



1           WHEREAS, the COVID-19 pandemic has posed a critical threat to workers who are  
2 immunocompromised or have a household with immunocompromised individuals; and

3           WHEREAS, the COVID-19 pandemic has caused some workers who are  
4 immunocompromised or have a household with immunocompromised individuals to take  
5 necessary measures such as taking leave or resigning from their place of employment; and

6           WHEREAS, these workers have to take these necessary measures because their  
7 employers fail to uphold the Centers for Disease Control and Prevention's recommendations,  
8 such as enacting workplace policies that encourage social distancing and providing adequate  
9 personal protective equipment (PPE); and

10           WHEREAS, the term "good cause" for job separation is defined as when a worker  
11 takes leave or resigns from his place of employment because he is immunocompromised or  
12 has a household member who is immunocompromised and the worker's employer does not  
13 have adequate PPE available; and

14           WHEREAS, other states have created policies and safety measures redefining good  
15 cause for workers who resign from their place of employment and enacted suitable work  
16 protections for workers who are looking to safely return to the workforce; and

17           WHEREAS, the National Domestic Violence Hotline has recognized that for  
18 survivors of domestic violence, any external factors, including a national health concern such  
19 as COVID-19, that add stress and financial strain can negatively impact survivors and create  
20 circumstances where their safety is further compromised; and

21           WHEREAS, an employee may be deemed to have left his most recent employment  
22 during the pandemic with "good cause" if he leaves his employment to protect his family  
23 from domestic violence abuse; and

24           WHEREAS, an employee may have small children who require care while the  
25 employee is at work, and the COVID-19 pandemic has impacted childcare by forcing  
26 schools and daycares across the state of Louisiana to close; and

27           WHEREAS, these closures force an employee to voluntarily leave his employment  
28 in order to care for his children when there are no other practical alternatives for childcare;  
29 and

1 WHEREAS,"suitable work protections" is determined by whether a workplace has  
2 complied with the local health department's and Louisiana Department of Health's  
3 recommendations and guidelines to prevent exposure and has considered the needs of  
4 high-risk employees; and

5 WHEREAS, the Louisiana Workforce Commission is charged with examining  
6 employment policies and procedures; and

7 WHEREAS, the Louisiana Workforce Commission's guidance is needed in these  
8 unprecedented times to help enact policies and procedures to ensure the safety of both  
9 employees and employers; and

10 WHEREAS, the Louisiana Workforce Commission has the authority to promulgate  
11 future rules and regulations that determine what constitutes good cause and suitable work  
12 protections in this new workforce environment created by the COVID-19 pandemic.

13 THEREFORE, BE IT RESOLVED that the House of Representatives of the  
14 Legislature of Louisiana does hereby urge and request the Louisiana Workforce Commission  
15 to study and determine new parameters of what constitutes good cause and suitable work  
16 protections as they relate to the COVID-19 pandemic.

17 BE IT FURTHER RESOLVED that the Louisiana Workforce Commission shall  
18 report its findings and recommendations to the House of Representatives of the Legislature  
19 of Louisiana no later than September 1, 2020.

20 BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the  
21 secretary of the Louisiana Workforce Commission.

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#### DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

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2020 First Extraordinary Session

James

Requests the Louisiana Workforce Commission (LWC) to study and clarify new parameters of what constitutes good cause for job separation and suitable work protections.

The LWC shall report its findings and recommendations to the House of Representatives of the Legislature of Louisiana no later than Sept. 1, 2020.