

**Department of Planning and Budget**  
**2002 Fiscal Impact Statement**

1. Bill Number: SB102

House of Origin	<input type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
Second House	<input type="checkbox"/> In Committee	<input checked="" type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

2. Patron: Howell

3. Committee: House Commerce and Labor

4. Title: Employment; discrimination on the basis of genetic testing

5. Summary/Purpose: The bill prohibits an employer from requiring or administering a genetic test as a condition of employment and adversely affecting any terms or conditions of employment on the basis of a genetic characteristic or the results of a genetic test. The bill creates a private cause of action for an aggrieved individual, and the court may award actual or punitive damages or injunctive relief. The bill states that nothing in this section shall be construed to require the Department of Labor and Industry to conduct investigations or enforcement actions, and specifies that "terms and conditions of employment" shall not include any long term, life, or disability insurance policy.

6. Fiscal impact estimates are: See item 8.

7. Budget amendment necessary: No.

8. Fiscal implications: Because the legislation does not require the Department of Labor and Industry to investigate or enforce violations of the provisions, there is no fiscal impact to the state beyond possible undetermined court system expenses related to increased caseload which may be absorbed in the current appropriation.

9. Specific agency or political subdivisions affected: Judicial system.

10. Technical amendment necessary: No.

11. Other comments: None.

Date: 2/26/02 kbs

Document: G:\02Fis\Sb102h1.Doc Kendra Shifflett

cc: Secretary of Commerce and Trade