

LEGISLATIVE FISCAL OFFICE
Fiscal Note



Fiscal Note On: **HB 658** HLS 14RS 242

Bill Text Version: **ORIGINAL**

Opp. Chamb. Action:

Proposed Amd.:

Sub. Bill For.:

| | |
|---|--------------------------------|
| Date: April 23, 2014 2:03 PM | Author: NORTON |
| Dept./Agy.: Supreme Court/Judicial | Analyst: Patrice Thomas |
| Subject: Equal Pay For Women | |

EMPLOYMENT

OR SEE FISC NOTE

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Provides for equal pay for women

Proposed law extends the LA Equal Pay For Women Act to all women employed in the state. Proposed law extends the definition of employer under the LA Equal Pay For Women Act to include an individual, partnership, corporation, association, business, trust, person, labor organization, or entity for whom fifteen or more employees are gainfully employed within the state and includes the state of LA, any state officer, any department or agency, any unit of local government, and any school district. Proposed law provides that the employee may institute a civil suit in any district court of competent jurisdiction. Proposed law provides the employee may bring any action to recover from the employer may be filed in a district court of competent jurisdiction.

| 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 | SEE BELOW | SEE BELOW | SEE BELOW | SEE BELOW | SEE BELOW | |
| Annual Total | | | | | | |

| 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> | <u>\$0</u> |
| Annual Total | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |

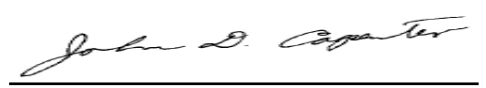
EXPENDITURE EXPLANATION

This proposed legislation may increase local governmental expenditures by an indeterminable amount as a result of civil suits and recovery actions filed by employees towards an employer alleging pay inequality based on sex under this measure. To the extent the proposed legislation increases the number of pay inequality lawsuits filed in district courts, an indeterminable increase in court costs associated with judicial workload, time and attendance (presence of judges, clerks, bailiffs, counsel, etc.) may result.

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} |


John D. Carpenter
Legislative Fiscal Officer