

COMMITTEE ON LEGISLATIVE RESEARCH  
OVERSIGHT DIVISION

**FISCAL NOTE**

L.R. No.: 1682-01  
Bill No.: Perfected SB 428  
Subject: Employees - Employers; Civil Rights  
Type: Original  
Date: April 5, 2001

**FISCAL SUMMARY**

<b>ESTIMATED NET EFFECT ON STATE FUNDS</b>			
FUND AFFECTED	FY 2002	FY 2003	FY 2004
Various	(Unknown)	(Unknown)	(Unknown)
<b>Total Estimated Net Effect on <u>All</u> State Funds</b>	<b>(Unknown)</b>	<b>(Unknown)</b>	<b>(Unknown)</b>

<b>ESTIMATED NET EFFECT ON FEDERAL FUNDS</b>			
FUND AFFECTED	FY 2002	FY 2003	FY 2004
Various	(Unknown)	(Unknown)	(Unknown)
<b>Total Estimated Net Effect on <u>All</u> Federal Funds</b>	<b>(Unknown)</b>	<b>(Unknown)</b>	<b>(Unknown)</b>

<b>ESTIMATED NET EFFECT ON LOCAL FUNDS</b>			
FUND AFFECTED	FY 2002	FY 2003	FY 2004
<b>Local Government</b>	<b>(Unknown)</b>	<b>(Unknown)</b>	<b>(Unknown)</b>

Numbers within parentheses: ( ) indicate costs or losses.

This fiscal note contains 3 pages.

## FISCAL ANALYSIS

### ASSUMPTION

Officials from the **Department of Conservation, Department of Transportation, Department of Labor and Industrial Relations, Missouri State Highway Patrol** and the **Office of State Courts Administrator** assume the proposed legislation would have no fiscal impact on their agencies.

Officials from the **Office of Administration - Division of Personnel** assume the proposed legislation would have unknown fiscal impact on federal, state and local funds.

<u>FISCAL IMPACT - State Government</u>	FY 2002 (10 Mo.)	FY 2003	FY 2004
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### **VARIOUS STATE FUNDS**

<u>Cost - Potential Liability</u>	<u>(Unknown)</u>	<u>(Unknown)</u>	<u>(Unknown)</u>
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<u>FISCAL IMPACT - Local Government</u>	FY 2002 (10 Mo.)	FY 2003	FY 2004
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### **LOCAL GOVERNMENT**

<u>Cost - Potential Liability</u>	<u>(Unknown)</u>	<u>(Unknown)</u>	<u>(Unknown)</u>
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### FISCAL IMPACT - Small Business

Small businesses could be fiscally impacted by the provisions 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.

SOURCES OF INFORMATION

Department of Conservation  
Department of Labor and Industrial Relations  
Department of Transportation  
Office of Administration - Division of Personnel  
Office of State Courts Administrator  
Missouri State Highway Patrol



Jeanne Jarrett, CPA  
Director

April 5, 2001