Department of Planning and Budget 2024 Session Fiscal Impact Statement

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Patron:				Substitute		Enrolled
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Committee:	Comme	rce and Labor				
Title:	Employee protections; employer-sponsored meetings on political matters; civil action.					
5. Summary: Prohibits an employer from retaliating against an employee (i) because such employee declines to attend or participate in an employer-sponsored meeting or receive an employer's communications conveying an opinion about political matters, as defined in the bill; (ii) as a means of inducing an employee's attendance at such meeting or receipt of such communications; or (iii) because the employee reports a suspected violation of the bill's provisions. The bill permits an employee alleging a violation of the bill's provisions to bring an action in civil court within 90 days after such violation occurs for appropriate relief, including injunctive relief, reinstatement, compensation for lost wages, benefits, and other remuneration, interest, and reasonable attorney fees and costs.						
5. Budget Amendment Necessary: No						
7. Fiscal Impact Estimates: Preliminary						
• Fiscal Implications: It is anticipated that the Department of Labor and Industry will be able to absorb any increase in inquiries as a result of this bill with existing resources.						
Specific Agency or Political Subdivisions Affected: Department of Labor and Industry, courts						
10. Technical Amendment Necessary: No						
	Committee: Title: Summary: employee deemployer's cobill; (ii) as a communicati provisions. Tan action in coincluding injuremuneration Budget Americal Impaction absorb any Specific Age courts	Title: Employ action. Summary: Prohibit employee declines to employer's communibill; (ii) as a means o communications; or (provisions. The bill pan action in civil couincluding injunctive remuneration, interest Budget Amendment Fiscal Impact Estimates Tiscal Implications: to absorb any increase Specific Agency or locourts	Title: Employee protections; action. Summary: Prohibits an employer employee declines to attend or partice employer's communications conveyibill; (ii) as a means of inducing an excommunications; or (iii) because the provisions. The bill permits an employer an action in civil court within 90 day including injunctive relief, reinstated remuneration, interest, and reasonab Budget Amendment Necessary: Notes and Implications: It is anticipated to absorb any increase in inquiries as Specific Agency or Political Subdicourts	Title: Employee protections; employer action. Summary: Prohibits an employer from employee declines to attend or participate employer's communications conveying an bill; (ii) as a means of inducing an employee an action in civil court within 90 days aft including injunctive relief, reinstatement, remuneration, interest, and reasonable att Budget Amendment Necessary: No Fiscal Implications: It is anticipated that to absorb any increase in inquiries as a re Specific Agency or Political Subdivisio courts	Title: Employee protections; employer-sponse action. Summary: Prohibits an employer from retaliating a employee declines to attend or participate in an emplemployer's communications conveying an opinion abbill; (ii) as a means of inducing an employee's attenda communications; or (iii) because the employee report provisions. The bill permits an employee alleging a van action in civil court within 90 days after such violaincluding injunctive relief, reinstatement, compensative remuneration, interest, and reasonable attorney fees a Budget Amendment Necessary: No Fiscal Implications: It is anticipated that the Depart to absorb any increase in inquiries as a result of this because the advanced of the provided of	Title: Employee protections; employer-sponsored maction. Summary: Prohibits an employer from retaliating against employee declines to attend or participate in an employer-spemployer's communications conveying an opinion about pobill; (ii) as a means of inducing an employee's attendance at communications; or (iii) because the employee reports a susprovisions. The bill permits an employee alleging a violation an action in civil court within 90 days after such violation of including injunctive relief, reinstatement, compensation for remuneration, interest, and reasonable attorney fees and cost Budget Amendment Necessary: No Fiscal Impact Estimates: Preliminary Fiscal Implications: It is anticipated that the Department of to absorb any increase in inquiries as a result of this bill with Specific Agency or Political Subdivisions Affected: Depicourts

11. Other Comments: None