPRESENTATIVES

PRESIDENT OF THE SENATE

GOVERNOR OF THE STATE OF LOUISIANA

APPROVED: _____