

LEGISLATIVE FISCAL OFFICE
Fiscal Note



Fiscal Note On: **SB 68** SLS 13RS 302

Bill Text Version: **ORIGINAL**

Opp. Chamb. Action:

Proposed Amd.:

Sub. Bill For.:

Date: April 23, 2013 3:43 PM	Author: PETERSON
Dept./Agy.: Statewide	Analyst: Evelyn McWilliams
Subject: Equal Pay for Comparable Work	

EMPLOYMENT

OR SEE FISC NOTE EX

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Creates the Equal Pay for Women Act. (gov sig)

Enacts the Louisiana Equal Pay For Women Act for state government employees. The legislation calls for equal pay for comparable work for jobs with comparable requirements. The Legislation provides definitions for terms such as public employee, diminished wages, employer and labor organization. The legislation makes it illegal to discriminate against an employee on the basis of sex by paying wages to an employee at a rate less than that of another employee for the same or substantially similar work which requires equal skill, effort, education and responsibility and which is performed under similar working conditions including time worked in the position. The legislation does not prohibit the payment of different wage rates to employees where such payment is made pursuant to a merit system. The legislation provides that an employee who believes that an employer is in violation of this law shall submit written notice to the employer. The employer shall have 90 days to respond. If an employer fails to remedy a violation, the employee may institute a civil suit in a district court. In the event the court rules damages are appropriate, the legislation prescribes a formula for monetary relief.

EXPENDITURES	2013-14	2014-15	2015-16	2016-17	2017-18	5 -YEAR TOTAL
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	\$0	\$0	\$0	\$0	\$0	\$0
Annual Total						
REVENUES	2013-14	2014-15	2015-16	2016-17	2017-18	5 -YEAR TOTAL
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	\$0	\$0	\$0	\$0	\$0	\$0
Annual Total	\$0	\$0	\$0	\$0	\$0	\$0

EXPENDITURE EXPLANATION

The proposed legislation may result in an indeterminable increase in state expenditures. The Department of State Civil Service currently administers a merit-based personnel management program for employees working in the state classified service. The legislation does not prohibit the payment of different wage rates to employees where such payment is made pursuant to a merit system. Thus, to the extent that equal pay practices are not followed for other non-exempt employees, an indeterminable increase in state expenditures may be incurred to comply with the requirements of this legislation.

According to the Department of State Civil Service, the merit-based personnel system for classified employees is based upon the principles of equal pay for equal work, equal opportunity and ability based on employment and promotion.

The proposed legislation provides for complaint procedures, which could result in judicial district court hearings. To the extent this bill involves court hearings above the normal current court activity, the district courts will likely experience an increase in expenditures. The Legislative Fiscal Office (LFO) is unable to determine how many actual complaints will actually result in court hearings.

REVENUE EXPLANATION

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

<u>Senate</u>	<u>Dual Referral Rules</u>	<u>House</u>
<input type="checkbox"/> 13.5.1 >= \$100,000 Annual Fiscal Cost {S&H}		<input type="checkbox"/> 6.8(F) >= \$500,000 Annual Fiscal Cost {S}
<input type="checkbox"/> 13.5.2 >= \$500,000 Annual Tax or Fee Change {S&H}		<input type="checkbox"/> 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S}

Evan Brasseaux

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