



TO: 2018 GBR Board of Directors

FROM: 2018 GBR SHRM Legislative Committee

DATE: April 3, 2018

SUBJECT: 2018 GBRSHRM Legislative Updates

Board members, below are the House and Senate Bills that we believe will be of interest to our membership. We believe that tracking each of these Bills and updating the membership weekly or as often as the Board deems necessary will be sufficient.

House Bills

- HB 170 Amends the non-compete statute, 23:921, to render it inapplicable to employees who have been involuntarily terminated from employment. ABOR INDUSTRIAL RELATIONS
- HB 192 Establishes state minimum wage at \$15.00 an hour, effective January 1, 2019. LABOR INDUSTRIAL RELATIONS
- HB 274 Would decriminalize the use of marijuana. ADMIN OF CRIMINAL JUSTICE
- HB 328 Prohibits an employer from requiring an employee to sign an agreement to keep his wage information confidential. LABOR AND INDUSTRIAL RELATIONS
- HB 402 Allows employers to seek reimbursement from employees for the cost of pre-employment background checks if the background check is required by law and the employee quits within ninety (90) days of starting employment. LABOR AND INDUSTRIAL RELATIONS
- HB 519 Creates the Louisiana Wage Payment Act. Amends our wage payment statute to provide that a current employee may make a written demand for payment that the employer must answer within seven (7) days and pay the undisputed portion. Requires employers to provide employees with signed, written documentation of the terms of their employment. Provides that a former employee must make written demand of non-payment and be paid the next payday or fifteen (15) days after the date of termination (the sooner of). LABOR AND INDUSTRIAL RELATIONS
- HB 558 Requires employers to submit wage information the Louisiana Workforce Commission when submitting unemployment compensation insurance quarterly reports. LABOR AND INDUSTRIAL RELATIONS



- HB 578 Prohibits an employer from mandating forced arbitration of sexual harassment or veteran discrimination claims. DIED IN COMMITTEE
- HB 605 Expands our state Equal Pay Act for Women to beyond state agencies, to include any employer with fifteen (15) or more employees within the state. (§ 23:662, *et seq.*) LABOR AND INDUSTRIAL RELATIONS.



Senate Bills:

- SB 117 Amends the Equal Pay Act for Women: Requires most parties that enter into a procurement or services contract with any department, office, division, agency, board, commission, committee or unit of the State of Louisiana to sign an acknowledgment that it is covered by the Act. DIED ON FLOOR 18/20 BUT SET FOR RECONSIDERATION
- SB 118 Revises the Equal Pay Act for Women to apply to both men and women. (This applies to both public and private entities with fifty (50) or more employees.) COMMITTEE ON LABOR AND INDUSTRIAL RELATIONS
- SB 149 Amends 23:332 to prohibit employers from requiring employees to refrain from discussing their wages. This would not apply to employees who have access to wage information as part of their job function. DIED ON FLOOR 15/23 BUT SET FOR RECONSIDERATION
- SB 159 Allows local government subdivisions to enact minimum wage ordinances. LABOR AND IND REL COMMITTEE
- SB 162 Increases the state minimum wage to \$8.00 effective January 1, 2019 and \$8.50 per hour effective January 1, 2020. DIED ON FLOOR 17.21 BUT SET FOR RECONSIDERATION
- SB 209 Creates the Louisiana WARN Act. Rule will require employers to provide sixty days advance notice to employees of mass layoffs. Will apply to entities employing 50 or more full time employees. REPORTED FAVORABLY OUT OF COMMITTEE
- SB 219 The Louisiana Non Discrimination Act will prohibit discrimination in employment by reason of sex orientation, gender identity, or expression. (Revises § 23:332). REPORTED FAVORABLY OUT OF COMMITTEE



- SB 252 Constitutional amendment providing for a state minimum wage for employers with fifty or more full-time employees of \$9.50 per hour effective August 1, 2019. Amended to reduce the amount to \$8.00 per hour on August 1, 2019 and \$8.50 per hour on August 1, 2020. COMMITTEE ON FINANCE
- SB 256 Enacts 23:897 allowing employers to recover from employees the cost of the employee's pre-employment criminal background check if required by law and the employee terminates the employment within ninety (90) days or after a substantial change in the employee's employment. COMMITTEE ON INDUSTRIAL AND LABOR RELATIONS
- SB 404 Generally prohibits public employees from engaging in sexual harassment. (There is a lot more to it.) COMMITTEE ON SENATE AND GOV AFFAIRS
- SB 447 Requires sexual harassment training for public servants. (This includes state level elected officials and legislators and public service commissioners.) COMMITTEE ON SENATE AND GOV AFFAIRS