

Department of Planning and Budget
2026 General Assembly Session
State Fiscal Impact Statement

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ORIGINAL

Bill Number: HB1481

Patron: Keys-Gamarra

Bill Title: Employment discrimination; employee notification of federal and state statute of limitations.

Bill Summary: Requires an employer that employs 10 or more employees and that receives an employee complaint alleging sexual assault, harassment, or any other form of discrimination for which the employee may seek enforcement by the U.S. Equal Employment Opportunity Commission (EEOC) or the Office of the Attorney General to notify such employee that a charge may be filed with the EEOC or the Office of the Attorney General within 300 days after the alleged unlawful discriminatory practice occurred. The bill also requires an employer to provide this information as part of any new employee training provided at the commencement of employment or anti-discrimination training provided to an employee.

Budget Amendment Necessary: No

Items Impacted: N/A

Explanation: This bill involves the Department of Labor and Industry (DOLI), the Department of Human Resource Management (DHRM), and the Office of the Attorney General; however, no budget action is required. See Fiscal Analysis section, below.

Fiscal Summary: It is anticipated that there will be no fiscal impact to DOLI or DHRM as a result of this bill. Information from the Office of the Attorney General is pending.

Fiscal Analysis: This fiscal impact statement is preliminary and will be updated as additional information is received. This bill would require DHRM and state agencies to provide employees with a notice of their rights regarding employment discrimination under existing law. It is anticipated that there will be no fiscal impact to DHRM or DOLI, and that these agencies can absorb any costs associated with the implementation of this bill. Fiscal impact information from the Office of the Attorney General is not yet available.

Other: None.