

## **Department of Planning and Budget**

### **2023 Fiscal Impact Statement**

**1. Bill Number:** HB1895

**House of Origin**    ☐ Introduced    ☒ Substitute    ☐ Engrossed

**Second House**    ☐ In Committee    ☐ Substitute    ☐ Enrolled

**2. Patron:**    Filler-Corn

**3. Committee:** Commerce and Energy

**4. Title:**    Employee protection; prohibited retaliation; prohibited nondisclosure and nondisparagement.

**5. Summary:** Prohibits employers from requiring employees or prospective employees to sign a nondisclosure or confidentiality agreement, including any provision relating to nondisparagement, that has the purpose or effect of concealing claims of sexual harassment.

**6. Budget Amendment Necessary:** No

**7. Fiscal Impact Estimates:** Preliminary

**8. Fiscal Implications:** The Courts anticipate that any action taken as a result of this bill will fall within the normal course of business and not create any additional fiscal impact.

The Department of Labor and Industry would not have additional enforcement responsibilities under this bill. Any increase in individuals contacting the department with questions or complaints related to the bill can be absorbed within existing resources.

**9. Specific Agency or Political Subdivisions Affected:** Courts

**10. Technical Amendment Necessary:** No

**11. Other Comments:** None