



February 6, 2015

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## SENATE BILL No. 133

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DIGEST OF SB 133 (Updated February 4, 2015 12:16 pm - DI 102)

**Citations Affected:** IC 22-5.

**Synopsis:** Protective orders and employment. Provides that an employer may not terminate an employee or discriminate against an employee with respect to compensation, benefits, or terms and conditions of employment based on the filing by the employee of a petition for a protective order, whether or not the order has been issued.

**Effective:** July 1, 2015.

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January 6, 2015, read first time and referred to Committee on Pensions & Labor.  
February 5, 2015, amended, reported favorably — Do Pass.

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SB 133—LS 6307/DI 102





February 6, 2015

First Regular Session 119th General Assembly (2015)

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 2014 Regular Session and 2014 Second Regular Technical Session of the General Assembly.

## SENATE BILL No. 133

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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 IS ADDED TO THE INDIANA CODE AS  
2 A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY  
3 1, 2015]:  
4 **Chapter 7. Protective Orders and Employment**  
5 **Sec. 1. As used in this chapter, "protective order" has the**  
6 **meaning set forth in IC 5-2-9-2.1.**  
7 **Sec. 2. (a) An employer may not:**  
8 **(1) discriminate against an employee with respect to:**  
9 **(A) compensation and benefits from the employer; or**  
10 **(B) terms and conditions of employment; or**  
11 **(2) terminate an employee from employment;**  
12 **based on the filing by the employee of a petition for a protective**  
13 **order for the protection of the employee, whether or not the**  
14 **protective order has been issued.**  
15 **(b) This section does not prohibit an employer from altering:**  
16 **(1) the location of employment of an employee;**

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1           (2) an employee's compensation or benefits; or  
2           (3) a term or condition of employment;  
3       upon which an employee and employer mutually have agreed to  
4       alter.  
5       Sec. 3. (a) An employee may bring a civil action against an  
6       employer to enforce section 2 of this chapter.  
7       (b) If an employer is found in an action brought under this  
8       section to have violated section 2 of this chapter, the court may do  
9       the following:  
10       (1) Award:  
11       (A) actual damages; and  
12       (B) court costs and reasonable attorney's fees;  
13       to the prevailing employee or prospective employee.  
14       (2) Enjoin further violation of this chapter.  
15       Sec. 4. This chapter does not limit an employee's rights or  
16       remedies under any other state or federal law.



COMMITTEE REPORT

Madam President: The Senate Committee on Pensions and Labor, to which was referred Senate Bill No. 133, has had the same under consideration and begs leave to report the same back to the Senate with the recommendation that said bill be AMENDED as follows:

Page 1, delete lines 1 through 16.

Delete pages 2 through 4.

Page 5, delete lines 1 through 22.

Renumber all SECTIONS consecutively.

and when so amended that said bill do pass.

(Reference is to SB 133 as introduced.)

BOOTS, Chairperson

Committee Vote: Yeas 7, Nays 4.

