

**LEGISLATIVE SERVICES AGENCY
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

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FISCAL IMPACT STATEMENT

LS 6164

BILL NUMBER: HB 1024

NOTE PREPARED: Nov 9, 2023

BILL AMENDED:

SUBJECT: Pregnancy Accommodations.

FIRST AUTHOR: Rep. Negele

FIRST SPONSOR:

BILL STATUS: As Introduced

FUNDS AFFECTED: **GENERAL**
 DEDICATED
 FEDERAL

IMPACT: No Fiscal Impact

Summary of Legislation: The bill codifies a section of the Pregnant Workers Fairness Act. It repeals superseded provisions.

Effective Date: July 1, 2024.

Explanation of State Expenditures: The federal Pregnant Workers Fairness Act went into effect on June 27, 2023. Because the federal law is currently in force in Indiana and provides more protections for pregnant workers than Indiana's pregnancy accommodation law under IC 22-9-12, the bill has no fiscal impact.

Explanation of State Revenues:

Explanation of Local Expenditures:

Explanation of Local Revenues:

State Agencies Affected:

Local Agencies Affected:

Information Sources: U.S. Equal Employment Opportunity Commission. *What You Should Know About the Pregnant Workers Fairness Act.*

<https://www.eeoc.gov/wysk/what-you-should-know-about-pregnant-workers-fairness-act>

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