

Department of Planning and Budget 2024 Session Fiscal Impact Statement

1. Bill Number: SB485

House of Origin Introduced Substitute Engrossed
Second House In Committee Substitute Enrolled

2. Patron: Carroll Foy

3. Committee: Commerce and Labor

4. Title: Employee protections; employer-sponsored meetings on political matters; civil action.

5. Summary: Prohibits an employer from retaliating against an employee (i) because such employee declines to attend or participate in an employer-sponsored meeting or receive an employer's communications conveying an opinion about political matters, as defined in the bill; (ii) as a means of inducing an employee's attendance at such meeting or receipt of such communications; or (iii) because the employee reports a suspected violation of the bill's provisions. The bill permits an employee alleging a violation of the bill's provisions to bring an action in civil court within 90 days after such violation occurs for appropriate relief, including injunctive relief, reinstatement, compensation for lost wages, benefits, and other remuneration, interest, and reasonable attorney fees and costs.

6. Budget Amendment Necessary: No

7. Fiscal Impact Estimates: Preliminary

8. Fiscal Implications: It is anticipated that the Department of Labor and Industry will be able to absorb any increase in inquiries as a result of this bill with existing resources.

9. Specific Agency or Political Subdivisions Affected: Department of Labor and Industry, courts

10. Technical Amendment Necessary: No

11. Other Comments: None