

LEGISLATIVE FISCAL OFFICE
Fiscal Note



Fiscal Note On: **SB 322** SLS 14RS 506

Bill Text Version: **ORIGINAL**

Opp. Chamb. Action:

Proposed Amd.:

Sub. Bill For.:

| | |
|--|---------------------------------|
| Date: April 22, 2014 11:03 AM | Author: MURRAY |
| Dept./Agy.: LA Commission on Human Rights (Governor's Office) | Analyst: Travis McIlwain |
| Subject: LA Equal Pay for Women Act | |

EMPLOYMENT OR NO IMPACT See Note Page 1 of 1
Provides relative to the "Equal Pay for Women Act". (8/1/14)

Proposed law provides that complaints be filed with the LA Commission on Human Rights. Current law provides that a one-year prescriptive period shall be suspended during the 60-day period allowed for the employer to respond to the employee's written notice, during the pendency of any administrative review or investigation of the employee's claim by the commission or the US Department of Labor, or both. Proposed law retains present law but provides that the prescriptive period regarding the employees claim be suspended when filed with the LA Commission on Human Rights but changes the alternative filing from the US Department of Labor to the US Equal Employment Opportunity Commission. Proposed law provides that the LA Commission on Human Rights shall have jurisdiction over matters associated with the LA Equal Pay for Women Act. Effective August 1, 2014.

| EXPENDITURES | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 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 | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | \$0 |
| Annual Total | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |

| REVENUES | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 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 | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | \$0 |
| Annual Total | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |

EXPENDITURE EXPLANATION

There is no anticipated direct material effect on governmental expenditures as a result of this measure. The LA Commission on Human Rights has indicated the provisions of this legislation will have no fiscal impact upon them.

The Louisiana Commission on Human Rights handles complaints of employment discrimination based on race, color, religion, sex, disability, age, sickle cell trait, pregnancy, child birth and related medical conditions. The proposed bill places in statute an additional discriminatory item (LA Equal Pay for Women) that could result in additional complaints processed by the agency. In FY 13 the agency investigated 145 complaints received. The LFO is unable to determine the increase in the number of complaints that may be received by the agency as a result of the this bill.

REVENUE EXPLANATION

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

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| <u>Senate</u> | <u>Dual Referral Rules</u> | <u>House</u> | <input type="checkbox"/> 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S} |
| <input type="checkbox"/> 13.5.1 >= \$100,000 Annual Fiscal Cost {S&H} | | | <input type="checkbox"/> 6.8(F)(2) >= \$500,000 State Rev. Reduc. {H & 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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Staff Director