

Department of Planning and Budget 2020 Fiscal Impact Statement

1. Bill Number: HB622

House of Origin ☐ Introduced ☒ Substitute ☐ Engrossed
Second House ☐ In Committee ☐ Substitute ☐ Enrolled

2. Patron: Hurst

3. Committee: Passed House

4. Title: Limiting employees' sharing of wage information prohibited; civil penalty.

5. Summary: This bill prohibits an employer from discharging or taking other retaliatory action against an employee because the employee inquired about or discussed with, or disclosed to, another employee any information about either the employee's own wages or other compensation or about any other employee's wages or other compensation or filed a complaint with the Department of Labor and Industry alleging a violation. Violations are subject to a civil penalty of \$100.

6. Budget Amendment Necessary: No, see item 8.

7. Fiscal Impact Estimates: Preliminary, see item 8.

7a. Expenditure Impact:

<i>Fiscal Year</i>	<i>Dollars</i>	<i>Positions</i>	<i>Fund</i>
2020	N/A	N/A	N/A
2021	\$113,038	1	GF
2022	\$113,038	1	GF
2023	\$113,038	1	GF
2024	\$113,038	1	GF
2025	\$113,038	1	GF
2026	\$113,038	1	GF

8. Fiscal Implications: The provisions of this bill require enforcement by the Department of Labor and Industry (DOLI). DOLI indicates that it will require one part-time inspector to respond to the 75 to 100 calls that are anticipated and one part-time attorney to enforce the provisions of the bill.

The bill establishes a civil penalty for violations of its provisions. Any revenue collected will be deposited to the Literary Fund. Any revenue collected as a result of this civil penalty will depend on the number of violations.

HB30/SB30, as introduced, provides \$206,093 and two positions in each year from the general fund to support the enforcement of the state's labor laws. As stand-alone legislation,

DOLI anticipates that the funding and positions provided in HB30/SB30 will be sufficient to support the staffing needs associated with this bill. However, if the aggregate number of bills likely to pass both houses is unusually large, it is possible the agency will require additional resources.

9. Specific Agency or Political Subdivisions Affected: Department of Labor and Industry.

10. Technical Amendment Necessary: No.

11. Other Comments: None.