

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 3627-01
Bill No.: HB 1498
Subject: Labor and Management; Employees-Employers
Type: Original
Date: January 2, 2020

Bill Summary: This proposal prohibits employers from inquiring about an employee or applicant's salary history information.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2021	FY 2022	FY 2023
Total Estimated Net Effect on General Revenue	\$0	\$0	\$0

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2021	FY 2022	FY 2023
Total Estimated Net Effect on <u>Other</u> State Funds	\$0	\$0	\$0

Numbers within parentheses: () indicate costs or losses.

This fiscal note contains 5 pages.

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2021	FY 2022	FY 2023
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2021	FY 2022	FY 2023
Total Estimated Net Effect on FTE	0	0	0

☐ Estimated Net Effect (expenditures or reduced revenues) expected to exceed \$100,000 in any of the three fiscal years after implementation of the act.

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2021	FY 2022	FY 2023
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTION

Officials from the **Department of Labor and Industrial Relations (DOLIR), Office of Administration, Missouri Department of Conservation and Department of Transportation** each assume the proposal will have no fiscal impact on their organization.

Officials from the **Attorney General's Office** defer to the Office of Administration to estimate the fiscal impact of the proposed legislation on their organization.

Officials from the **City of Springfield, City of Kansas City, City of Columbia, and St. Louis County** each assume the proposal will have no fiscal impact on their organization.

Officials from the **State Technical College of Missouri** assume the proposal could have a negative fiscal impact on their organization. The amount cannot be estimated.

Officials from the **University of Missouri** assume the proposal will have no fiscal impact on their organization.

Oversight inquired with DOLIR regarding penalties for violations of these new provisions. DOLIR stated there would be no criminal penalty and probably no civil penalty.

Oversight notes that the Office of Administration, Missouri Department of Conservation, Department of Labor and Industrial Relations, Department of Transportation, City of Springfield, City of Kansas City, City of Columbia, St. Louis County, and University of Missouri have stated the proposal would not have a direct fiscal impact on their organization. Oversight does not have any information to the contrary. Therefore, Oversight will reflect a zero impact on the fiscal note.

Oversight only reflects the responses that we have received from state agencies and political subdivisions; however, other school districts, counties, and colleges were requested to respond to this proposed legislation but did not. A general listing of political subdivisions included in our database is available upon request.

<u>FISCAL IMPACT - State Government</u>	FY 2021 (10 Mo.)	FY 2022	FY 2023
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT - Local Government

FY 2021
(10 Mo.)

FY 2022

FY 2023

\$0

\$0

\$0

FISCAL IMPACT - Small Business

Small businesses may need to alter their hiring practices as a result of this proposal.

FISCAL DESCRIPTION

The proposed legislation appears to have no direct fiscal impact.

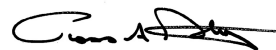
This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Office of Administration
Attorney General's Office
Department of Labor and Industrial Relations
Department of Transportation
Missouri Department of Conservation
City of Springfield
City of Kansas City
City of Columbia
St. Louis County
State Technical College of Missouri
University of Missouri



Julie Morff
Director
January 2, 2020



Ross Strobe
Assistant Director
January 2, 2020

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