



Fiscal Note
H.B. 283 1st Sub. (Buff)
 2018 General Session
 Workplace Protection Amendments
 by Edwards, R. (Edwards, Rebecca.)



General, Education, and Uniform School Funds

JR4-5-101

| | Ongoing | One-time | Total |
|---------------------------|------------|-----------|------------|
| Net GF/EF/USF (rev.-exp.) | \$(95,600) | \$(2,200) | \$(97,800) |

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 \$97,800 one-time General Fund in FY 2019 and \$95,600 ongoing General Fund beginning in FY 2020 to expand its antidiscrimination jurisdiction to approximately 176,000 employees working for 20,000 businesses with 5 to 14 employees. Based on current caseload, the expansion could lead to an additional 105 claims annually, requiring an additional 1.0 FTE. This estimate assumes these claims would represent 8.8% of total claims (the midpoint of a range of 5% to 12.6%), 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 | \$95,600 | \$95,600 |
| General Fund, One-Time | \$0 | \$2,200 | \$0 |
| Total Expenditures | \$0 | \$97,800 | \$95,600 |

| | | | |
|----------------------|------------|-------------------|-------------------|
| Net All Funds | \$0 | \$(97,800) | \$(95,600) |
|----------------------|------------|-------------------|-------------------|

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 20,000 businesses -- those with 5 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 damages of up to \$15,000 for businesses with 5 to 9 employees and up to \$25,000 for businesses with 10 to 14 employees. Employees of businesses with 5 to 14 employees who are subject to discrimination could receive up to two years of front pay and damages of up to \$15,000 for businesses with 5 to 9 employees and up to \$25,000 for businesses with 10 to 14 employees.

Regulatory Impact

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

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

Performance Note

JR4-2-404

No performance note required for this bill

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.