

Department of Planning and Budget 2023 Fiscal Impact Statement

1. Bill Number: SB1040

House of Origin ☐ Introduced ☐ Substitute ☐ Engrossed

Second House ☐ In Committee ☐ Substitute ☒ Enrolled

2. Patron: McPike

3. Committee: Passed Both Houses

4. Title: Employer use of use of employee's social security; prohibited; civil penalty.

5. Summary: Prohibits an employer from using an employee's social security number or any derivative thereof as such employee's identification number or including an employee's social security number or any number derived thereof on any identification card or badge, any access card or badge, or any other similar card or badge issued to such employee. The bill imposes a civil penalty of up to \$100 for any knowing violation of the prohibition.

6. Budget Amendment Necessary: No

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

8. Fiscal Implications: The Department of Labor and Industry (DOLI) anticipates an indeterminate increase in caseload as a result of this bill. If the bill generates a significant number of complaints, the Department may need to hire additional staff to notify employers, conduct investigations, and determine and collect penalties.

Employers who violate this bill would be subject to civil penalties of up to \$100 for each knowing violation. The revenue from these fines would be deposited into the Literary Fund. DOLI cannot estimate the number of violations; any revenue this bill may generate for the Literary Fund is indeterminate.

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

10. Technical Amendment Necessary: No

11. Other Comments: None