

Department of Planning and Budget

2015 Fiscal Impact Statement

1. Bill Number: HB2375

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: Surovell

3. Committee: Commerce and Labor

4. Title: Employers; reasonable accommodation for employees with disability caused by pregnancy.

5. Summary: Requires an employer, upon request from an employee for a reasonable accommodation for a disability caused or contributed to by pregnancy to explore with the employee all possible means of providing reasonable accommodation. If the employee requests a transfer to a less strenuous or less hazardous position as a reasonable accommodation, the measure requires the employer to transfer the employee for a period of time up to the duration of the employee's pregnancy when, among other circumstances, the employee's health care provider advises the transfer and the employer can provide the reasonable accommodation by transferring the employee without creating additional employment, discharging an employee, transferring any employee with more seniority, or promoting an employee who is not qualified to perform the job. The measure also clarifies that the prohibition on discrimination against otherwise qualified persons with disabilities applies to private employers.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: Preliminary. See Item 8, below.

8. Fiscal Implications: It is anticipated that any expenditure impact to the Department of Labor and Industry can be absorbed with existing resources. The bill does not require enforcement but DOLI expects the agency will respond to inquiries.

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

10. Technical Amendment Necessary: No.

11. Other Comments: None.