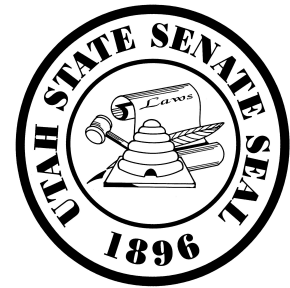




Revised Fiscal Note
H.B. 283

2018 General Session
Workplace Protection Amendments
by Edwards, R.



General, Education, and Uniform School Funds

JR4-5-101

	Ongoing	One-time	Total
Net GF/EF/USF (rev.-exp.)	\$(141,500)	\$(3,200)	\$(144,700)

State Government

UCA 36-12-13(2)(b)

Enactment of this legislation likely will not materially impact state revenue.

Revenues	FY 2018	FY 2019	FY 2020
Total Revenues	\$0	\$0	\$0

Enactment of this legislation could cost the Labor Commission \$144,700 one-time General Fund in FY 2019 and \$141,500 ongoing General Fund beginning in FY 2020 to expand its antidiscrimination jurisdiction to approximately 272,000 employees working for 70,000 businesses with 1 to 14 employees. Based on current caseload, the expansion could lead to an additional 156 claims annually, requiring an additional 1.5 FTEs. This estimate assumes these claims would represent 12.5% of total claims (the midpoint of a range of 6.8% to 18.2%), based on the proportion of Utah employees employed by these businesses and the experience of other states.

Expenditures	FY 2018	FY 2019	FY 2020
General Fund	\$0	\$141,500	\$141,500
General Fund, One-Time	\$0	\$3,200	\$0
Total Expenditures	\$0	\$144,700	\$141,500

Net All Funds	\$0	\$(144,700)	\$(141,500)
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Local Government

UCA 36-12-13(2)(c)

Enactment of this legislation likely will not result in direct, measurable costs for local governments.

Individuals & Businesses

UCA 36-12-13(2)(d)

Approximately 70,000 businesses -- those with 1 to 14 employees -- could become subject to the antidiscrimination jurisdiction of the Labor Commission. If a business is found to have discriminated against an employee, that business could be ordered to pay up to two years of front pay and up to \$25,000 in damages. Employees of businesses with 1 to 14 employees who are subject to discrimination could receive up to two years of front pay and up to \$25,000 in damages.

Regulatory Impact

Enactment of this legislation could result in a medium increase in the regulatory burden for Utah residents or businesses.

Performance Note

JR4-2-404

Required of the Labor Commission and due by February 02, 2018

Notes on Notes

Fiscal notes estimate the direct costs or revenues of enacting a bill. The Legislature uses them to balance the budget. They do not measure a bill's benefits or non-fiscal impacts like opportunity costs, wait times, or inconvenience. A fiscal note is not an appropriation. The Legislature decides appropriations separately.