

SENATE BILL No. 114

DIGEST OF INTRODUCED BILL

Citations Affected: IC 22-5-7.

Synopsis: Protective orders and employment. Provides that an employer may not discriminate against an employee with respect to compensation and benefits from the employer or terms and conditions of employment based on: (1) the employee's filing of a petition for a protective order, whether or not the protective order has been issued; or (2) the actions of an individual against whom the employee has filed a protective order.

Effective: July 1, 2018.

Randolph Lonnie M

January 3, 2018, read first time and referred to Committee on Pensions and Labor.



Second Regular Session 120th General Assembly (2018)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2017 Regular Session of the General Assembly.

SENATE BILL No. 114

A BILL FOR AN ACT to amend the Indiana Code concerning labor and safety.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. IC 22-5-7-2, AS ADDED BY P.L.182-2015,
2 SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2018]: Sec. 2. **(a) An employer may not discriminate
4 against an employee with respect to compensation and benefits
5 from the employer or terms and conditions of employment based
6 on:**

7 **(1) the filing, by the employee, of a petition for a protective
8 order for the protection of the employee, whether or not the
9 protective order has been issued; or**

10 **(2) the actions of an individual against whom the employee
11 has filed a protective order.**

12 ~~(a)~~ **(b)** An employer may not terminate an employee from
13 employment based on:

14 (1) the filing, by the employee, for a petition for a protective order
15 for the protection of the employee, whether or not the protective
16 order has been issued; or

17 (2) the actions of an individual against whom the employee has



1 filed a protective order.
2 ~~(b)~~ (c) This section does not prohibit an employer from altering:
3 (1) the location of employment of an employee;
4 (2) an employee's compensation or benefits; or
5 (3) a term or condition of employment;
6 upon which an employee and employer mutually have agreed to alter.
7 SECTION 2. IC 22-5-7-3 IS ADDED TO THE INDIANA CODE
8 AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY
9 1, 2018]: **Sec. 3. This chapter does not limit an employee's rights or**
10 **remedies under any other federal or state law.**

