

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

SB 380 - HB 387

February 20, 2019

SUMMARY OF BILL: Defines harassment based on pregnancy, childbirth, or related medical condition as a discriminatory practice. Holds a person who is paying a non-employee in exchange for labor or services liable for actions of their employees if such discrimination takes place.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Based on the information provided by the Department of Labor and Workforce Development (DLWD), adopting the policies and provisions of the proposed legislation will not have a significant fiscal impact on DLWD.
- The Department of Human Resources (DOHR) currently investigates claims of discrimination against contractors or non-employees, the proposed legislation will not have a significant fiscal impact on the DOHR or its operations.
- Any fiscal impact to state or local government is estimated to be not significant.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumption:

- Holding the person paying for an individual's services liable for harassment by an employee will not significantly impact jobs or commerce in Tennessee.

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

Handwritten signature of Krista Lee Carsner in black ink.

Krista Lee Carsner, Executive Director

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