

OFFICE OF FISCAL ANALYSIS

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sSB-163

AN ACT PROTECTING EMPLOYEE FREEDOM OF SPEECH AND
CONSCIENCE.

As Amended by Senate "A" (LCO 4758)

Senate Calendar No.: 324

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 23 \$	FY 24 \$
Labor Dept.	GF - Potential Revenue Gain	Minimal	Minimal

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill, which prohibits employers from disciplining or discharging an employee under certain enumerated circumstances, results in a potential minimal General Fund revenue gain from civil penalties to the extent that violations are found.¹

The bill allows aggrieved parties to bring an action in court over alleged violations, which does not result in any cost impact. The court system disposes of over 400,000 cases annually and the number of cases is not anticipated to be great enough to have a material impact on court operations.

The bill has no cost impact to the state or municipalities as employers as it is anticipated that these entities would not violate the provisions of the bill.

¹ The bill makes employers found in violation of the bill's provisions liable for a \$300 penalty imposed by the Department of Labor.

Senate "A" removes a provision defining First Amendment rights from the underlying bill, which does not result in any fiscal impact.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to fluctuation in the number of violations found.

The preceding Fiscal Impact statement is prepared for the benefit of the members of the General Assembly, solely for the purposes of information, summarization and explanation and does not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.