

LEGISLATIVE FISCAL OFFICE
Fiscal Note



Fiscal Note On: **HB 742** HLS 14RS 355

Bill Text Version: **ORIGINAL**

Opp. Chamb. Action:

Proposed Amd.:

Sub. Bill For.:

Date: April 22, 2014	7:51 PM	Author: MORENO
Dept./Agy.: Civil Service		Analyst: Patrice Thomas
Subject: Expands Employer Under LA Equal Pay for Women Act		

LOCAL EMPLOYEES

OR SEE FISC NOTE

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Provides for pay equity for employees of local governmental and political subdivisions

In present law, the LA Equal Pay for Women Act defines "employer" as any department, office, division, agency, commission, board, committee, or other organizational unit of the state. Proposed law extends the definition of "employer" in the LA Equal Pay for Women Act to specifically include local governmental subdivisions, political subdivisions, and any agency or department under the local subdivision.

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

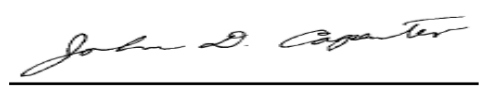
EXPENDITURE EXPLANATION

To the extent that equal pay practices are not presently followed in a parish, municipality or political subdivision, proposed legislation may result in an indeterminable increase in local expenditures. The LA Equal Pay for Women Act makes it illegal to discriminate against an employee on the basis of sex by paying wages to an employee at a rate less than that of another employee for the same or substantially similar work. In addition, the LA Equal Pay for Women Act provides for complaint procedures, which could result in judicial district court hearings. The Legislative Fiscal Office (LFO) is unable to determine how many actual complaints will result in court hearings. To the extent that district court hearings increase as a result of this measure, the district courts will likely experience an increase in expenditures.

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