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FISCAL IMPACT STATEMENT

LS 7123
BILL NUMBER: HB 1309

NOTE PREPARED: Apr 5, 2021
BILL AMENDED: Feb 16, 2021

SUBJECT: Pregnancy Accommodation.

FIRST AUTHOR: Rep. Engleman
FIRST SPONSOR: Sen. Alting

BILL STATUS: 2nd Reading - 2nd House

FUNDS AFFECTED: **X** GENERAL
X DEDICATED
X FEDERAL

IMPACT: State & Local

Summary of Legislation: The bill allows an employee to request an accommodation for the employee's pregnancy. It requires an employer to respond to an employee's request for an accommodation within a reasonable time frame. The bill provides that a request for accommodation does not require an employer to provide an accommodation for an employee's pregnancy, or impose a duty or obligation upon the employer to provide an accommodation or an exception to the employer's policies unless existing federal or state laws require that an accommodation must be made. It also prohibits an employer from disciplining, terminating, or retaliating against an employee because the employee has requested or used an accommodation for the employee's pregnancy.

Effective Date: July 1, 2021.

Explanation of State Expenditures: *All Agencies as Employers:* State agencies would experience a minor increase in workload to respond to employee requests for accommodations. [This bill has the potential to impact all agencies as employers, thus impacting all funds that provide operating funds to agency staff.]

Explanation of State Revenues:

Explanation of Local Expenditures: *All Units as Employers:* Local units with 15 or more employees would experience a minor increase in workload to respond to employee requests for accommodations.

Explanation of Local Revenues:

State Agencies Affected: All agencies as employers.

Local Agencies Affected: All units as employers.

Information Sources:

Fiscal Analyst: Camille Tesch, 317-232-5293.