

LEGISLATIVE FISCAL OFFICE
Fiscal Note



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

Bill Text Version: **ORIGINAL**

Opp. Chamb. Action:

Proposed Amd.:

Sub. Bill For.:

Date: May 5, 2021	11:22 PM	Author: BARROW
Dept./Agy.: Statewide		Analyst: Monique Appeaning
Subject: Reasonable Accommodations for Certain Temporarily Disabled		

DISCRIMINATION

OR 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. Proposed law adds to present law "lactation" and "postpartum" as any other temporary disability. It also adds "lactation" and "postpartum" to provide reasonable accommodations parts of present law and "unlawful practices by employers" parts of the law. Proposed law defines "reasonable accommodations" and "undue hardship". Proposed law delineates unlawful employment practices. It includes fail or refuse to make reasonable accommodations for medical needs arising from pregnancy, childbirth, lactation, postpartum, or related medical conditions of an applicant for employment or an employee, unless the employer can demonstrate that the accommodations would impose an undue hardship on the operation of the business of the employer. 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, lactation, postpartum, 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	2021-22	2022-23	2023-24	2024-25	2025-26	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	2021-22	2022-23	2023-24	2024-25	2025-26	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	\$0
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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

Proposed law may result in an increase in state governmental expenditures as a result of treating lactation and postpartum 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.

REVENUE EXPLANATION

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

Senate

Dual Referral Rules

House

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

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

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

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

Alan M. Boxberger

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Staff Director