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FISCAL NOTE (Form 1)
(Office of Fiscal Analysis)
Analyst: TN 4/23/92
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BILL NUMBER: SHB 5827
FILE NUMBER:
AMENDMENTS: House "A" and "B"

TITLE: "AN ACT CONCERNING SEXUAL HARASSMENT EDUCATION AND TRAINING IN THE WORKPLACE"

FAVORABLY REPORTED BY Judiciary, Labor and Public Employees, Appropriations

EFFECTIVE DATE: 10/1/92

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FISCAL IMPACT STATEMENT - BILL NUMBER SHB 5827

STATE IMPACT	Cost, see explanation below
MUNICIPAL IMPACT	Cost, see explanation below
STATE AGENCY(S)	Commission on Human Rights and Opportunities, Various State Agencies

EXPLANATION OF ESTIMATES:

STATE IMPACT: There will be a cost to the State as a result of this bill as amended.

The cost is associated with having all supervisors receive two hours of training in sexual harassment by October 1, 1993. The cost is in terms of actual production time taken by supervisors and instructors during the first year after the effective date of the act. An actual dollar figure cannot be derived.

After the first year, costs should be less in terms of time spent with just new supervisors being trained.

There is also a minimal cost associated with the requirement for employers with three or more employees to post in a prominent and accessible place a notice that sexual harassment is illegal and the remedies available to victims.

MUNICIPAL IMPACT: There will be a cost to municipalities with 50 or more employees as a result of this bill as amended.

The cost is associated with having all supervisors receive two hours of training in sexual harassment by October 1, 1993. The cost is in terms of actual production time taken by supervisors and instructors during the first year after the effective date of the act. An actual dollar figure cannot be derived. After the first year, costs should be less in terms of time spent with just new supervisors being trained.

There is also a minimal cost associated with the requirement for municipalities with three or more employees to post in a prominent and accessible place a notice that sexual harassment is illegal and the remedies available to victims.

Some municipalities with less than 50 employees will not be required to implement the two hour training requirement.

House "A" requires employers with 50 or more employees instead of 15 to implement the two hour training requirement for current supervisors within one year of the effective date of this act. New supervisors will be trained within 6 months of their start date.

It deletes requirements that employers provide annual written notification to employees about the illegality of sexual harassment.

The amendment has a cost impact in terms of production spent for this training.

House "B" makes it explicit that the bill covers the General Assembly and has no fiscal impact since this was included in the original fiscal note.