

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. NO.: 4385-03
BILL NO.: SB 1028
SUBJECT: Unlawful Employment Practices
TYPE: Original
DATE: March 10, 2000

FISCAL SUMMARY

ESTIMATED NET EFFECT ON STATE FUNDS			
FUND AFFECTED	FY 2001	FY 2002	FY 2003
None	\$0	\$0	\$0
Total Estimated Net Effect on <u>All</u> State Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2001	FY 2002	FY 2003
None	\$0	\$0	\$0
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2001	FY 2002	FY 2003
Local Government	\$0	\$0	\$0

Numbers within parentheses: () indicate costs or losses.
This fiscal note contains 3 pages.

FISCAL ANALYSIS

ASSUMPTION

Officials of the **Office of Administration - Division of Personnel, Department of Labor and Industrial Relations, Office of the Attorney General, and the Department of Transportation (MoDOT)** anticipate no or minimal fiscal impact as a result of the proposal. However, MoDOT officials assume that if an increased number of grievances and lawsuits occurs, there would be a need for increased staff and related expenses of approximately \$112,752 for FY01, \$122,074 for FY02, and \$125,144 for FY03. **Oversight** assumes any increase in grievances and lawsuits should not be significant, but any need for additional staff would become a budget issue if necessary.

<u>FISCAL IMPACT - State Government</u>	FY 2001 (10 Mo.)	FY 2002	FY 2003
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	\$0	\$0	\$0
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<u>FISCAL IMPACT - Local Government</u>	FY 2001 (10 Mo.)	FY 2002	FY 2003
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	\$0	\$0	\$0
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FISCAL IMPACT - Small Business

No direct fiscal impact to small businesses would be expected as a result of this proposal.

DESCRIPTION

This proposal provides a standard for vicarious liability of an employer for actions of a supervisor in harassment claims and allows an affirmative defense to be raised in certain cases, codifying recent holdings by the United States Supreme Court. The proposal also specifies that the rulemaking authority of the Missouri Commission on Human Rights shall not extend to establishing standards of employer liability.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

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SOURCES OF INFORMATION

Office of Administration - Division of Personnel
Department of Labor and Industrial Relations
Office of the Attorney General
Department of Transportation

A handwritten signature in black ink, appearing to read "Jeanne Jarrett". The signature is written in a cursive style with a large initial "J".

Jeanne Jarrett, CPA
Director
March 10, 2000