



MEMORANDUM

TO: 2016 GBR Board of Directors

FROM: 2016 GBR SHRM Legislative Committee

DATE: March 4, 2016

SUBJECT: 2016 LA Legislative Session Overview

The Committee has reviewed all House and Senate Bills and recommends that we track the following for the GBRSHRM membership.

House Bills

- HB 4 Provides right to keep/bear arms includes right to carry concealed handgun without permit or license – Monitor – Workplace Violence policies?
- HB 6 Excludes carrying concealed handgun from crime of illegal carrying of weapons for certain persons – Monitor – Workplace Violence policies?
- HB 121 Creates the crime of wrongful exclusion of concealed handgun permit holders (OR SEE FISC NOTE SG RV) – Monitor – Workplace Violence policies?
- HB 185 Provides public employees and employees of charter schools may not authorize wage deductions for union dues.
- HB 201 Provides a constitutional amendment to allow the legislature to enact local and/or special laws regarding minimum wage.
- HB 211 Would prohibit an employer from retaliating against an employee for discussing his or her wages with other employees.
- HB 212 Requires employers to report pending lump sum payments to employees to appropriate enforcement agencies – Monitor – Child Support payments
- HB 231 Is a “ban the box” (criminal history) for certain public contractors.
- HB 256 Would allow a local government to set minimum wages.

- HB 265 Prohibits certain contractors from inquiring about a job applicant's criminal history on a job application (OR NO IMPACT See Note) – Monitor – Ban the Box
- HB 266 Would prohibit a state employer from inquiring about a prospective unclassified employee's criminal history in certain portions of the application process.
- HB 297 Establishes a minimum wage for municipalities having a population between 48,000 and 49,000 people of \$7.25 an hour which escalates annually.
- HB 345 Pertains to exceptions to the requirement that an employee's worker's compensation information be kept confidential and allows disclosure third party entities who provide insurance support organization services.
- HB 349 Provides with respect to inquiries about criminal background checks in certain public employment situations.
- HB 360 Reduces the salary of certain public employees and officials whose comp exceeds a certain amount by 10% subject to projected deficit in the state budget – Monitor – State compensation change
- HB 370 This establishes a state minimum wage of \$8.00 per hour and escalates thereafter.
- HB 373 Provides relative to the incumbent worker training program.
- HB 387 Provides for the recreation of the Equal Pay Commission which was terminated in 2006. The purpose of the committee will be to study pay disparities between the sexes.
- HB 392 Reduction of teacher salaries under certain circumstances- Monitor – Employment and wages
- HB 397 Is a version of the Equal Pay Act for Women requiring that public and private employers pay the sexes equally. It further expands this to part-time employees, as well as those working 40 hours per week.
- HB 425 Allows any municipality with a population of over 320,000 to enact a local minimum wage or employee benefit law.
- HB 450 Amends R.S. 23:332(H)(3) (LA Equal Pay Act) to protect any person and require employers to pay all employees equally for doing the same kind of work. This bill does not specifically protect women. It also expands existing law beyond public employees and extends into private employment for any employer with 20 or more full-time equivalent employees.

HB 462 Provides relative to sick leave and extended sick leave for school employees – Monitor – Sick leave school employees

House Bills as of 3/6/16

HB 501 Provides relative to discrimination by including sexual orientation and gender identity or expression in various provisions prohibiting or describing discrimination. Also adds age, sex, or disability as prohibited discrimination criteria in a number of such provisions.

HB 545 Prohibits an employer from discharging, threatening to discharge, demoting, suspending, disciplining, retaliating against, or otherwise discriminating against an employee who is a victim of domestic abuse, dating violence, or family violence for taking leave to deal with issues relating to the abuse.

HB 597 Provides for the rights of religious organizations and its employees and clergy to refuse participation in certain marriages.

HB 611 Provides relative to the confidentiality with respect to workers' compensation – Monitor – Workers' Compensation

HB 661 Increases the penalties for employers who hire aliens unlawfully present in the United States. aliens

HB 665 Increases the administrative penalties for employers who misclassify employers and fail to pay unemployment insurance contributions.

HB 680 Requires healthcare services providers to conduct background checks on prospective employees – Monitor – Background checks

HB 830 Provides relative to criminal background checks for owners, employees, volunteers, and inspectors of early learning centers – Monitor – Background checks

HB 838 Provides relative to background checks for employees of third party testers or agents for the office of motor vehicles – Monitor – Background checks

HB 925 Prohibits discrimination in employment based upon an individuals actual or perceived sexual orientation, gender identity or gender expression. Will also apply to public contracts.

HB 941 Provides for unemployment compensation for military spouses who resign employment due to a permanent change of station order.

(1,135 House Bills as of 4-7-16)

Senate Bills

- SB 44 Provides for worker's compensation insurance premium reductions for certain employers.

- SB 53 Would create the Louisiana Secure Choice Savings Plan to provide a retirement savings plan for certain private sector employees.

- SB 72 Authorizes state and civil service to provide employment preferences for veterans and alters the points of preference.

- SB 202 Permits a victim of domestic abuse to carry a concealed weapon without a permit for a limited period of time.
- SB 212 Paid sick leave

- 254 Equal Pay Act

- 269 Minimum wage

- 298 Louisiana FMLA

- 332 Provides with respect to discrimination in various provisions of law. In general, adds sexual orientation and gender identity or expression in provisions prohibiting or describing discrimination. Also adds age, sex, or disability in a number of such provisions.

- 347 Minimum wage

- 436 Prohibits discrimination due to individual's actual or perceived sexual orientation, gender identity or gender expression.

- 441 Revises our Payday statute (RS 23:632) to clarify damages and increase employer exposure.

(469 Senate Bills as of 4/4/16)

