

REVENUE: No revenue impact

FISCAL: Minimal fiscal impact, no statement issued

Action: Do Pass

Vote: 9 - 0 - 1

Yeas: Barton, Cameron, Garrett, Krieger, Olson, Smith J., Stiegler, Whisnant, Barker

Nays: 0

Exc.: Shields

Prepared By: Shannon Sivell, Counsel

Meeting Dates: 5/19

WHAT THE MEASURE DOES: Requires employers to make reasonable safety accommodations for victims of domestic violence, sexual assault and stalking. Provides list of reasonable safety accommodations that may, but are not required to, be used, such as unpaid leave. Prohibits employer from refusing to hire or retaliating against an individual because the individual is a victim. Allows employer to request documentation.

ISSUES DISCUSSED:

- Provisions of the measure

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: In 2007, the Legislative Assembly passed SB 946 that gave employee victims the ability to take reasonable leave to address issues of domestic violence, sexual assault and stalking. Also in 2007, the Governor issued Executive Order (#07-17) that required state agencies to prohibit discrimination against employees because they are victims and required accommodations to address safety concerns. SB 928A requires employers to make reasonable safety accommodations for victims of domestic violence, sexual assault or stalking under the Unlawful Employment Practices Act. Examples of reasonable accommodations include changing work-shift times or changing the placement of the employee's desk.