

Department of Planning and Budget 2013 Fiscal Impact Statement

1. Bill Number: HB2133

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

2. Patron: Keam

3. Committee: General Laws

4. Title: Employment discrimination; current employment status

5. Summary: Provides that no employer employing more than five but fewer than 15 persons shall fail or refuse to hire an individual on the basis of the individual's current employment status. The bill provides that it is an unfair discriminatory practice for any person to include an employment status requirement in a job advertisement or to otherwise require, directly or indirectly, an individual to have a specific employment status to apply for a job. The bill provides that an individual may bring an action against the employer or file a complaint with the Division of Human Rights of the Department of Law or a local human rights or human relations agency or commission within 300 days of the refusal. The bill requires the court to award reasonable attorney fees and costs in cases where the individual prevails.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: No Impact.

8. Fiscal Implications: The provisions of this bill are should not have any impact on the cost of recruiting new employees.

9. Specific Agency or Political Subdivisions Affected: All state agencies.

10. Technical Amendment Necessary: No.

11. Other Comments: N/A

Date: 1/15/12