

LEGISLATIVE FISCAL OFFICE
Fiscal Note



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

Bill Text Version: **REENGROSSED**

Opp. Chamb. Action: **w/ HSE COMM AMD**

Proposed Amd.:

Sub. Bill For.:

Date: June 7, 2021	2:49 PM	Author: BARROW
Dept./Agy.: Statewide		Analyst: Monique Appeaning
Subject: Reasonable Accommodations for Certain Temporarily Disabled		

DISCRIMINATION RE1 SEE FISC NOTE GF EX See Note Page 1 of 1
Provides for the reasonable accommodations of employees who become temporarily disabled due to certain medical conditions. (8/1/21)

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 shall not impair any obligation an employer may have under any local ordinance or state or federal law or regulations. Proposed law defines "applicant or employee with covered limitations," "reasonable accommodations", "related medical condition" and "undue hardship". Proposed law revises "unlawful employment practices" to include "reasonable period of time". Proposed law provides that an employer shall provide written notice of the right to be free from discrimination based on medical needs arising from pregnancy, childbirth, or related medical conditions known to the employer as provided in this bill.

EXPENDITURES	2021-22	2022-23	2023-24	2024-25	2025-26	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	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Annual Total						
REVENUES	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>	<u>\$0</u>
Annual Total	\$0	\$0	\$0	\$0	\$0	\$0

EXPENDITURE EXPLANATION

If state agencies and local governmental entities provide reasonable accommodations to employees who become temporarily disabled due to pregnancy-related medical conditions, the proposed law will not have any direct material impact on governmental expenditures. To the extent that accommodations are not or cannot be provided, state agencies and local governments may experience an indeterminable exposure to civil remedies should an employee choose to pursue action. The potential, frequency and extent of such action is unknown and speculative.

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